



THE VACO STORY

CHANGE HEALTHCARE

Who we are:

Vaco was founded by three Big 4 alumnae who saw a unique opportunity to holistically serve the senior-level strategic hiring needs, whether project or permanent, in all areas and scope of executive level management for the most discriminating clients. Vaco accomplished this by establishing an unparalleled network of like-minded, pedigreed industry veterans across the nation. Since inception Vaco has delivered over ten thousand successful engagements to thousands of our clients ranging from executive-level talent acquisitions to complex Sarbanes-Oxley implementations.

With local offices in 25 locations (with headquarters in Nashville), Vaco has the ability to build personal relationships and deliver customized solutions to our clients with a national reach of the best executive talent for the most strategic hires. With over 250 employees and \$125 million in revenue, Vaco is uniquely qualified to give the boutique service locally with the national reach an executive search requires.

We serve a wide variety of companies within the entertainment, service, consumer products, healthcare and Information Technology sectors. For these companies, we have completed thousands of successful projects which has helped us develop deep relationship with the key executives. These relationships have been instrumental in our thriving executive placement and consulting practice and a cornerstone for our continued success. Vaco not only executes executive searches but also delivers complex consulting services. As a result, we frequently act as business advisors to our clients and routinely spend significant time with our clients' executive management team. This gives us deep and direct knowledge of the competency of many qualified candidates and an unrivaled referral source of exceptional talent. Vaco's practice of injecting an understanding of culture into the process while consistently delivering excellence solidifies the relationships and trust in those we serve.