



LANNICK
GROUP of COMPANIES

Overview

Lannick Group of Companies is a full service recruitment firm specializing in the areas of finance and accounting. We have four offices in Canada, all located within southern Ontario, the country's busiest economic centre. We work in every industry sector and have assisted companies of every type and size, from major financial institutions to small, owner-operated businesses. Our core purpose is to help quality people and quality companies find the right fit. When the right individual is placed in the right job, the result can be a remarkable difference in the success of an organization and the life of an individual.

Key Differentiators of Lannick

Lannick's expertise, methodology and research provide us with unique insight and access to accounting professionals at all levels and in all major accounting disciplines.

- Our associates are experienced accounting professionals, many of whom are Chartered Accountants, Chartered General Accountants or Chartered Management Accountants with practical industry experience, allowing us to fully understand our clients' needs and source top talent in the shortest amount of time.
- Our dedicated recruitment teams continually canvas the marketplace and have access to the broadest network of potential candidates for our clients.
- We have a dedicated research team that is unique within our industry in Canada. Our researchers maintain a database of more than 65,000 accounting and finance professionals that has been built over the past twenty years. As a result, our clients have access to the hidden talent pool and the most highly qualified candidates.
- We understand that the right fit is critical for our clients and candidates, both in terms of technical skills and cultural fit with the company.



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Our Lines of Business

Lannick Group of Companies has three main lines of business, each specializing in a specific segment of the finance and accounting marketplace to meet the needs of our clients. These lines of business are as follows:

Lannick Associates

Lannick Associates is an executive search firm that specializes in the recruitment of permanent finance and accounting professionals. Our company was established in 1985 to service middle to senior level finance and accounting positions and our primary focus is on individuals with CA, CMA, CGA and MBA backgrounds. Lannick Associates typically places permanent candidates at a salary of \$75,000 Cdn and higher.

Lannick Contract

Lannick Contract specializes in the recruitment of short-term or project-specific resources at the mid to senior level. The demand for contract solutions to resource requirements has grown tremendously in the past decade and continues to evolve as organizations leverage flexible staffing solutions. We maintain a network of more than 2,000 consultants within the GTA, the majority of whom are designated professionals who can provide subject matter expertise for virtually any time-sensitive critical project. Lannick Contract typically places contractors at a rate of \$34 Cdn/hr and higher.

Pro Count Financial Staffing

Pro Count specializes in the placement of full time and temporary accounting and finance professionals at the junior to intermediate level. We primarily work with candidates who are actively pursuing, or have recently completed, their accounting designations. Pro Count typically places permanent candidates at a salary of up to \$74,000 Cdn and temporary candidates at a rate of up to \$33 Cdn/hr.



Areas of Functional Expertise

Lannick Associates

1. Financial and Management Reporting
2. Accounting Policy and Research (including IFRS)
3. Financial Planning and Analysis
4. Taxation
5. Internal Audit/Risk Management/Compliance
6. Cost Accounting
7. Treasury
8. SOX

Lannick Contract

1. Internal and External Reporting
2. Month, Quarter and Year End Accounting (GAAP, IFRS specialists)
3. Compliance (Bill 198/MI 52-109, Sarbanes Oxley, Corporate Governance)
4. Budgeting, Planning, Forecasting & Analysis
5. Income & Commodity Taxes (Corporate Taxes)
6. Special Projects (M&A, IPOs Corporate Restructuring)
7. Project Management (PMP's), i.e. system conversions, acquisitions / divestitures, process improvements etc.
8. Internal Audit

Pro Count Financial Staffing

1. General Accountants & Financial Analysts
2. A/R & A/P Specialists
3. Payroll Specialists
4. Cost Accountants
5. Credit & Collection Specialists
6. Fixed Asset & Inventory Accountants
7. Project Accountants
8. Property Accountants
9. Treasury Analysts
10. Property Accountants