



AESC Insights

Q3 2005

State of the Executive Search Industry



Association of Executive Search Consultants

The Worldwide Association for Retained Executive Search Consulting Firms

AESC Quarterly State of the Industry Statistics: Q3 2005

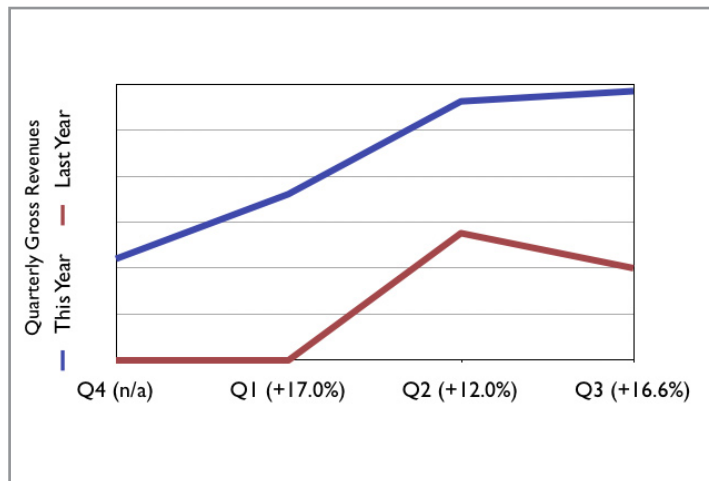
AESC Quarterly State of the Industry Statistics is a quarterly report issued by the Association of Executive Search Consultants (AESC) on statistics and trends in the global retained executive search industry. Data for this report are collected from a consistent sample of AESC member search firms that represents the activity of over 1,200 executive search consultants in 42 countries worldwide.

FINANCIAL TRENDS

Average Gross Revenues

Average gross revenues rose slightly by .83% from Q2 2005 to Q3 2005. In comparison to last year, average gross revenues rose 16.6% from Q3 2004 to Q3 2005.

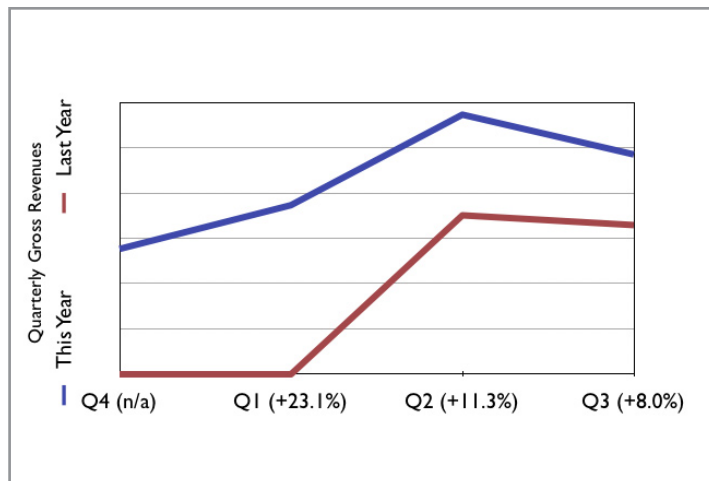
Quarterly Gross Revenues



Average Revenue per Consultant

Average Revenue per Consultant, however, decreased 4.0% from Q2 2005 to Q3 2005. Despite this decrease, average revenue per consultant for Q3 2005 was actually higher over last year at this same time by 8.0%.

Quarterly Average Revenue per Consultant

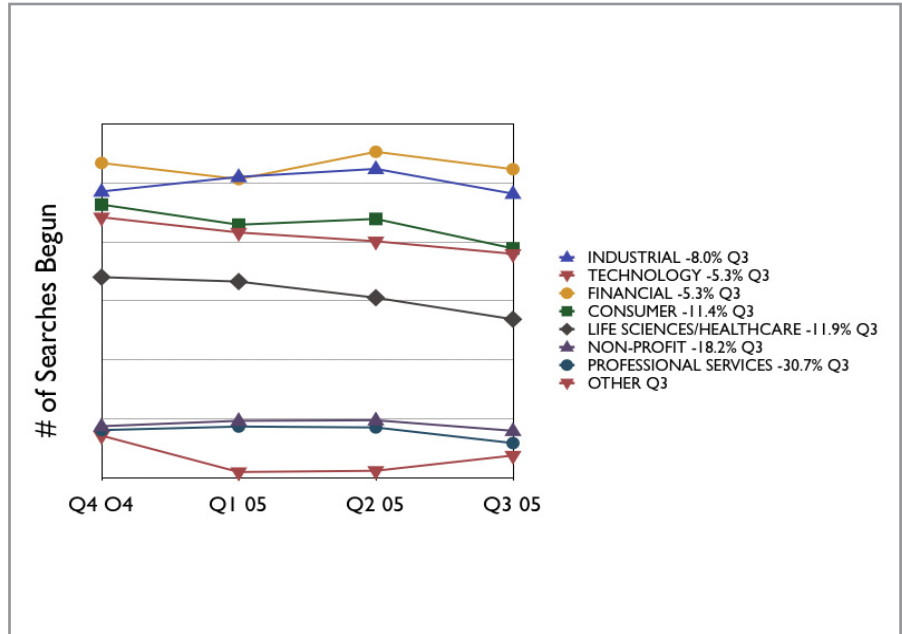


INDUSTRY TRENDS

Trend in number of searches started, by industry

All reported industries saw a decline in searches from Q2 to Q3 2005 with the exception of the “Other” category. This category – representing less than 1.8% of total searches started – includes a random assortment of searches, which for various reasons, do not fit into a particular industry category.

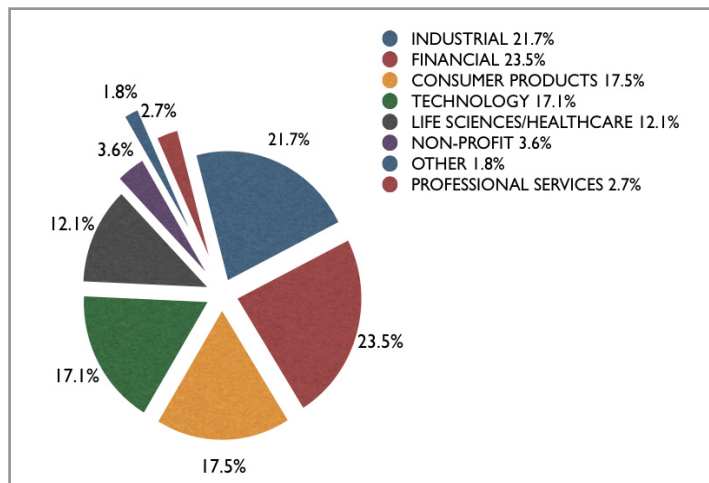
Trend in Number of Searches Started Quarterly, by Industry



Market Breakdown by Industry

The Financial sector captured the largest share of number of searches started as compared to all other reported industries with 23.5%. Following with the second largest share includes the Industrial sector with 21.7%. Consumer Products (17.5%), Technology (17.1%), Life Sciences/Healthcare (12.1%), and Non-Profit (3.6%) sectors round out the industry breakdown.

Searches Started in Quarter 3, 2005, by Industry as Percentage of Total

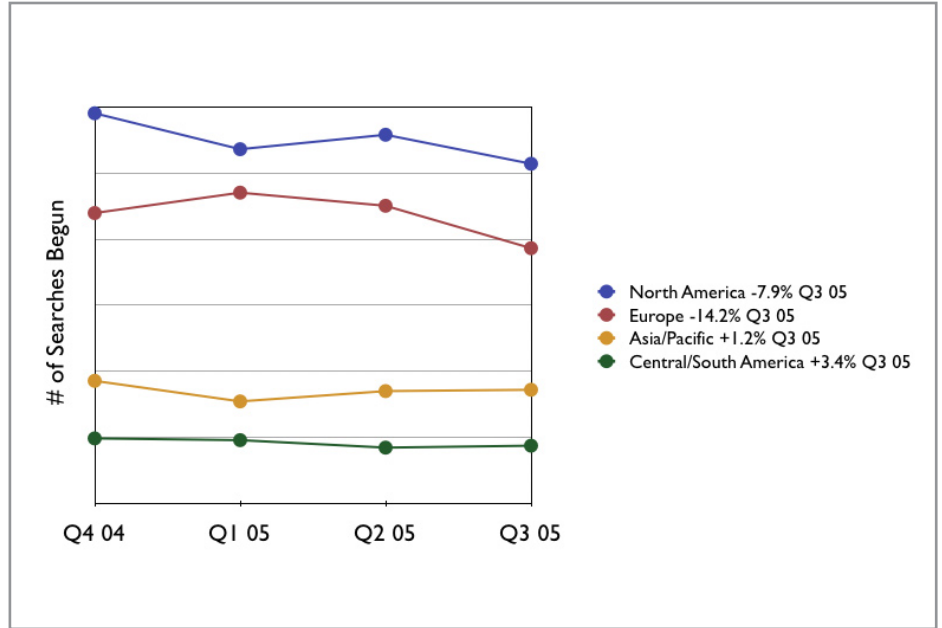


REGIONAL TRENDS: Global

Trend in Number of Searches Started, By Region

The total number of searches started globally during Q3 2005 decreased 8.0% from Q2 2005. North America and Europe saw decreases of 7.9% and 14.2% respectively. Asia/Pacific saw a slight increase in number of searches (1.2%), and Central/South America saw the largest increase with 3.4%.

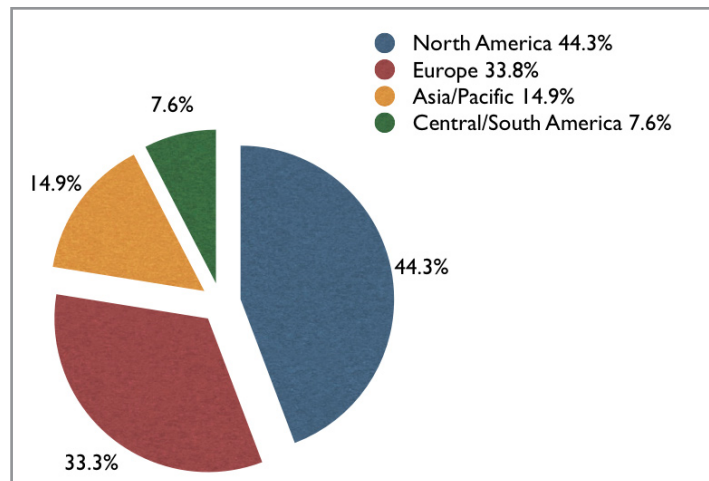
Trend in Number of Searches Started Quarterly, by Region



Market Share by Region

In Q3 2005, North America represented 44.3% of the global retained executive search market – holding steady from Q2 2005. European searches made up 33.8% of the total. Asia/Pacific accounted for 14.9% of Q3 2005 searches, and Central/South America, 7.6%.

Searches Started in Q3 2005, by Region as Percentage of Total

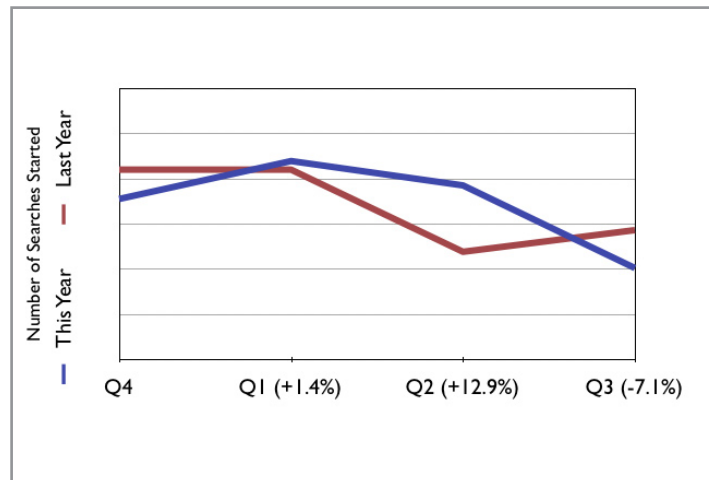


REGIONAL TRENDS: Europe

Trend in Number of Searches Started in Europe

European searches continue to decrease – dropping 14.2% from Q2 and decreasing a total of 17.7% over the past two quarters. In comparison to last year, Q3 2005 saw 7.0% less searches than Q3 2004.

Trend in Number of Searches Started Quarterly in Europe



Market Share by European Sub-Region

UK searches increased its share of the European market from Q2 2005 with 36.0%. Search activity in France accounted for 11.7% of the European market in Q3 2005 while German searches increased slightly to capture 12.9% of the market.

Searches Started in Quarter 3, 2005, by European Sub-Region as Percentage of Total Europe

