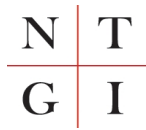




STATEMENT OF CAPABILITIES

**2800 North Central Avenue
Suite 1740
Phoenix, AZ 85004
(602) 595-8600
(602) 595-1550
www.newmantuckergroup.com**

A Premier Executive Search Firm



PROFESSIONAL OVERVIEW

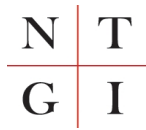
Newman Tucker Group, Inc. (NTG) serves as a premier executive search firm providing diverse global services to our clients while maintaining our reputation, which is synonymous with outstanding client care and delivery of exceptional executive talent.

Nationally regarded as a leading executive search firm, specializing in, but not limited to, diversity search, NTG provides strategic recruiting, staffing and human resources consulting services to Fortune 500 and emerging growth companies as well as public agencies and non-profit organizations. Focusing primarily on specialized recruiting assignments, we have a strong record of achievement in recruiting elite, pre-screened individuals for a variety of functional areas in a broad range of product and service industries.

The NTG team includes research professionals and executive search consultants with over 60 years of combined executive search experience. In addition, NTG has nationwide strategic alliances that enable us to service our clients throughout the United States. We are proud of our success with specialized recruiting assignments that include the identification and recruitment of diversity candidates. We attribute our success, in part, to the extensive networking system that we have developed as well as our affiliation with a host of minority and industry associations.

Genuine commitment to service and a passion for executive recruitment, in addition to our consistent placement of top executive talent, has earned NTG the loyalty of a select and growing clientele. Our goal is to continue the tradition of excellence that has earned us premier status in the executive search industry.

This Statement of Capabilities provides additional insight into NTG's professional background, services, and processes as well as a partial list of clients and representative assignments.



EXECUTIVE TEAM

CHARLES NEWMAN – PARTNER

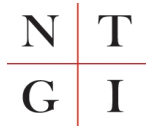
Charles “Chuck” Newman is a managing partner at Newman Tucker Group, Inc. Chuck recruits top-level executives across the entire spectrum of an organization at mid to senior management levels. In addition, he consults with clients on matters regarding employee and labor relations, union contract negotiations, executive compensation and succession plans.

Prior to partnering with Willie Tucker, Chuck was a partner with Blackshaw, Olmstead, Lynch & Koenig, a retained executive search firm. Before joining the executive recruiting industry, he spent over 25 years in human resources with the Lockheed Martin Corporation. In his last position as Senior Vice President and Officer of the company, Chuck had overall staffing responsibility for over 1,800 employees in 27 locations worldwide.

Chuck’s distinctions include commendations from former Los Angeles Mayor Richard Riordan, Senator Diane Watson, and Los Angeles County Supervisor Yvonne Braithwaite Burke. Chuck is also active in the Urban League of Greater Los Angeles, African American Visions Program of Los Angeles-Co Chair, and the YMCA Inglewood Chapter. He also served in Vietnam with the U.S. Army as a Communications Specialist.

He serves on the National Board of Directors for the National Black United Fund, which has 26 chapters throughout the United States.

Chuck holds a Bachelors of Science degree in Public Administration from California State University, Dominguez Hills.



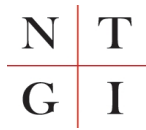
WILLIE TUCKER - PARTNER

Willie Tucker is a managing partner at Newman Tucker Group, Inc. Willie is responsible for the recruitment of middle to senior level management staff.

Willie has worked in the recruiting field for ten years. Prior to partnering with Chuck Newman, he was a senior staff consultant with Management Recruiters International where he successfully placed mid to senior level candidates in the information technology, sales and marketing areas. Additionally, Willie consistently received recognition as a “Top Producer” within the firm.

A former nominee for the office of U.S. Ambassador to Nigeria, Willie is a respected political consultant and fundraiser for national and state candidates. His unique style of professionalism as well as his vast network of political and professional associates is a contributing factor to the successes of the Newman Tucker Group.

A native of Southern California, Willie holds an undergraduate degree in Political Science from UCLA as well as graduate degrees in Political Science from the University of Michigan, Ann Arbor.



AREAS OF EXPERTISE

Newman Tucker Group, Inc. is a general practice executive search firm, with expertise in the following areas:

Advanced Technology

Government / Public Agencies

Aerospace / Defense

Healthcare

Board Services

Information Technology

Broadcasting

Non-Profit Organizations

Diversity

Real Estate/Construction/ Development

Energy / Utility

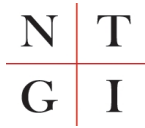
Retail / Management

Entertainment

Sales and Marketing

Financial Services

Sports Management



PARTIAL LIST OF CLIENTS

American Express

AXA Financial

Bank of the West

Bowne International

Corinthian / Bryman Colleges

Dell, Inc.

Dreamworks, SKG

Edison International

EFW, Inc.

Excelsior College

Fluor Daniels

Guidant Corporation

Hydro-Aire

ITM Software

Kollsman, Inc.

Mattel, Inc.

Microsoft

New Jersey Institute of Technology

Northrop Grumman

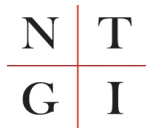
Raytheon Corporation

Southern California Edison

Stellex Precision Machining, Inc.

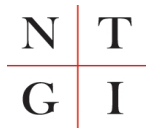
United Health Plan

Wells Fargo Bank



RECENT ASSIGNMENTS

<u>POSITION</u>	<u>INDUSTRY</u>
Board of Directors	Broadcasting
President	Entertainment
Executive Vice President, General Manager	Manufacturing/Aerospace
Chief Financial Officer	Entertainment
Treasurer	Energy/Public Utility
Sr. Vice-President, Public Affairs	Energy/Public Utility
Vice President, Chief Medical Officer	Healthcare
Vice President, Engineering & Tech. Services.	Energy/Public Utility
Vice President, Sales	Travel Related Services
Vice President, Engineering	Aerospace
Vice President, Human Resources	Entertainment
Vice President, Academic Affairs/Provost	Educational Institutions
Medical Director	Healthcare
Dean of Business & Technology	Educational Institution
General Manager	Sports
Director, Engineering & Software Dev.	Advanced Technology
Director, Sector Communications	Aerospace
Director, Security	Aerospace/Defense
Director, Internal Auditing	Entertainment
Director, Supply Chain Management	Aerospace



SEARCH PROCESS

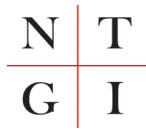
Our objective is always to exceed client expectations with outstanding candidates. We successfully achieve our objectives with a well-defined six-step process, which is as follows:

1. Develop a Thorough Understanding and Assessment of the Client

This involves meeting with key executives in the client's organization to ascertain its mission, personality, and philosophy. During this phase, a review of organizational structures, backgrounds of executives, official and unofficial lines of authority and responsibility, are conducted. The organization's future plans and programs, perceived strengths and weaknesses, and the political climate are discussed. The status of potential internal candidates will also be reviewed. Perceptions about the organization's stature and attractiveness to potential candidates are crucial to developing a good organizational profile. Therefore, factors regarding the organization, which may aid or hinder recruitment, will be thoroughly assessed. This initial phase becomes the foundation for developing a strong partnership and effective working relationship between the client organization and the **Newman Tucker Group**.

2. Develop a Comprehensive Understanding of the Position

In discussions with key executives, personal and professional attributes for the position are established. A recruitment profile is developed that includes a clear description of the recruitment criteria, which will serve as a profile for the ideal candidate. This profile is prepared by the **Newman Tucker Group** from information provided by management personnel who have key relationships with the position to be filled. It is imperative that this position profile consists of realistic requirements and experience levels because it is the standard against which potential candidates are recruited and evaluated.



3. Develop a Search Strategy Aimed at Attracting the Most Qualified Candidates

During this phase, the objective is to accumulate a strong pool of candidates. We will work with the client to identify appropriate candidates. Organizations are targeted as sources of candidates and geographical preferences are established. We will also finalize recruitment plans and time lines. The **Newman Tucker Group** will use various candidate solicitation methods, including direct scoring based upon industry research, our candidate data bank, and contacts with appropriate professional associations. Since individuals with the desired qualities are not usually actively looking to make a change, they must be recruited. An effective strategy is crucial to a successful recruitment, and the **Newman Tucker Group** works closely with the client in developing the search strategy.

4. Evaluate Potential Candidates

The **Newman Tucker Group** uses a direct approach in locating candidates who meet position specifications. We search for individuals with established patterns of success and accomplishments. Potential candidates and sources of candidates, identified through our research, are contacted and encouraged to become candidates or referral sources. Once the candidate pool is established, the candidates are screened against a candidate-rating instrument, which is based on the job requirements. The most qualified candidates are interviewed to ascertain a comprehensive understanding of their background, accomplishments and potential. Additionally, candidates are evaluated to determine their overall suitability as a member of the client's management team, as well as their strengths and limitations. It is our policy to conduct reference checks, ascertain degree verification on all finalists, and to conduct employment background investigations as required for the search.

The most qualified candidates are selected for presentation to the client. We prepare a candidate profile, which details each candidate's background, experience, education and accomplishments. Additionally, reference summaries and the **Newman Tucker Group's** professional appraisals are provided.



5. Presentation of Final Candidates

The **Newman Tucker Group** works closely with the client and final candidates to arrange personal interviews. If requested, interview questions and rating forms are provided. Additional selection processes such as assessment centers, psychological evaluations, and interview boards are available options. While the hiring decision is always the client's, we are prepared to assist with negotiations relative to terms and conditions of employment. We maintain a very close relationship with both candidate and client during the offer/acceptance period.

6. Candidate and Client Follow-Up

After the Executive is hired, the Newman Tucker Group will remain in close contact with the client, and monitor the progress of the candidate every few months for the first six to nine months.

Throughout the search process, we maintain a close client/consultant working relationship, which includes periodic status reports. Our firm operates under Equal Opportunity Employment and ADA guidelines in conducting executive search assignments.

