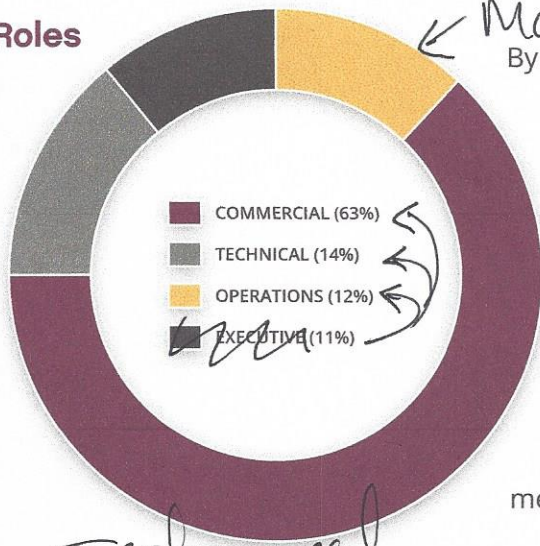


Plug into the brightest minds in energy & sustainability around the world

Since 2009, Enertech Search Partners has been a valued partner to some of the most compelling emerging technology companies and the brightest business leaders in the new global cleantech economy. We are committed to representing only the top percentile of talent in the space and acting as lasting career allies with these passionate individuals.

Roles



Market Segments?

By working within a handful of specific market segments, we maximize our deep understanding of the unique drivers that shape these markets. This approach to our highly specialized talent acquisition services makes us trusted advisors to executives in disruptive energy and environmental markets around the world. Our best of breed technology platforms, combined with our personal and trusted relationships with candidates, create environments where true match-making is possible. Through a high touch, high tech process, Enertech Search yields exceptional results, often in half the time of traditional retained recruiting methods.

need to talk about vertical focus →

with horizontal integration

Market Segments



YELLOW

Technical Mgr Director VP → Above

Why us?

A Pulse on Energy

We live and breathe energy's growing industries and understand the nuances of micro-market talent pools.

DNA Matching

We don't stop at matching candidate skills with positions. We dig deep to understand personality and cultural fit on both sides.

Allied with Top Talent

We keep the career and life ambitions of our curated network of revenue generators always on our radar.

Transparency

'A' players respect transparency, so we help companies offer compelling positions, and prepare candidates to thrive in their new role.

Focus on Commercial Roles

By specializing in sales, marketing and business development, a search with us maximizes your ability to capture market share.

Shared Risk, Shared Values

With our retency model, we are a true partner in your search. No big retainers for us and no stacks of resumes for you.

3

4

Our retency structure

Leading companies in today's cleantech and sustainability sectors achieved their greatness by taking calculated risks. At Enertech Search Partners, we believe that same ethos can and should be applied to the recruiting firms who work with these emerging growth companies.

Enertech Search is a success-based recruiting firm. At our core, we are entrepreneurs who also believe in the risk/reward curve. It is antithetical to our core values to ask our clients to take on all the risk of a retained recruiting model, while we take all of the reward without a guarantee of success. Alternately, we recognize that placing 100 percent of the risk on the recruiter through a contingency model is also unbalanced.

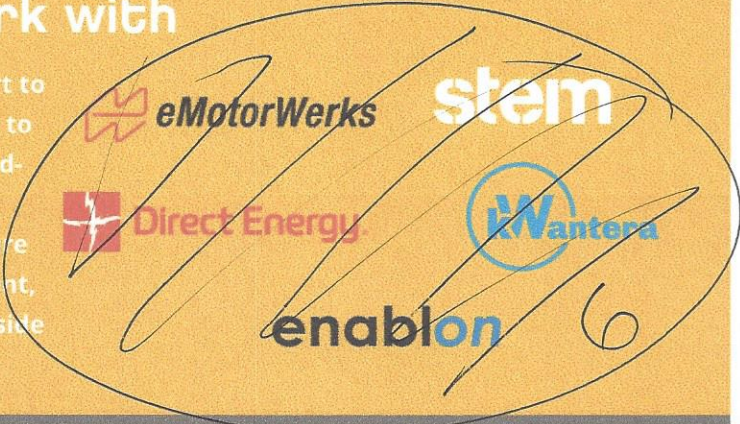
Combining the best of contingency and retained, our shared-risk model called "retency," provides your company with a short list of interview worthy candidates within a timeframe that matches the speed at which growth companies operate. In this business model, we require an initial non-refundable engagement fee which is credited to the final invoice upon completion.

The speed and accuracy we provide our clients, combined with our top-notch candidate database, allows us to be certain we can fulfill any search we take on, regardless of its complexity. It's a system that allows us to work together as true partners.

5

Who we work with

Our value lies in bringing human capital and recruiting support to a firm or division which is experiencing significant growth due to management change, financing, market conditions, a new product or market launch. Companies who benefit most from Enertech Search services do not have the internal infrastructure or expertise to attract and retain niche or market-specific talent, or they need to execute confidential or strategic searches outside of normal internal recruiting channels.



6

General Terms and Conditions

Our Fee Structure: Our typical fee is calculated as a percent of the candidate's first year guaranteed compensation, established at the start of employment. At the commencement of the search, an upfront engagement fee of 25 percent of the estimated fee will be credited against the total fee upon completion of the search. If the search is terminated by the client for any reason other than negligence, the engagement fee will be non-refundable and there will be no further obligation by either party.

As our client, we require that you grant Enertech Search a 60-day exclusive on candidate representation and affirm you will not engage additional service providers, either on a retained or contingency basis.

Logos

Working with Candidates: Enertech Search will undertake its best efforts to ensure each candidate we submit to you has not had their resume previously presented. Despite our diligence on this, if we present a candidate that is a duplicate submittal in your active files, we will withdraw any claim to that candidate for that submission once you notify us of that issue. However, once you contact us to initiate the interview process on a candidate we presented to you, we will be the agency of record for that candidate for 12 months.

Enertech Search will refer candidates based upon qualifications and abilities without regard to age, sex, origin, or race. We will not intentionally accept listings which violate state or federal laws relating to equal opportunity or civil rights.

If a New Employee Doesn't Work Out. If the candidate you selected from our search ceases to be employed by your company within 90 days of their first day on the job, Enertech Search will locate a replacement candidate for that position at no cost. For this option, the resignation or termination of the employee must be due to either cause or poor performance, and may not include events such as (but not limited to) change of control, general reduction in workforce or cessation of business operations due to financing or other events outside of the candidate's control.

If an appropriate candidate has not been found within 60 days of the execution of the replacement search, Enertech Search will grant your company a credit for the value of the retency fee.

5 Who we work with

6

Logos

Reflexivity Structure

4

①

Logo

Plug in to the

②

why OS

③