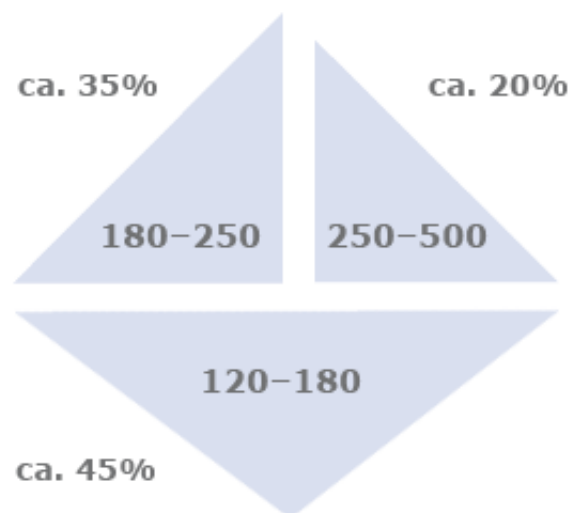


Level of Positions

Höchsmann & Company conducts executive searches for positions with direct responsibility for business success (first and second levels of management) and high-ranking special functions (e.g. in research or project development). Targeted searches are our forte, whether to complete or strengthen a management team as part of a succession solution or in preparation for growing international or technological challenges.

In the past 25 years, we have filled several hundred positions in diverse industries and corporate situations with long-term success. The primary factor in our decision to accept a search assignment is not a strict salary range, but the question of whether the position represents a key executive or specialist role and whether our problem-solving competencies are a likely guarantee of success in finding the right candidate in the right timeframe.

For example in the past 5 years, we have filled 182 key positions in our core industries. The diagram below shows the remuneration levels involved:



Our sister company aditio Personalberatung GmbH specializes in filling specialist and executive positions at middle management level with an income range of ca. **60 T€** to ca. **100 T€**.