



To all our valued clients & colleagues ...

Introducing William M. Byrnes

William M. Byrnes joins The Governance Group as a Managing Director co-leading the firm's investment management practice and Board services group. Bill emphasizes the effective design, creation, and management of teams across the entire spectrum of the investment and financial services industries as well as recruitment and management development needs in technology, packaged goods, transportation, cosmetics, and other business sectors.

Clients and colleagues praise Bill as a results-oriented recruiter and manager best known for his achievements in selecting the "right" people and developing them for success. With decades of recruitment experience, he has served not only as president of the executive search company of a major investment firm, but also has led large teams supporting mutual fund retirement plans & products and investment administration teams. He has created teams, chosen their members, and managed them to execute the organizational mission. These span a wide variety of responsibilities and activities from sales and marketing to client service and financial management.

Across his career, colleagues say this is the hallmark of Bill Byrnes' imprint:

"With the innovations he brings to an organization, he never leaves them the same as they were before he joined; they're better!"

Key Focus Areas:

Search & consulting worldwide in:

- Investment and financial services
- Board and Board support functions
- Corporate management - Finance, HR, IT, Sales & Marketing, Compliance, Audit.

Experience Overview:

ICMA - Retirement Corporation
~ Senior Vice President & Chief Operations Officer

New York Life Investment Management
~ Vice President - Sales & Consultant Relations

Boston Financial Data Services
~ Senior Vice President & General Manager

Putnam Investments
~ Senior Vice President

Fidelity Investments
~ Vice President & Partner

Plus, 18 years of corporate human resources experience, primarily with Xerox Corporation.

Bill brings to clients a unique blend of recruitment and management skills to assess, diagnose, recommend, and implement strategies to create better companies and better teams. His experience with investment fund products and plan sponsor requirements as well as personal knowledge of the "players" in the industry position him to find, recruit, and negotiate top-notch hires for the clients he serves.

Bill also understands the process by which Boards of Directors work and knows how to build better Boards and support services to those Boards.



The Governance Group, Inc.

33 Union Place
Summit, New Jersey 07901
Phone: 908-277-1800

www.governancegroup.com