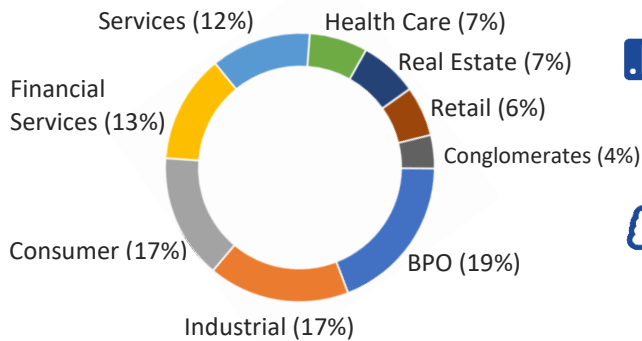


Philippine Executive Search Industry Trends: 2016 - 2018

There continues to be a rise in the number of executive search and recruitment firms over the past 2 years. Encouraged by low barriers to entry, these firms have risen to 80+ and are not even SEC-registered and can therefore evade taxes. Because of intense competition, malpractices, whose victims are both executives and clients, continue to flourish.

This follow up survey of 2018 is aimed at monitoring levels of satisfaction and/or disappointment in the industry as well as PAESPI's (Philippine Association of Executive Search Professionals, Inc.) progress in raising the standards of executive search in the Philippines.

PROFILE OF CORPORATE RESPONDENTS



MOST IMPORTANT FOR COMPANIES



78% Ethical & Trustworthy (from 59% in 2016)
 72% Proper candidate screening (from 61%)
 61% Conducts due diligence (from 50%)

MOST DISAPPOINTING FOR COMPANIES

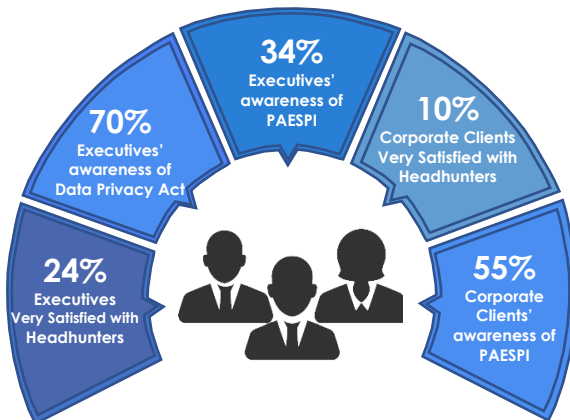
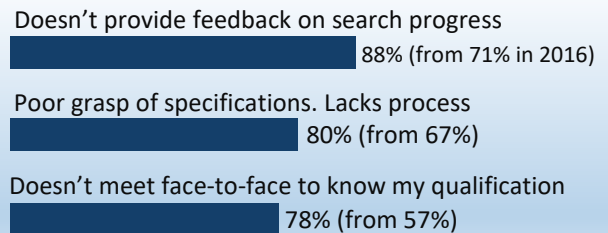


76% Endorses unsuitable candidates*
 75% Unprofessional. Ill trained consultants*
 74% Unreliable. Missed deadlines*
** from 67% in 2016*

MOST IMPORTANT FOR EXECUTIVE TALENTS



MOST DISAPPOINTING FOR EXECUTIVE TALENTS



"Totally unethical! Imagine, they poach from their own clients."

"They have no search process. Too lazy to meet candidates face-to-face. Doesn't even have a good grasp of search specifications."

"It's not all about fees. It's about professionalism, ethics and accountability."

Visit www.paespi.org for complete survey results.