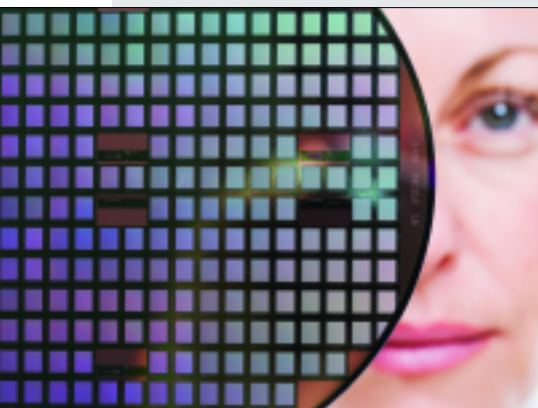


## Leadership Challenges for Semiconductor Companies

As global competitive challenges keep mounting, it's never been more essential for semiconductor companies to build and maintain top-quality leadership teams that are capable of developing and carrying out cutting-edge business strategies.

With more than 25 Semiconductor Practice partners and professionals worldwide, in technology hubs including Asia Pacific, Europe, and North America, CTPartners understands the industry's talent management challenges and opportunities. In the last



three years, the firm has successfully placed more than 75 senior executives in major positions at corporate pacesetters such as Analog Devices, Fairchild Semiconductor, Freescale Semiconductor, MagnaChip Semiconductor, Numonyx, Qualcomm, and RF Micro Devices (RFMD), among others.

Importantly, the Semiconductor Practice has expertise in all relevant industry niches, including IDM, fab-less, capital equipment, foundry, packaging and testing, and materials. With access to top global talent,

CTPartners has successfully placed directors, general managers, division presidents, and operational and functional experts in departments ranging from engineering to operations to sales, and other key positions.

## Latin American Expansion

As part of its continuing commitment to serving clients around the world, CTPartners recently expanded its global presence in Latin America by integrating with one of the region's leading executive search firms, Southmark. A significant expansion, this move adds new offices in Brazil and Chile, while also broadening CTPartners' coverage in Perú.

"This expands our coverage both geographically and functionally in Latin America," notes **Brian Sullivan**, CTPartners' Chairman and CEO. With 17 partners and principals and offices in five major cities throughout the area, the firm's regional headquarters will continue to be in Miami.

A warm welcome to the eight, highly experienced search professionals who have joined the CTPartners' team: **Eduardo Antunovic** (Partner, Brazil and Chile); **Magui Lins de Castro** (Partner, Brazil); **Arthur Vasconcellos** (Partner, Brazil); **Francisco García** (Partner, Chile); **Marta Pozo** (Partner, Chile); **Juan Enrique Tocornal** (Partner, Chile); **Susana Eléspuru** (Partner, Perú); and **Armando Cavero** (Partner, Perú).

## Top Executives Share Career Secrets

Published on November 13, 2008 by Portfolio/Penguin Group, *There's No Elevator to the Top*, by CTPartners Vice Chairman **Umesh Ramakrishnan** (see <http://www.amazon.com/There-s-Elevator-Top-Headhunter-Advancement/dp/1591842255>), has received widespread praise for its behind-the-scenes look at the advancement strategies of a number of the world's most successful executives.

The book "translates experiences from some of the best CEOs out there," emphasized William D. Perez, CEO of Wm. Wrigley Jr. Company and the former CEO of Nike. Steve Reinemund, the retired CEO of PepsiCo who currently serves as Dean of Business at Wake Forest University, praised Mr. Ramakrishnan for presenting "compelling and commonsense principles for building a successful and balanced life as a leader in business."

Additionally, in the words of Bill Nuti, Chairman and Chief Executive of NCR, "This book offers unique and rare insight....*There's No Elevator to the Top* is a realistic and contemporary guide that can be utilized by virtually anyone, at any level, who aspires to genuine leadership."

