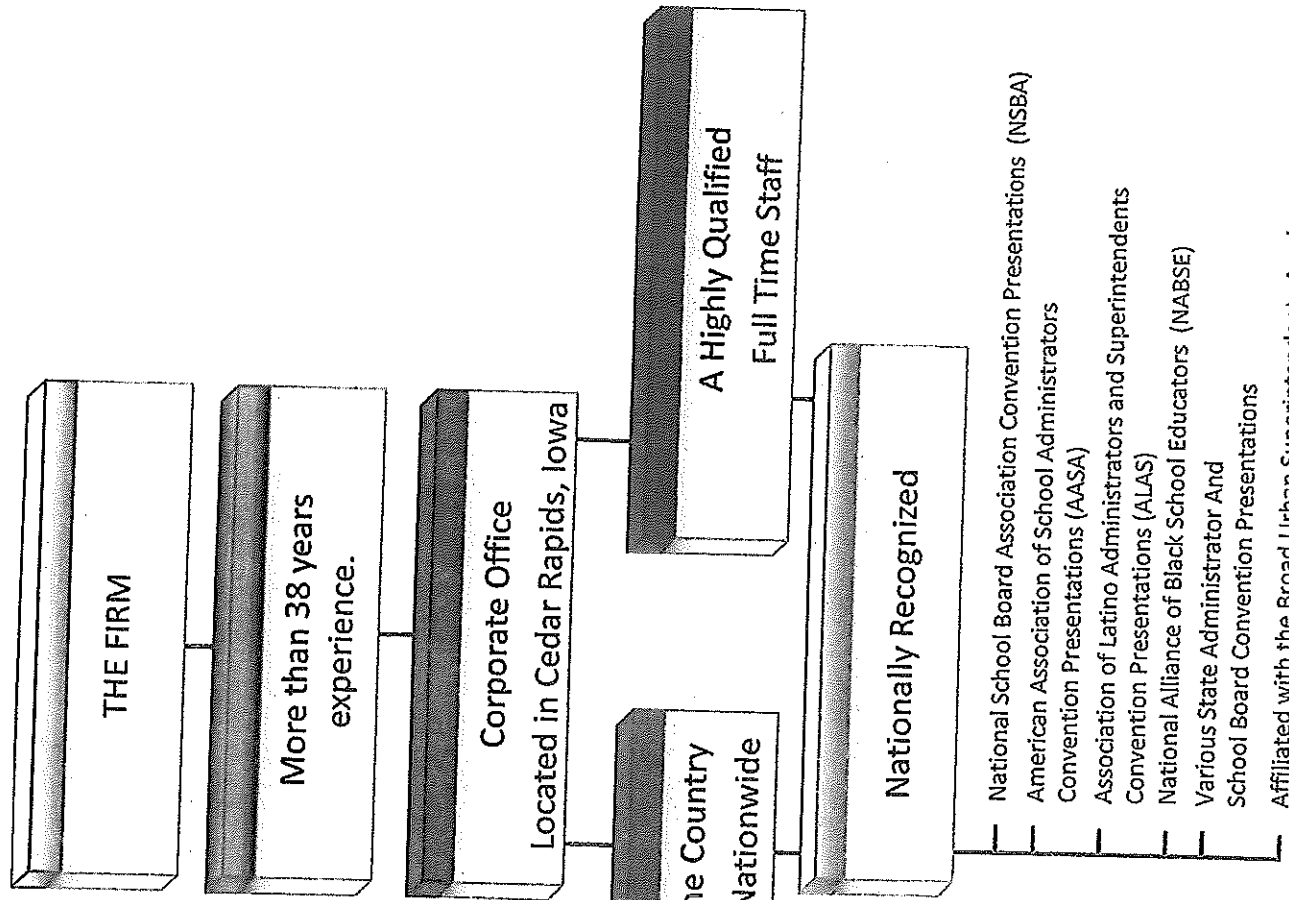
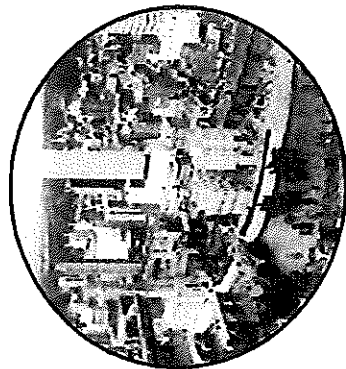


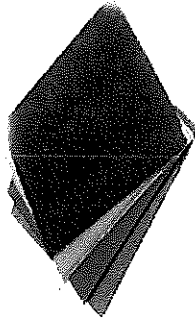
**Ray and Associates, Inc.**  
 4403 First Avenue SE, Suite 407  
 Cedar Rapids, Iowa 52402  
 Phone: (319) 393-3115 - Fax: (319) 393-4931  
 Email: [glr@rayassoc.com](mailto:glr@rayassoc.com) - Website:  
[www.rayassoc.com](http://www.rayassoc.com)



**Ray and Associates, Inc.**  
 Leaders in Executive Searches

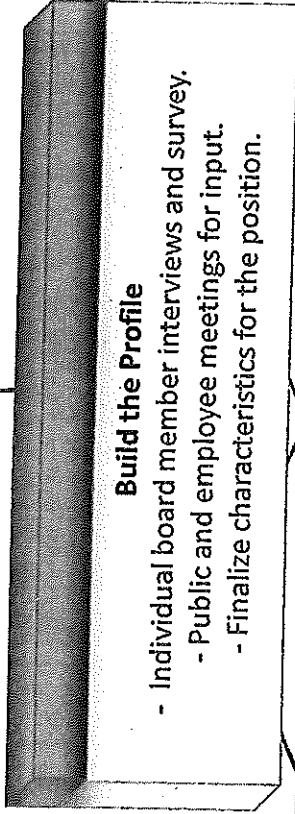
# PROCESS OVERVIEW

Ray and Associates, Inc.

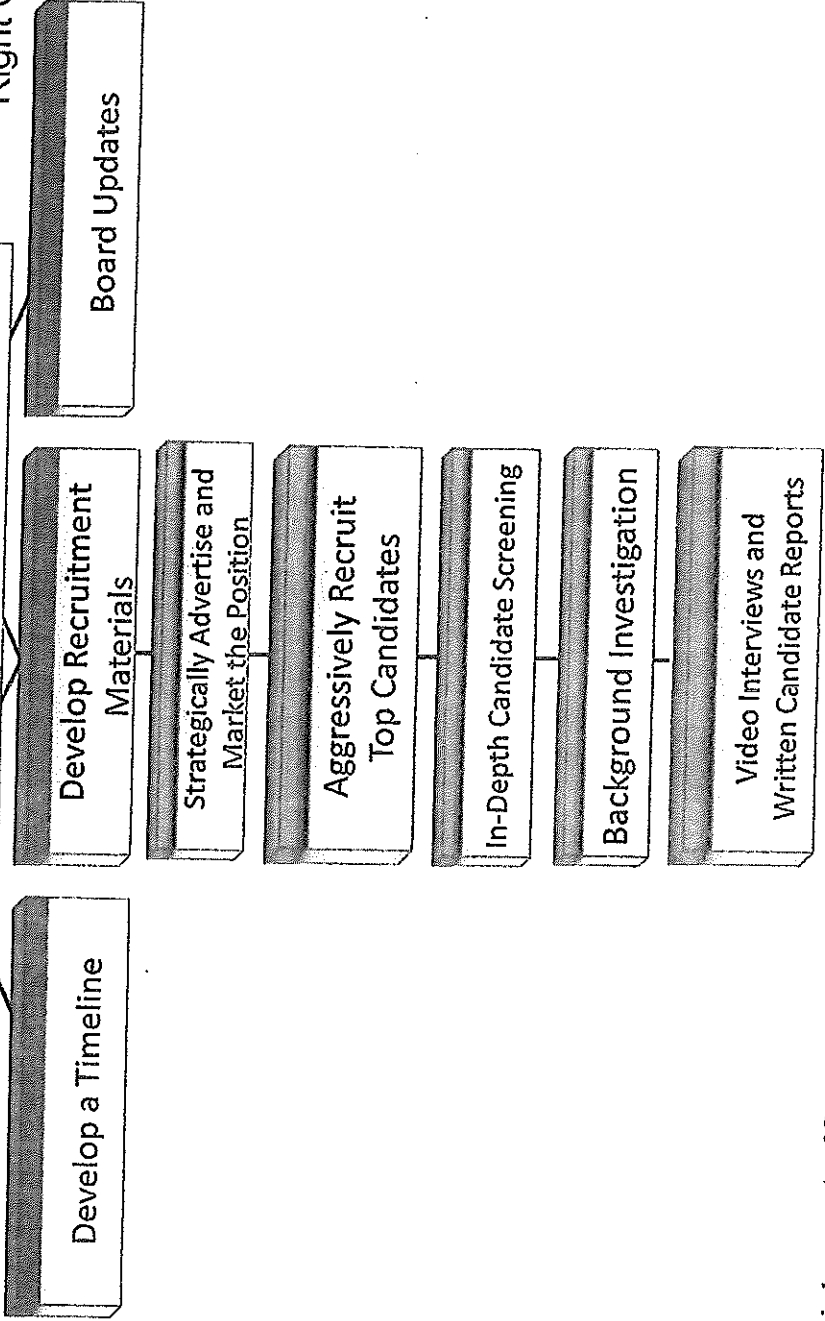


Candidate Reports

## SEARCH PROCESS OVERVIEW

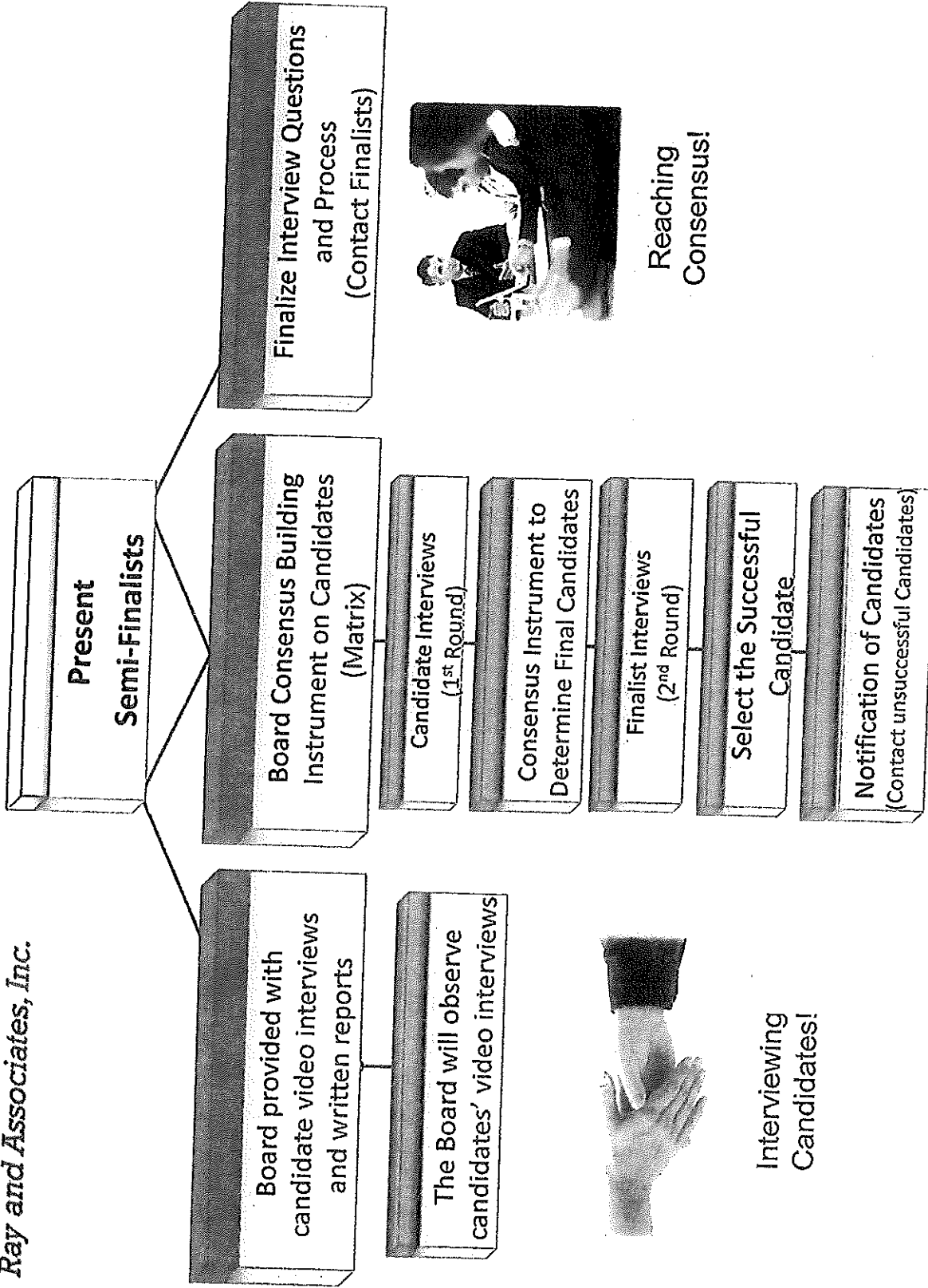


Targeting the Right Candidate



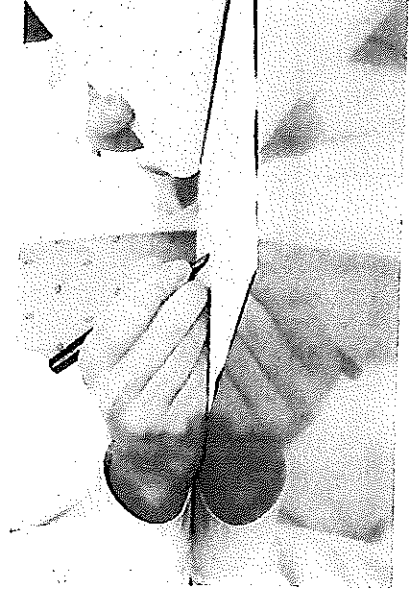
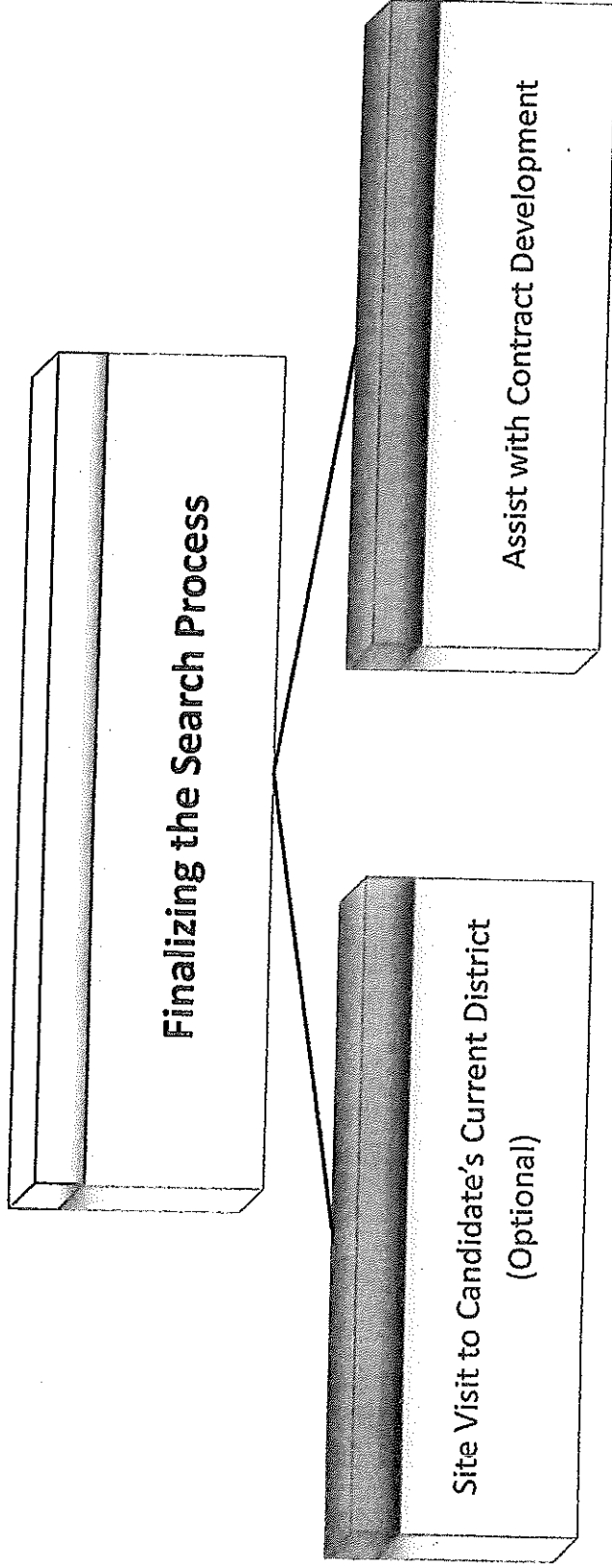
# PROCESS OVERVIEW - CONTINUED

*Ray and Associates, Inc.*



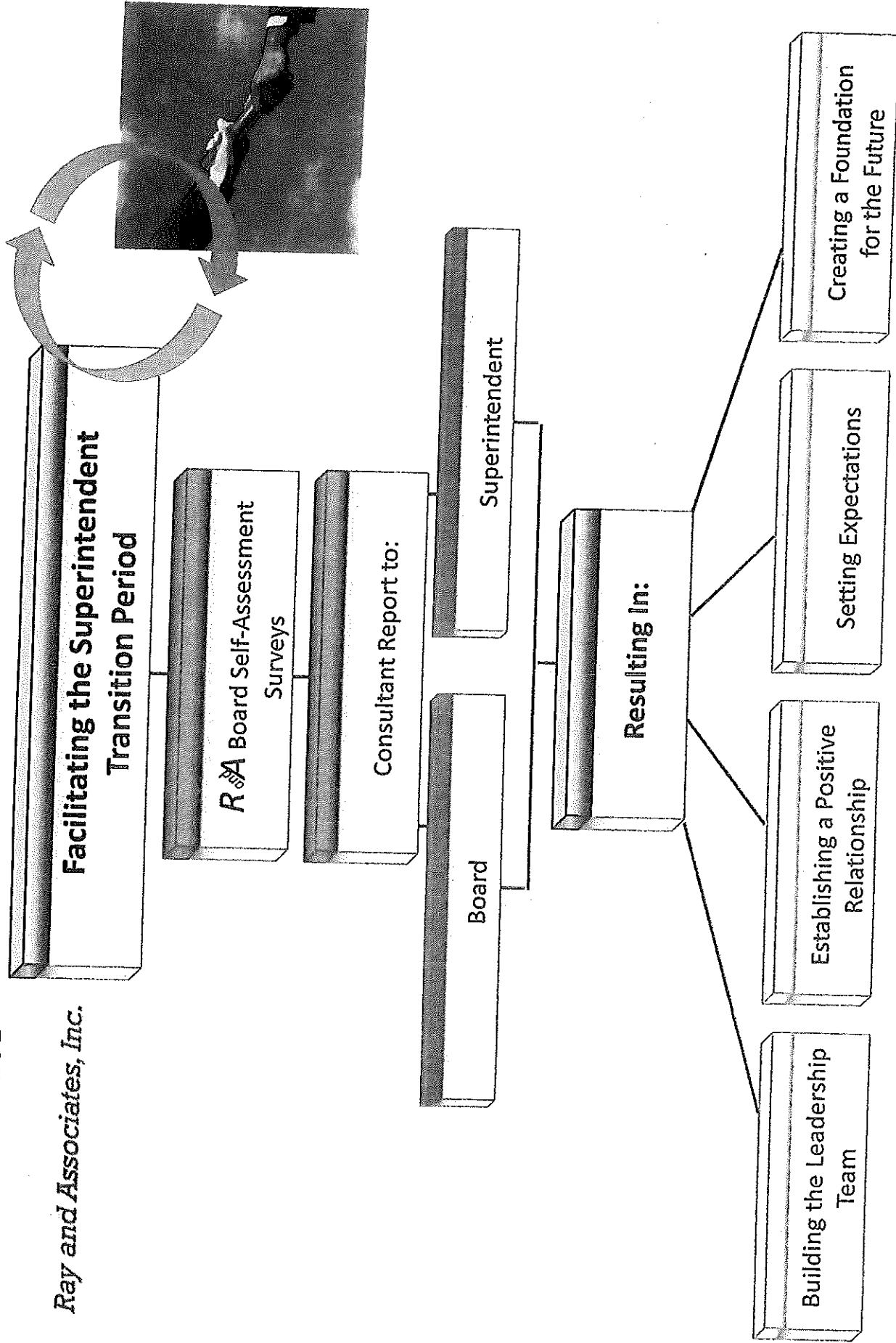
# PROCESS OVERVIEW - CONTINUED

*Ray and Associates, Inc.*



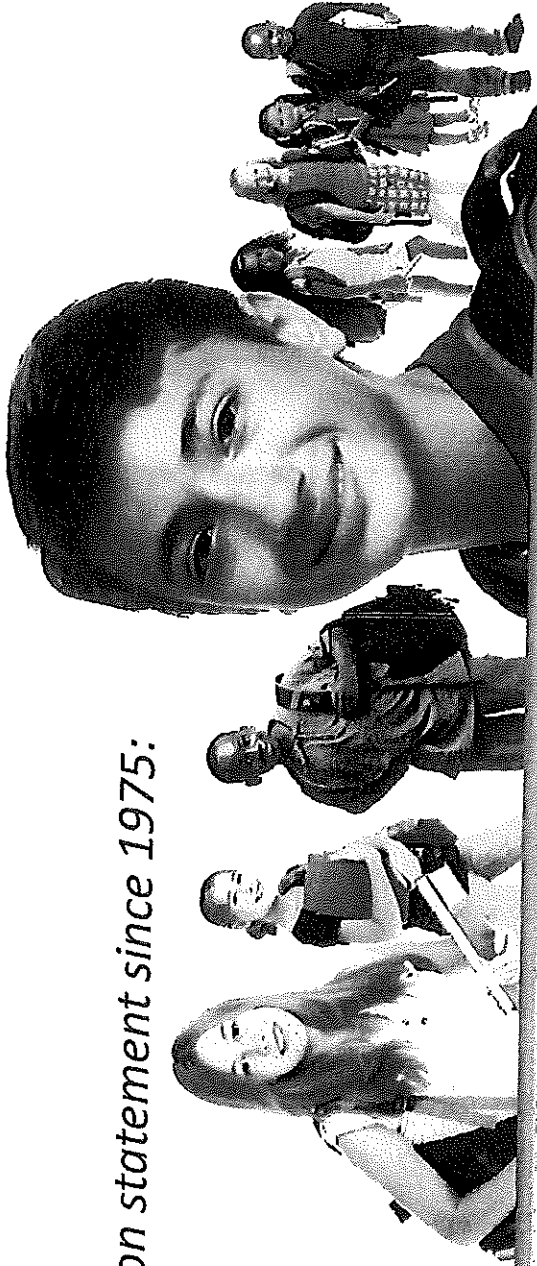
# TRANSITION PERIOD

Ray and Associates, Inc.



## MISSION STATEMENT

*Our mission statement since 1975:*



*Ray and Associates, Inc.*

*We will provide our clients with the highest quality services to assist them in hiring leaders who will meet specific needs and positively impact the education of all students.*