

# Corporate Presentation



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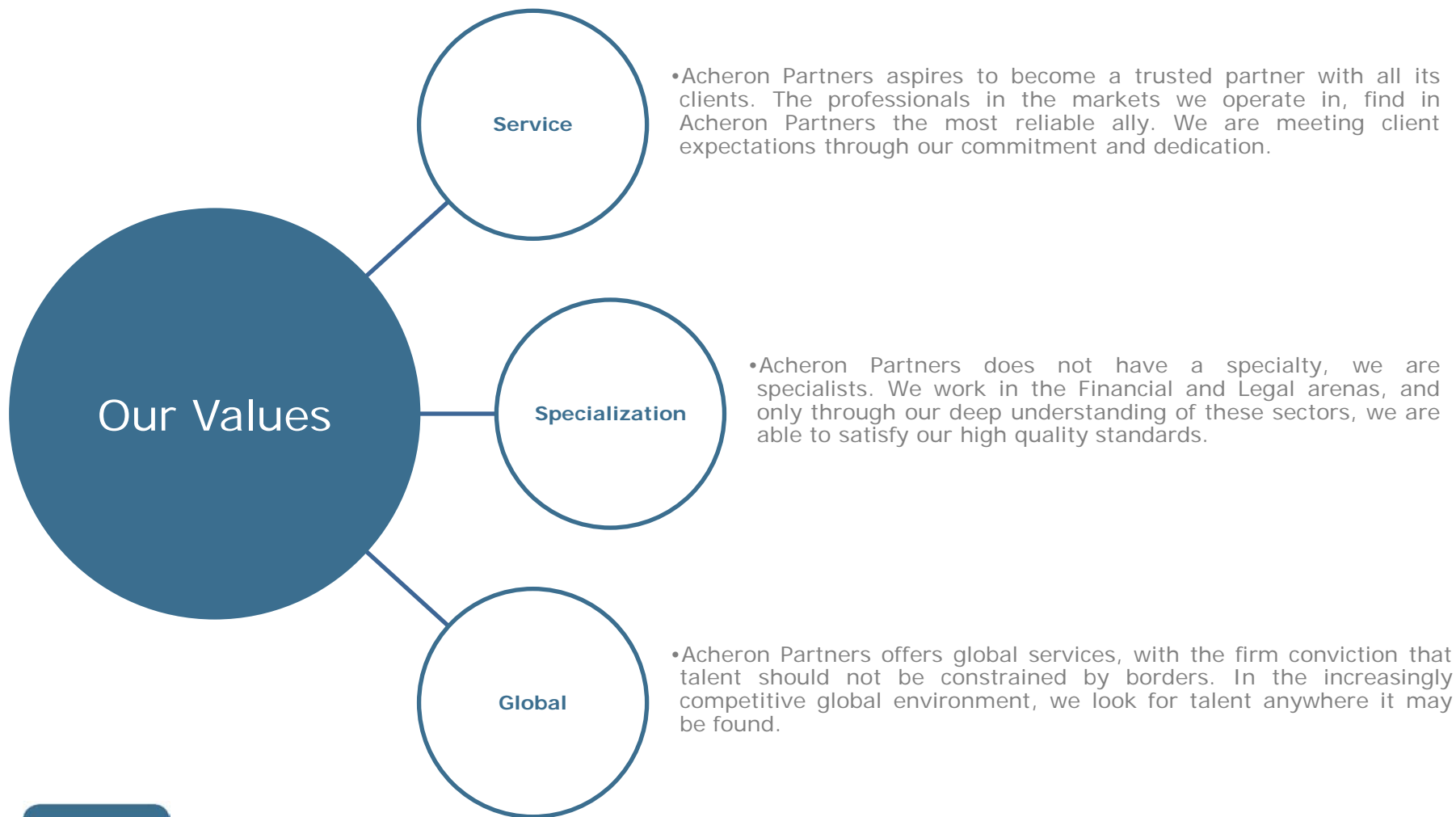
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Acheron Partners is an Executive Search firm focused on attracting, developing, and retaining the talent of our clients. Always aiming for a long-term relationship built on trust.

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### Executive Search

The expertise in searching methods, combined with the sector knowledge, allows Acheron Partners to offer our clients access to the best candidates and the needed tools to ease the decision making process.

Our objective is to cover key positions with employees who can easily be adapted to the company's culture, while they develop a long term career. Our consultants have the knowledge and experience to deliver those results.

### Consulting

Each process requires specific consulting. For us, compensation analysis, team evaluation, coaching and development, are a valuable part of the recruiting process. Therefore, we offer the best consultants to implement each of these human resources practices.

We work together with our clients to better understand their environment, current situation and business vision. We evaluate managers and the company's goals with the aim to tailor each search to that particular profile.



## Search and Selection

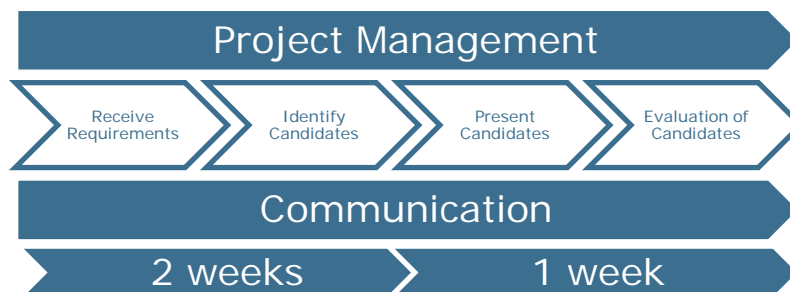
### Direct Search Method:

Full identification of all potential participants within each one of the specialized sectors of Acheron Partners.

### Communication during the Process:

Open and constant communication ensuring the transparency of information throughout the process:

- ✓ Periodic situation reports: updating the status of the mandate, as well as client's position within its industry and sector related information.
- ✓ Selected applications are presented to the client for review.
- ✓ The candidates' reports include all relevant information, helping to facilitate the interviews.



### Management Assessments

#### Experience Gained:

Through the processes of identifying and assessing potential candidates for our clients, Acheron Partners has been able to develop a methodology for evaluating the management teams of our clients.

#### Objective:

Determine the qualifications and motivation of the management teams, identifying gaps and needs of key people within the organization.

#### Services Provided:

- ✓ The creation and implementation of a Competency Model based on the structural requirements of the type of product or service and department.
- ✓ Identifying potential within the organization.
- ✓ The study and evaluation of professional skills and competencies.
- ✓ The creation of both collective and individual professional development plans.
- ✓ Career development and succession plans.



### Compensation Studies:

*Designed to aid clients in the determination of the most appropriate compensation levels.*

### Methodology

Acheron Partners' strong sector specialization allows the firm to gain extensive market intelligence, which is compiled in databases giving the organization the ability to evaluate various compensation systems applied both individually and collectively.

### Objective:

Based on this expertise, we identify strategies, structures and salary compensation programs, as well as diagnosis and review of existing compensation policies.





### Strategic HR Consulting:

#### Objective:

- ✓ Identifying and achieving strategic advantages in relation to the structure of our clients' human resources.
- ✓ Finding the right solutions that fit the clients' organizational needs.

#### Services:

Acheron Partners offers its customers its extensive expertise in order to contribute to adequate planning and implementation practices of HR policies. All this for a better management of the most important resources of a company: its people.



### Coaching and Training:

#### Coaching:

The importance of coaching activities has been a growing trend in the field of HR Consulting.

Motivated by organizational and structural changes in companies, coaching is essential to market adaptation, and needed to adequately develop the careers of executives at all levels of the organization.

#### Training:

*Acheron Partners Methodology:*

- ✓ Diagnose latent potential needs and optimize current resources.
- ✓ Define a Training Plan to fit the needs of the organization.

*Objective:*

Create and design solutions based on classroom training, monitoring and evaluation.



## Finance

### Financial Markets

- Private Banking
- Technical Analysis
- Fundamental Analysis
- Market Risk
- Operations
- Equity
- Fixed Income
- Structured
- Back Office
- Asset Management

### Corporate Banking & Capital Markets

- Risk
- Front Office
- Syndication / Distribution
- Asset Securitization
- Central Services
- Marketing
- Management Control
- Internal Audit
- Business Development

### Corporate Finance & Debt

- M&A
- Valuation
- Asset Finance
- Leveraged Finance
- Project Finance
- Mezzanine Finance
- Export Finance
- Real Estate Finance

### Family Office

### Consulting

- Management Consulting
- Strategic Consulting
- Process Consulting
- Implementation Consulting

### Private Equity Venture Capital

## Legal

Clients

Law Firms

Financial Entities

Companies

Areas of Expertise

Law Firms: Corporate & M & A, Banking & Finance, Capital Markets, Litigation, Tax, Labor, EU & Competition, Public, Real Estate, Urban Planning, Corporate Governance, Employment, Criminal, Bankruptcy, Arbitration, IT / IP, General.

Companies and Financial Institutions: General Secretary, Legal Department, Director of Tax, Senior Attorneys (all areas).

Mergers of law firms and team integrations.

Public service professionals seeking a change to the private sector.



## Acheron Partners

### Juan Torroba Maestroni

#### •Academic Training

- Bachelor of Science in Business Administration; CUNEF (Universidad Complutense)

#### •Professional Experience

- Acheron Partners
- ATB Partners
- Michael Page International
- KPMG
- Société Générale

### Sancho Peña Oriol

#### •Academic Training

- Bachelor of Arts in Law; ICADE and MBA; IE (Instituto de Empresa)

#### •Professional Experience

- Acheron Partners
- ATB Legal
- Parangon Partners
- Michael Page International
- CTA

### Carlos Cifuentes Servitje

#### •Academic Trainig

- Bachelor of Arts in Law; Bachelor of Science in Business Administration; ICADE, IESE

#### •Professional Experience

- Acheron Partners
- ATB Partners
- Right Management
- Cifuentes & Partners
- Korn Ferry
- Russell Reynolds

### Jimena Puy

#### •Formación Académica

- PhD on Demography
- BA in Sociology and Political Sciences, Salamanca University

#### •Professional Experience

- Acheron Partners
- Global Recruiters
- Korn Ferry
- European Commission

### Ignacio García-Drake Figar

#### •Academic Trainig

- Degree of Science in Business Administration and Master in Strategic Management Bussines(CEU)

#### •Professional Experience

- Acheron Partners
- Lex In Real
- Grupo Bergé
- Hyundai

### Alan Esses

#### •Academic Training

- Bachelor of Financial Administration; TEC, Monterrey (México)

#### •Professional Experience

- Acheron Partners
- Segmail
- Aequilibrium Capital
- Masari Casa de Bolsa
- Cadbuty Adams
- Jhonson&jhonson



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