

First Flight PROVIDING NON-EXECUTIVE DIRECTORS - this is all we do!

- Our services:
- Non-Executive Directors
 - Investing Non-Executive Directors

First Flight's team is instrumental in placing Chair and Non-Executive Directors at large organisations and investing Non-Execs into young companies.

We have one of the largest Non-Exec databases in the UK, supported by discreet executive search and focused advertising which allows us to identify the most appropriate candidates and turn around projects rapidly. Our clients therefore enjoy the benefits of a fast and specialised service with competitive fees, reflecting our efficiencies but most importantly, providing the right Non-Execs who can add real value.

We have successfully completed over 125 Non-Executive Director projects.

Our Non-Executive Director database currently has 5,400 high calibre candidates including successful entrepreneurs and directors of blue-chip companies such as PwC, American Express, Boots, Nestlé, Ladbrokes, Bernard Matthews and Diageo. Our placements to date have covered most industries from a city based Hedge Fund to an electric car company based in Oxford.

The appointment of the right Chair and/or Non-Exec provides many significant benefits including: outside objectivity, strategic input, good Corporate Governance and helps smaller companies increase their credibility and profile; first and foremost the Non Exec must add value. For clients the appointment of a Non-Exec is a powerful alternative to a consultant or advisor by providing a valuable, affordable resource.



RECENT SUCCESS STORIES

Non-Exec Director projects

- £300m Health Insurance Mutual, Simplyhealth - FF placed two Non Execs; MD of leading global risk consultancy and former CEO Standard Life Healthcare.
- A £10m luxury packaging co based in Herts requiring a NED with a track record of growing businesses in consumer product/packaging sector; FF placed ex partner from Ernst & Young with excellent track record.
- Global insurance company, Chubb, required two Non Execs for their European Head Office - FF filled both roles with experienced, high calibre individuals (case study available).

Investing Non-Exec Director projects

- Ceres Media International plc, environmentally friendly ad and marketing co; FF provided two Non-Execs with UK and international expertise ahead of their listing on AIM; total investment of £35k.
- A healthy food retail co in London with 16 outlets - Pod Food who required a Board with credibility; FF provided Chairman & 3 high calibre Non-Executive Directors who collectively invested £250k - the business is a big success story with the same Board intact (case study available).
- Electric car company based in Oxford; FF provided 3 highly experienced NEDs, invested £200k.
- Waste Management co (Vykson): FF provided Chairman with top credentials who invested £100k (case study available).
- Innovative office space co based in the City of London; FF provided excellent Non-Exec with property background and an experienced NED FD who together invested £50k.

Non-Executive Directors

The Combined Code on Corporate Governance provision A.3.2 states: "Except for smaller companies, at least half the Board, excluding the Chairman, should comprise Non-Executive Directors determined by the Board to be independent. A smaller company should have at least two independent Non-Executive Directors."

In light of much recent debate about good Corporate Governance, enlightened companies are asking: what is the right balance in the boardroom? How should Boards be made up and what mix of skills, expertise and diversity will be right in the current environment? Do the Non-Execs need to be approved by a regulatory body such as the FSA? Should your company have Risk, Remuneration and/or Audit Committees?

Now is the time for leaders to strengthen their Boards by appointing the right Non-Exec Directors – **First Flight understands these issues.**

Non-Executive Directors with Investment

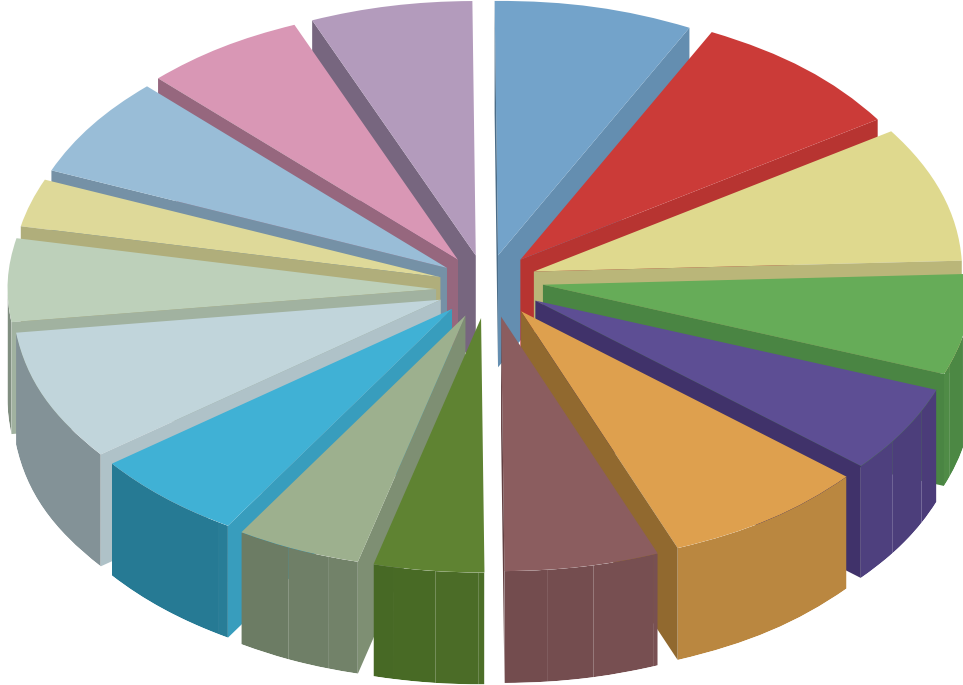
First Flight pioneered the concept of investing Non Execs. As well as strengthening the Board, raising the profile and providing outside objectivity, strategic input and contacts to smaller companies; they are also a great asset when a company wishes to accelerate their growth or raise further funds.

To date, our Non-Execs have invested c. £5 million, frequently alongside external funding.



















First Flight - sponsors of the Quoted Company Awards 2010 and 2011

Industry Sectors of our Non -Executive Directors



Data correct as at January 2012

- | | |
|---|--|
|  Energy/Environmental |  Distribution |
|  Manufacturing/Eng/Auto/Aviation |  Property |
|  Media/Marketing/Packaging/Publishing |  IT/TMT/Software |
|  Retail |  FMCG |
|  Food/Drink/Catering |  Security |
|  Leisure/Entertainment |  Transport/Travel/Tourism |
|  Healthcare/Biotech/Pharmaceutical |  Financial Services |
|  Chemicals/Polymer |  Not for Profit |

Meet the First Flight Team

Head office



Chris Spencer-Phillips - Managing Director

Chris has considerable experience of recruiting at Board level and specialises in Non-Exec Director projects. He pioneered the concept of investing Non-Execs and is a qualified personal profile and psychometric analyst. Chris has a background in advertising (Young & Rubicam, US) and the graphics industry (Letraset) as well as starting two publishing companies (Doverlodge and Datateam). He is a keen golfer (Rye & St Enodoc), a former racehorse breeder (champion sprinter in Ireland) and was a Council Member of the Racehorse Owners Assoc for 16 years.



Sue Rainer - Consultant (MIRP)

Sue handles candidate resourcing and recruitment. Sue has been in recruitment for 20 years as a consultant and through to Branch management in London and the South East. Sue has a strong background in client relations, administration and resourcing information. Sue has been a council member for Macmillan Cancer Support and a keen fund raiser for The Teenage Cancer Trust.

Meet the First Flight Team

Our Client Relationship Directors



Chris Brigden – Client Relationship Director

Chris is a highly experienced business builder and has considerable experience in placing investing NEDs into young companies. His career spans several companies across the world where Chris was directly responsible for significant revenues and growth mainly in technology companies. Chris is an active sportsman and achieved gold and silver medals in the British Masters Rowing Championships in 2008, 2009, 2010 and 2011.

[07801 072886](tel:07801072886)



Robbie Beak – Client Relationship Director

Robbie has worked with over 800 businesses of all sizes, advising and guiding their inward investment and international expansion plans. He has helped many companies source funding and recruit staff. He has particular experience working with IT, Digital Media and Financial Services organisations as well as Manufacturing and Medical companies. In his spare time he competes as a downhill ski racer, representing the Midlands Ski Club in national and international competitions.

[07764 497223](tel:07764497223)



Ron McGregor – Client Relationship Director

Ron is a highly experienced global business director with over 20 years in the international chemicals industry. A graduate of the London School of Economics, he worked as a change management consultant for McKinsey & Co, USA before joining the Parker Pen Company and Sun Chemical Corporation. He has held senior management positions at Siber Hegner with expertise in N America, Europe and Asia. Background includes corporate finance, venture capital/PE, management consultancy and business development. Ron lives in Kent and enjoys rugby, golf and equestrian pursuits.

[07775 561277](tel:07775561277)



William Micklethwait – Client Relationship Director

William has a BA from Bristol University, an MBA from INSEAD and over twenty year's experience in management consulting, advertising and sales and marketing. He has successfully raised venture capital for SMEs and advised acquiring companies. He also worked as Head of Business Development for a major Not for Profit organisation. He enjoys cricket, football and Alpine sports.

[07887 801768](tel:07887801768)

Patrick Tidnam – Client Relationship Director

Patrick has wide experience as a consultant in the venture capital sector, involved with fund raising services for high growth unquoted companies through a network of private and institutional investors, as well as extensive strategic and business development support to management teams of both large and small businesses. Previously he worked in corporate finance as a stockbroker for Capel Cure Myers and Seymour Pierce Butterfield, and practised as a corporate lawyer at Alsop Wilkinson, (subsequently DLA Piper UK LLP), and Lewis Silkin in London. Patrick is based in the East Midlands and his interests include rugby, tennis, cricket and classic sports cars.

[07525 448713](tel:07525448713)



Rosie Pearson – Client Relationship Director

Rosie has recent experience as a freelance Business Development Consultant, which includes one project with a City law firm. Previously she spent four years in a senior business development role with BDO Stoy Hayward and has a thorough understanding of the professional services environment. She has over fifteen years experience of new business sales, account management and purchasing in a variety of sectors, from financial services to travel (Thomson Holidays) and FMCG (Mars).

[07766 650208](tel:07766650208)



Rob Proctor – Client Relationship Director

Rob looks after Non Exec Director appointments in the North and Scotland. After training and six years with KPMG in the 1970's he moved into the computer industry and in summer 2011 completed 25 enjoyable and rewarding years as Business Development Manager for the IRIS Group, implementing specialist accounting and tax software into over 1,000 accountancy practices in the Midlands and North. With his knowledge of many accountancy firms he is currently involved in assisting sole practioners and partnerships resolve their succession issues with practice mergers and acquisition. Rob is based in South Yorkshire, and is an enthusiastic golfer, enjoys watching rugby and football following Wales and Sheffield United.

[07785 594285](tel:07785594285)



CONTACT US