

THE LIST

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THE LARGEST EXECUTIVE SEARCH FIRMS IN MASSACHUSETTS

RETAINED AND CONTINGENT SEARCH FIRMS RANKED BY 2015 MASSACHUSETTS OFFICE(S) EXECUTIVE SEARCH REVENUE*

Firm/Prior rank (*unranked in 2015)/URL	Address/Phone	Primary fee basis	2015 Massachusetts office exec.-search revenue	No. of Mass. office exec.-search placements in 2015	No. of Mass. exec.-search recruiters	Total Mass. FT staff	Avg. exec.-search salary	Top local executive(s)
1 Heidrick & Struggles [⊕] heidrick.com	800 Boylston St., Boston, MA 02199 617-737-6300	Retained	\$21,500,000	NA	14	38	\$457,200	Darren Cinti, Partner-in-charge
2 Korn Ferry ^① kornferry.com	1 International Place, Boston, MA 02110 617-345-0200	Retained	\$18,000,000	NA	40	120	\$500,000	Robert Sullivan Jr., Managing partner, Boston
3 Isaacson, Miller ^② imsearch.com	263 Summer St., Boston, MA 02210 617-262-6500	Retained	\$13,885,027	150	54	111	\$277,000	John Isaacson, Chairman; Vivian Brocard, President
4 WinterWyman Search & Executive Search ^③ winterwyman.com	880 Winter St., Waltham, MA 02451 781-890-7000	Contingent	\$10,370,890	NA	37	41	NA	Bob Boudreau, CEO
5 Logix Inc. ^⑥ logixinc.com	1601 Trapelo Road, Waltham, MA 02451 781-890-0500	Contingent	\$6,750,000	306	21	23	\$145,000	David Zell, President, CEO
6 PharmaLogics Recruiting [⊕] pharmalogicsrecruiting.com	2 Heritage Drive, Quincy, MA 02171 781-848-5500	Retained	\$6,700,000	210	31	67	\$140,000	Megan Driscoll, Founder, CEO
7 The Bowdoin Group ^④ bowdoingroup.com	200 Fifth Ave., Waltham, MA 02451 781-263-5200	Retained	\$6,682,000	162	18	37	\$155,000	David Melville Jr., President, CEO
8 Management Recruiters-The Boston Group ^⑤ mri-boston.com	607 Boylston St., Boston, MA 02116 617-262-5050	Contingent	\$6,550,000	NA	40	50	\$150,000	Jack Mohan, Owner, CEO
9 Lois L. Lindauer Searches LLC ^⑦ lllsearches.com	420 Boylston St., Boston, MA 02116 617-262-1102	Retained	\$5,170,604	82	9	17	\$155,433	Lois Lindauer, CEO
10 BSG Team Ventures ^⑪ bsgtv.com	224 Clarendon St., Boston, MA 02116 617-266-4333	Retained	\$3,700,000	50	5	7	\$250,000	Clark Waterfall, Managing partner
11 The Ward Group ^⑩ wardgroup.com	8 Cedar St., Woburn, MA 01801 781-938-4000	Retained	\$3,600,000	24	4	6	\$225,000	Jim Ward, President
12 Management Search Inc. ^⑬ msi1.com	201 Park Ave., W. Springfield, MA 01089 413-732-2384	Retained	\$3,300,000	40	15	20	\$100,000	Stephen Judge, President
13 Daley And Associates LLC ^⑫ daleyaa.com	1 Financial Center, Boston, MA 02111 617-832-2040	Contingent	\$3,206,000	104	12	25	\$225,000	Michael Daley, CEO
14 GattiHR ^⑬ gattih.com	266 Main St., Medfield, MA 02052 508-359-4153	Retained	\$3,200,000	45	12	17	\$180,000	Alice Benson, President, CEO
15 NRS Global Partners LLC ^⑮ nrsglobalpartners.com	2300 Crown Colony Drive, Quincy, MA 02169 617-315-8201	Retained	\$2,600,000	20	8	30	\$165,000	John Ferrie, Managing director
16 ZurickDavis Inc. ^⑭ zurickdavis.com	400 TradeCenter, Woburn, MA 01801 781-938-1975	Retained	\$2,500,000	35	8	20	\$225,000	Jeff Zegas, CEO
17 ON Partners ^⑧ onpartners.com	401 Edgewater Place, Wakefield, MA 01880 781-565-1144	Retained	\$2,253,645	18	3	4	\$404,752	Seth Harris, John Barrett & Lenny Vairo, Partners
18 RM Nephew and Associates LLC ^⑨ rmnephew.com	30 Monument Square, Concord, MA 01742 617-830-1735	Retained	\$2,225,000	12	4	7	\$320,000	Robert Nephew, Managing partner
19 Treeline Inc. [⊕] treeline-inc.com	591 North Ave., Wakefield, MA 01880 781-876-8100	Contingent	\$2,150,000	130	20	20	\$125,000	Dan Fantasia, President, CEO
20 The Bartlett Group Inc. ^⑰ bartlettgroupinc.com	281 Winter St., Waltham, MA 02451 617-969-4600	Retained	\$1,800,000	30	4	6	\$200,000	Keith Bartlett, President
21 The Onstott Group/IMD International Search Group ^⑱ onstott.com	36 Washington St., Wellesley, MA 02481 781-235-3050	Retained	\$1,780,000	21	4	7	\$250,000	Joe Onstott & Pat Campbell, Managing directors
22 SNI Companies [⊕] snicompanies.com	3 Center Plaza, Boston, MA 02108 617-451-5900	Contingent	\$1,645,881	112	14	48	\$165,000	Luis Marques, Managing director
23 Prestige Scientific [⊕] prestigescientific.com	1 Maple St., Milford, MA 01757 508-422-9322	Retained	\$1,502,000	28	5	5	\$191,000	Stephen Provost, Co-founder, partner
24 BANK W Holdings LLC ¹ [⊕] bankwholdings.com	300 TradeCenter, Woburn, MA 01801 781-404-4300	Contingent	\$1,200,000	53	12	35	\$125,000	Jason Kroll & Matthew Nagler, Managing partners
25 Manning Personnel Group [⊕] manningpg.com	211 Congress St., Boston, MA 02110 617-523-8866	Contingent	\$767,975	30	8	15	\$115,000	Jack Manning, President

NOTES: NA - not available.

▶ CLOSER LOOK



Darren Cinti PARTNER-IN-CHARGE OF HEIDRICK & STRUGGLES' BOSTON OFFICE

Darren Cinti is the partner-in-charge of Heidrick & Struggles' Boston office where he leads the Cloud Practice and is a member of the CEO & Board Practice and the Private Equity Practice. He has been conducting executive searches on a national and international level since 1998. Specializing in searches for software and services companies, he has helped build boards and management teams for venture capital and private equity-backed companies as well as large-scale public companies. Cinti joined Heidrick & Struggles following the firm's acquisition of IronHill Partners, a national retained executive search firm, where he was a partner in the Boston office.

ABOUT THE LIST

Information was obtained from firm representatives.

*For the purposes of this list, executive search refers to the placement of individuals in full-time executive-level jobs paying at least \$100,000/year.

Primary fee basis refers to more than 50 percent of the firm's business.

Mass. office executive-search revenue refers to revenue generated by each firm's Mass. office(s) for executive search clients.

Average executive-search salary refers to placements made by the firm's Mass. office(s) in 2015.

1. Data for Bank W Holdings encompasses all of its area staffing firms.

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