

TRANSPLANT MANAGEMENT GROUP, LLC

Specialists in the Business of Transplant Management

Transplant Personnel Recruitment Services

OVERVIEW

Transplant Management Group, LLC, was established to provide outstanding consulting services to the transplant community. In 2002, TMG established a search practice to expand our leadership services in transplant. At one time, transplant programs rarely used executive search firms. Today, TMG Search undertakes and completes nationwide searches for Transplant Centers, Organ Procurement Organizations and academic medical centers. Our search consultancy recruits transplant administrators, executive directors, administrative personnel and transplant physicians and surgeons.

STRENGTHS

Transplant Management Group Search consultants are seasoned executive search leaders with extensive experience in health care personnel recruitment. TMG consultants are active in the transplant management community and their experience provides a unique insight to the Transplant Management Group Search process.



OUR MISSION

The mission of Transplant Management Group Search is to provide outstanding personnel recruitment search services to the field of transplantation and organ procurement. To that end, our consultants work closely with clients to identify their specific needs and preferences in order to recruit candidates suited to the present and future structure of the client organization.



Why do we need a search firm?

Recruitment and selection are two of the most important decisions faced by management personnel today. Retained search is an efficient, cost effective and focused approach to place the "right" personnel who fit the client's specifications.

How long is the search process?

Within sixty days of search commencement, an initial slate of candidates will be presented. Typically, a search can be completed within ninety days. In some searches, scheduling and logistics issues can delay the completion of the search.

What is TMG Search's guarantee?

If a candidate placed through TMG Search leaves the organization for any reason(except a general reduction in force) within the first year of employment, TMG will, at the Client's request, conduct a replacement search, without fee.

Who could use TMG Search?

Transplant Centers, Organ Procurement Organizations, and any enterprise actively engaged in the transplant industry.

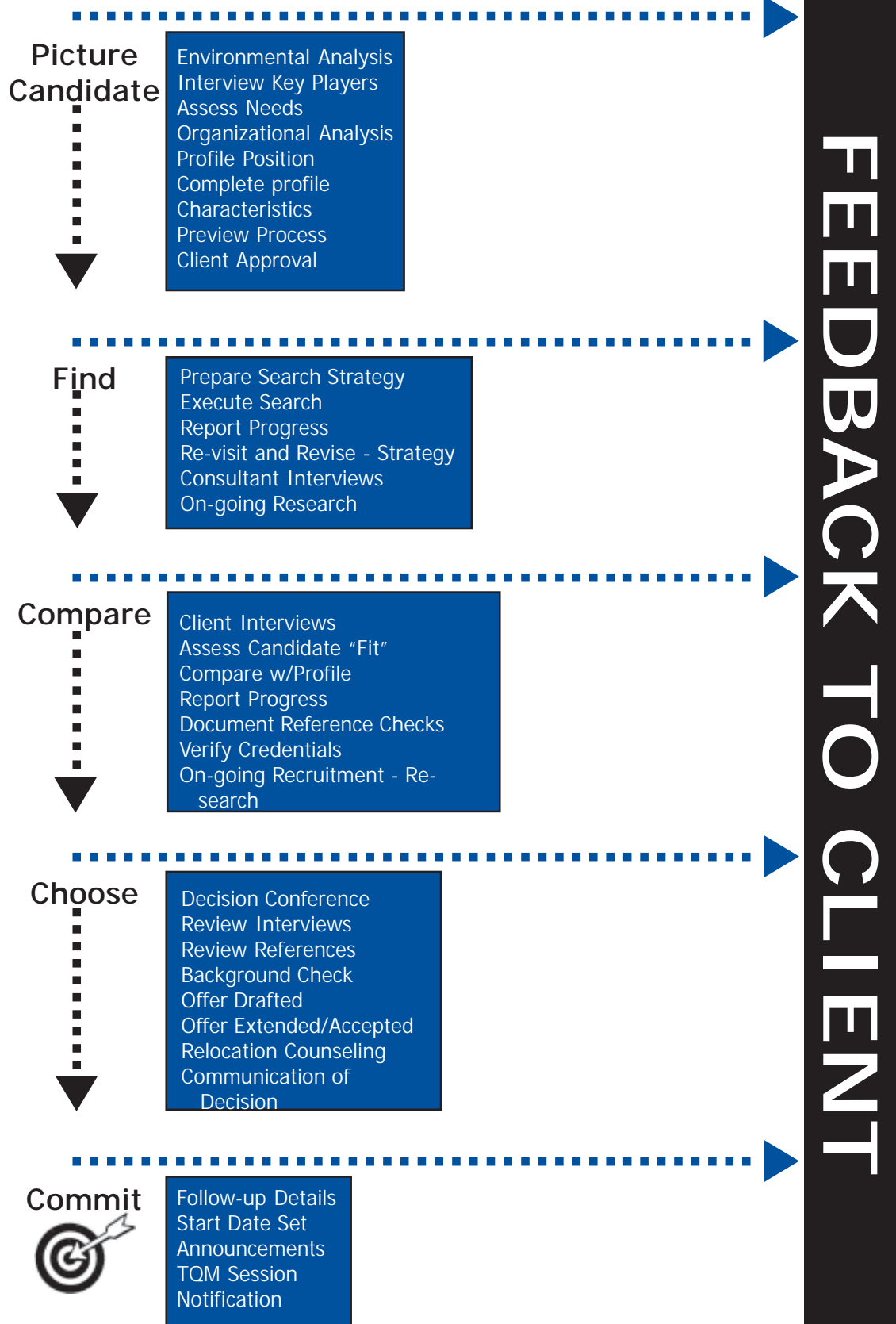
How is the search fee determined?

The search fee is based on a percentage of the position's compensation. In addition, there will be out-of-pocket expenses related to the search, such as candidate travel expenses.

Does the candidate pay a fee?

No, the candidate will not be charged for any expenses related to the search process.

The Search Process



Code of Ethics

Clients expect integrity in their search consultant. Every search assignment of Transplant Management Group is managed in strict compliance with ethical guidelines of the Association of Executive Search Consultants. Consultants maintain an ongoing dialogue with a client that is honest, complete, frequent and progressive. Transplant Management Group Search will conduct their activities with:

Professionalism:

Conduct their activities in a manner that reflects favorably on the search profession.

Integrity:

Conduct their business activities with integrity and avoid conduct that is deceptive or misleading.

Competence:

Perform all search consulting assignments competently-at an expert level-and with an appropriate degree of knowledge, thoroughness and urgency.

Objectivity:

Exercise objective and impartial judgment in each search consulting assignment, giving due consideration to all relevant facts.

Accuracy:

Strive to be accurate in all communications with clients and candidates and encourage them to exchange relevant and accurate information.

Conflicts of Interest:

Avoid, or resolve through disclosure and waiver, conflicts of interest.

Confidentiality:

Respect confidential information entrusted to them by clients and candidates.

Loyalty:

Serve their clients loyally and protect client interests when performing assignments. We will never recruit anyone from a client organization.

Equal Opportunity:

Support equal opportunity in employment and objectively evaluate all qualified candidates.

Public Interest:

Conduct their activities with respect for the public interest.

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About Frank Greaney, Senior Consultant - Search

Frank Greaney has led many high-level health care searches in his ten years as an Executive Search Consultant. He managed the life science practice as Senior Vice President for an international search firm's Boston office, and he established the search practice of TMG in 2002. Greaney, as Senior Consultant (Search) for TMG, now leads retained searches for leaders in transplant centers, organ procurement organizations, and related organizations. In his career, he has been CEO of a 321-bed general hospital, founder and CEO of the American Health Network. Greaney managed the Northern New England operations for Aetna Health Plans and played an integral role in that firm's re-configuration of its National Medical Excellence program. He also has negotiated single case transplant contracts for Aetna. He served as Interim Administrator of the Fletcher Allen Health Care Organ Transplant Program (University of Vermont School of Medicine). Frank is a graduate of Fairfield University and he holds a MPH degree from the Yale University School of Medicine, Department of Epidemiology and Public Health.

Search Office

PO Box 10388
Bedford, NH 03110

(603) 424-1476 Office

(603) 218-6147 Fax

(513) 752-3409 Search Admin Office

frankgreaney@transplantmanagement.com

www.transplantmanagement.com

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