



## JOURNEY WITH CLIENT

In June of 2021, Diane Delgado LeMaire, Area Director, was contacted by a former hiring manager that she had partnered with on a previous spin, merger and IPO; this hiring manager found themselves in another Pre-IPO situation and had numerous opportunities to discuss.

The new client had started the IPO process in early 2021 and needed to add more seats to their Accounting, Finance, Investor Relations, Financial Reporting, Tax and Treasury departments. They wanted to partner with one sole recruiter, so they established an exclusive search with CFS. Weekly meetings with the CFO, CAO and VP HR were utilized to discuss market updates, changes in requirements, candidate feedback and to conduct competitive salary negotiations.

LeMaire has successfully placed the VP of Investor Relations, Director of Financial Reporting, International Accounting Manager, Senior Risk Manager, Senior Tax Manager, VP Treasury and Interim Controller.

Currently our client is continuing to build out their Audit, SEC and Treasury teams with the help of CFS.

“CFS is outstanding. They are our go-to firm, as their service and quality of candidates is top-notch. Whether it is for an Accountant, a VP-level role or anything in-between, we know we are in great hands with Diane and the team at CFS.”

- Client

# CFS SELECTED AS EXCLUSIVE SEARCH FIRM FOR PRE-IPO COMPANY



15  
openings overall



Successfully filled 7  
Senior Manager roles



Currently working  
on 4+ openings

“The experience with [Client] was amazing. I love the tight deadlines of an IPO and the rush of having to build out a new corporate Accounting & Finance department in a short amount of time. Holding weekly meetings, with the hiring managers and the CFO, kept us all accountable and up to date on any changes that were taking place... this was my second IPO client in the past 3 years and I am so happy [Client] chose us to be their partner.”

- [Diane Delgado LeMaire](#)  
Area Director, Creative Financial Staffing