

JOHNCONFIDENTIAL POSITION SPECIFICATION

Position	LTC, Associate Counsel
Company	Korn/Ferry Leadership and Talent Consulting
Location	Minneapolis, MN
Reporting Relationship	LTC, Deputy General Counsel
Date	February 2012

COMPANY BACKGROUND/CULTURE

Since our founding in 1969, Korn/Ferry International has been the executive recruitment industry's leader and innovator, and today has evolved to be the world's premier and most trusted provider of end-to-end talent strategy solutions.

Korn/Ferry Leadership and Talent Consulting is a key differentiator for the firm, with a strategic portfolio of capabilities including:

- *Strategic and organizational alignment*
- *Talent and performance management*
- *Enterprise learning and leadership development*
- *Leadership and assessment tools*

Our Leadership and Talent Consulting professionals work in partnership with clients around the world to find the perfect fit between their business strategy, and their people strategy, to ensure long-term success. We help clients to identify and measure required competencies; assess, select, develop, coach, motivate and retain top leaders; and scale key talent management processes to ensure ongoing organizational success.

At Korn/Ferry, we have one mission: to build the leadership and talent capital organizations need to grow and prosper.

Based in Los Angeles, with 2000 professionals serving clients from nearly 80 offices in 40 countries, the firm works to help clients recruit, develop, retain, and sustain the best leadership and talent to manage their organizations — a responsibility we take seriously, and work every day to meet with integrity and results.

Visit www.kornferry.com for more information on Korn/Ferry International, and www.lominger.com for our leadership and assessment tools and products.





POSITION SUMMARY

The LTC, Associate Counsel position is an integral part of the LTC, Legal Group.

- Review and negotiate contracts with clients and vendors
- Draft custom contracts and standard templates
- Provide counsel and direction about data privacy compliance
- Assist with acquisition integration and lead the change management effort with respect to legal policies and practices
- Protect and enforce Korn/Ferry's intellectual property; provide analysis and counsel on legal and policy issues surrounding the creation and management of intellectual property
- Provide counsel on various issues arising from contract disputes
- Other duties as assigned

PERFORMANCE OBJECTIVES

BUSINESS RESULTS

- Provide excellent client service and build strong relationships with all of LTC and K/F community.

PEOPLE RESULTS

- Create and execute a plan to develop and deliver outstanding customer service to a variety of constituents.

LEADERSHIP AND IMPACT

- Exhibit the highest-quality of professionalism in all interactions with LTC, Associates, K/F Community, and external clients.
- Consistently demonstrate K/F's values (Integrity, Respect, Personal Accountability, Teamwork, Collaboration and Effective Communication)

QUALITY OF WORK

- Consistently deliver high quality work in all deliverable and work products
- Must exceed the needs of internal client, meet the needs of the external client and balance internal organizational standards.

TEAM CONTRIBUTION

- Partner with the attorneys in LA and Minneapolis.
- Resource for LTC Consultants, Associates, K/F community and external clients.



REQUIREMENTS

KNOWLEDGE, SKILLS, AND ABILITIES REQUIRED FOR THE ROLE:

- Solid leader who is confident, persistent, resourceful and self-starter
- Strong communicator and evaluator with solid drafting and editing skills
- Excellent organization and prioritization skills
- Independent thinker with high level of integrity
- Strong attention to detail and proven ability to thrive under pressure
- Ability to balance business issues and initiatives with legal issues to obtain the ultimate result of effective and profitable contracts
- J.D. from an accredited law school; licensed to practice in MN and be in good standing
- 3-5 years relevant work experience including solid performance in commercial and contract, IP, privacy, and corporate law, with significant experience in negotiation

KORN/FERRY LEADERSHIP & TALENT CONSULTING CONTACTS

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