

POWER RECRUITING GROUP

1. **How long has your company been providing services?** Since 1998. We focus solely in the deregulated energy industry.

2. **Please provide a list of the types of energy industry segments in which you specialize.**

Our placement experience includes, but is not limited to:

- *Power Generation Developers, Equipment Manufactures, and Equipment Distributors* - National Accounts Executives, Systems Engineers, Program Managers, Project Managers, Product Developers, Applications Engineers, Power Systems Specialists, Field Service Technicians and Engineers.
- *Energy Services* - National Account Executives, Business Development staff, Project Managers, Construction Managers, Energy Engineers, Rates and Tariff Specialists.
- *Wholesale and Retail Natural Gas and Power* – Marketers, Traders, Originators, Operations, Schedulers, T&E Reps, Contract Administration staff, Mid-Office staff.
- *IPP* - Business Developers, Engineers, Project Managers.

3. **What experience do you have recruiting for the energy industry?** The principal founder of the firm, J. Michael Edwards, worked in the energy commodities, distributed generation, and energy services industry since 1988, both as an employee and as a consultant. Our other key staff members have worked directly in the energy industry for an average of twenty years and intimately understand the positions that they fill because they had first hand experience with them before they began staffing for our clients. Our offices have grown to three locations. Please visit our web site at <http://www.powerrecruiting.com> for additional information.

4. **Please provide a listing of your major clients.**

The following is a partial listing of our client portfolio:

Aggreko, Inc.	Honeywell
Amerada Hess	LG&E Energy Marketing
Caterpillar Distributors	Johnson Controls
Cummins Distributors	Ice Energy
DTE Energy Services	Ingersoll-Rand
DukeSolutions	Nixon Power Systems
El Paso Energy	Power Plus
Enron Energy Services	Siemens Building Technologies
Fairbanks Morse, Engine Division	Sempra Energy Solutions
GE Power Systems	Stewart and Stevenson
Hess Microgen, LLC of Amerada Hess	UTC Power / Fuel Cells

5. **Please describe your recruitment process and delineate how you evaluate candidates.**

Each Power Recruiting Group search assignment is unique, tailored exclusively to the needs of the Client. The Power Recruiting Group promotes diversity within the workplace, and does not discriminate against our candidates according to race, gender, age, national origin, sexual orientation, or any other factor.

- a. We define the Client needs precisely, including the desired professional skills and personal qualities for each candidate.
- b. Working in tandem with the Client, we develop the position description, compensation, and benefits.

- c. We create our plan for the search. Our tools include our computerized databank, research staff, and our pervasive network of industry contacts.
 - d. Identify, screen, and evaluate candidates. Our candidates are carefully screened via interview and by references. (Often times, due a perceived threat of potential liability, it has been our experience that references are much more candid with a PRG staff member than with a potential employer.) We also examine personal chemistry, management style, and background that may influence such factors as potential relocation issues.
 - e. Present the candidates to our Clients, and assist the Client in selecting candidates to interview.
 - f. Negotiate the employment agreement for mutual satisfaction between the Client and the candidate -- if needed. Often times, we can assist with an appropriate final offer.
 - g. Follow Up. Is the Client completely satisfied with our work? How can we assist you with your next placement?
6. **What types of programs are in place to ensure you are recruiting a diverse workforce?** We carefully screen and profile each candidate based on our clients' specifications and requirements. Our success in placing candidates with widely diverse background speaks for itself.
 7. **What percentage of your placements are minorities and women?** Approximately 35% of our placements are minority and/or female candidates.
 8. **Is the focus of your firm regional or national in scope?** National.
 9. **What percentage of your business is devoted to the recruiting and placement of permanent employees?** 100%
 10. **How are you compensated for your services?** Compensation is typically structured as a fee based upon a percentage of each candidate's first-year base salary, although we a variety of fee structures tailored to each client's needs. We provide both contingent and retained services.