



AHC & Partners Ltd.

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AHC & Partners Ltd.

"When AHC and Partners Ltd was established in 2005 to provide the very best Search advice and execution for senior management, I was determined to offer clients an additional range of services to complement my own 'search' and 'corporate structuring' consultancy skills.

By teaming up with Surendra ("Miki") Daulet-Singh (Executive Search specialists in India and S.E. Asia), Rob Irving (Board & Executive Assessment and Management Audit), William Knight (Human Capital for Private Equity) , David Lincoln (Remuneration Consultancy), George Kanaan (Financial and Wealth Management Consultancy) and Alan Ogden (Reputation Management and Corporate Communications), AHC and Partners is able to provide its clients with a multi-discipline approach to problem solving and implementation.

The AHC team, who all work in their own right as stand-alone consultancies, are able to pool their collective experience and knowledge to leverage optimal solutions for clients."

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From L to R: William Knight, Alan Ogden, Rob Irving, Andrew Clowes.

Executive Search and Corporate Structuring

Andrew Clowes specialises in senior management appointments, mainly in financial services and frequently international in character.

With over 25 years experience at the highest levels of executive search, he provides a bespoke and personalised service to both public and private sector clients, including family-owned businesses.

While his principal service is executive search, Andrew also undertakes corporate structuring analysis and subsequent implementation of change programmes.

Andrew works closely with David Lincoln in assessing and formulating competitive remuneration packages which ensure that clients attract and retain top talent.

Recent assignments include:

- Chief Executive major Middle East conglomerate
- Managing Director new Middle East investment bank
- Chief Executive UK-based group of private companies.
- Chief Executive and Chief Financial Officer of UK multinational.

Miki Daulet-Singh, AHC & Partner's executive search affiliate, brings expertise in the Indian and Asian markets, particularly in the Financial Services, Insurance and Telecommunications sectors. After a career in banking and then in international executive search, he established his own practice in Delhi in 1995 and now has additional offices in Mumbai and Chennai.

Recent assignments include:

- Managing Director (India) global insurance group
- Managing Director (India) South Africa-based mining and natural resources group
- Managing Director (SE Asia and India) international banking

Board & Executive Assessment and Management Audit

As well as supporting individual clients with advice on their career development, Rob Irving has worked closely with a broad international corporate client base to deliver executive assessment and development projects for:

- succession planning
- the people dimension to mergers, acquisitions and disposals
- individual and organizational change processes

These services are now available to AHC & Partner's clients and can either be integrated into the Search criteria or selected on an as-needed basis.

He has designed and led several of the largest executive assessment projects ever run in the UK. These included:

- BP's integration of Amoco Corporation and Atlantic Richfield
- National Grid (US) integration of its management resources with those of the Niagara Mohawk Power Company
- Top management audits for Tesco plc, The Britannia Building Society, Prudential, Sony (UK), Invensys plc and Barclays Service Provision.

Sourcing Human Capital for Private Equity

William Knight is a private equity investment specialist who has spent the majority of his career in the financial services sector, financing developing economies and growth companies within those economies.

Private equity general partnerships (GPs), both in the developed or emerging world markets, increasingly need to supply their investee companies with management talent as well as capital. Whether a GP is financing a management buy-out, a buy-in, a company start-up or simply assisting a public company to go private, the human factor is invariably critical and a GP's investor base (Limited Partners) increasingly expect the GP to be able to provide this capability.

AHC & Partners acts for GPs in finding suitable people to place in investee companies. The partnership also assists with board formations and can assess the quality and blend of complimentary personalities on boards as well as providing management audits. This is an particularly important component in the analysis of the effectiveness of the management of a potential trade-sale partner.

William increasingly focuses on the Indian sub-continent, the Middle East and the greater China region. He is a regular participant in private equity conferences as a panellist and his on-going recent advisory assignments include: Aureos Capital, Clearwater Capital, Campbell Lutyens and Co, Evolvence Capital and the KASB group. He has also works regularly with the Asian Development Bank and several governments in the Asian region on the development of financial structures.

Reputation Management and Corporate Communications

Alan Ogden specialises in reputation management and corporate communications, advising clients, both corporates and individuals, how to best present themselves to key business and political audiences. Services include:

- Communications audits, both external and internal
- Corporate image studies
- Media monitoring, management and training
- Web sites - creation and maintenance

In the event of crisis, he has developed a 'Rapid Reaction Audit', which quickly facilitates the implementation of a comprehensive communications plan.

For AHC & Partners, he is able to advise on corporate image changes resulting from new senior appointments and to counsel boards and general partnerships on a wide range of PR issues.

Recent assignments:

- A UK-based corporate client responding to an international commercial crisis.
- A privately-owned group managing adversarial political and media activity.
- Global re-positioning of an international corporate brand.

Financial and Wealth Management Consultancy

George Kanaan consults to a broad spectrum of clients, both companies and high-net worth individuals, on:

- Real Estate and mortgage finance
- Wealth Management strategies and implementation
- General investment issues
- Middle East (M.E.) political and economic affairs.

With his extensive knowledge and experience of merchant banking, especially in the M.E., George is able to offer consultancy and execution in key investment areas.

Recent assignments:

- \$40 million equity arrangement for Dubai-based Company.
- Multiple Real Estate and mortgage financings in London.
- Wealth Management services to five M.E.-based family offices and financial institutions.

Our People

About Andrew Clowes

Andrew Clowes is the founding shareholder and director of AHC and Partners Ltd. After serving with the Scots Guards, he became a senior manager in United Biscuits and then joined Air Cushion Equipment to run the commercial and industrial side of this Southampton-based engineering business. After the sale of ACE's patents to NRDC, he joined the South African conglomerate Rennies and worked throughout Southern Africa. When Rennies was sold to Jardine Mathesons in 1975, he was asked by Tennants to become general manager of Ducto Tennant, a newly-formed JV between Dubai Transport Company and Consolidated Goldfields.

After six years in Dubai, he returned to the UK in 1982 where he joined GKR (now merged with Whitehead Mann) a leading executive search firm where he served as a main board director and majored on senior financial appointments in Europe and Asia as well as starting a successful search business in India.

After further head-hunting experience with Odgers Ray & Berndtson and Glenn Irvine International, he started his own executive search business in 2005.

About Miki Daulet-Singh

Miki Daulet-Singh is the founder and owner of GKR.Daulet-Singh in Delhi. Started in 1995 in association with Andrew Clowes of GKR, GKR.Daulet-Singh now has offices in Mumbai and Chennai and is one of the foremost senior executive search consultancies in India.

Prior to establishing his executive search business, Surendra was a career banker, first with Grindlays, then as CEO of the British Bank of the Middle East (India) and latterly as Head of Human Resources for the HSBC Group in India.

About Rob Irving

Rob Irving is Managing Director of RHR International's London office. From 1987 to 2002 he was Director of Management Assessment at Whitehead Mann where he developed the firm's Management Asset Valuation methodology which was quickly used by several of Britain's leading companies to assess their top management talent and drive succession planning. During 2002-2003 Rob was retained by Russell Reynolds Associates to help establish their European Assessment Practice.

Prior to joining Whitehead Mann, Rob held two Board level personnel positions with Imperial Group plc and Cullens Holdings plc. He also worked in Iran and Saudi Arabia with the consulting arm of the British Steel Corporation.

Rob holds post graduate qualifications from the Department of Occupational Psychology at London University. As well as his MSc from London University, Rob holds a BA in Sociology from York University and a Ph.D. from the Faculty of Commerce at Birmingham University. Recently, he has been a guest speaker on assessment methods at Templeton College, Oxford University.

About William Knight

William Knight specialised initially in financing major capital projects at Lazard Brothers, including the Dubai Dry Dock and Hong Kong Mass Transit Railway.

Moving to Lloyds Bank International (LBI) in 1973, he concluded the initial financing of the Dubai Aluminium Smelter and was then appointed head of LBI's global syndicated lending for governments.

Over the next twelve years he was head of investment banking for LBI in Asia and then in charge of the bank's Portuguese operations before becoming a founding director of Lloyds Merchant Bank and MD of Lloyds Bank Fund Management. In this latter capacity, he pioneered investment funds for emerging markets, including the first London listed fund for Thailand and the first investment fund for Vietnam as well as funds for Eastern Europe, Africa and the Indian sub-continent.

He is currently Chairman of several investment companies and also serves on a number of boards of specialist investment funds, both as a director and as an advisor including the first private equity fund of funds for India.

He has been a regular attendee at World Economic Forum meetings as a speaker and is also a regular participant in delegations for the promotion of financial services on behalf of the City of London.

About Alan Ogden

A former officer in the Grenadier Guards, Alan joined St. James's Corporate Communications as Development Director in 1982 and then became Deputy Chief Executive and Head of Financial Public Relations at Charles Barker City, one of London's oldest financial PR companies.

In 1988, he moved to Hill & Knowlton, at that time the world's largest international PR company, as a Managing Director of their UK office and European Practice Head of Financial PR. Working extensively on international PR projects, he became Deputy Chairman with specific responsibility for business in Central and Eastern Europe.

In 1997, UBS appointed him Head of Corporate Communications for Region Europe until the merger with Swiss Bank Corp in 1998 when he left to establish Alan Ogden & Company Ltd.

He is a founder member of Pro Patrimonio, the Romanian National Trust, and author of several travelogues about Eastern Europe.

About George Kanaan

Founder and director of Resource Consolidated Limited in Beirut and London, George consults to a wide range of clients on real estate finance and investment as well as acting as wealth management consultant to various family offices and institutions.

After gaining an MSc in civil engineering from Carnegie-Mellon University and an MBA at Bridgeport followed by doctoral degree studies at Harvard Business School, he joined Citibank in New York in 1975. After a posting to Athens, he was then posted to Riyadh, where in 1978 he created the Merchant Banking Group for SAMBA (an affiliate of Citibank). After becoming Executive Director for the Middle East and Africa for First Chicago in London, he rejoined Citibank/SAMBA in 1987 and set up their London branch from scratch. He also started SAMBA Capital Management International, which had \$3 billion of assets under management within 5 years. In 1992, George became CEO of Makshaff Services Ltd (London and Riyadh), the

private asset management company of a prominent M.E. family, until 1997 when he started his own company.

He is a director of Eastern Goldfields Inc., Lebanese Broadcasting Corporation International (LBCI) and a number of other companies.