

# We help clients build winning leadership teams

Ingenious products and services, state-of-the-art infrastructure, and market opportunity do not guarantee business success. It is the people of an organization who define it.

Securing a company's prosperous future through the acquisition and continuous development of leadership talent is an ongoing process—and one of the most critical endeavors a company will pursue. That is why so many of the world's top companies have turned to Heidrick & Struggles as their business partner and strategic advisor. Operating from principal business centers in North America, Latin America, Europe and Asia Pacific, Heidrick & Struggles offers clients a comprehensive approach to leadership acquisition, assessment and development through a single source and on a global scale. Organizations the world over rely on our expertise to help assemble and maintain powerful and diverse leadership teams.

In our more than 50-year history, we have conducted some of the most noted chief executive and board director searches in business. In fact, we've built our reputation as the world's premier executive search firm by working at the top—recruiting senior-level executives for a broad spectrum of client organizations representing every industry. Our renowned executive search capability is augmented by a full complement of leadership consulting services that drive required organizational change, enhance leadership team effectiveness and support long-term talent management.

We offer a collaborative and consultative approach to executive search based on a thorough understanding of the strategic, cultural, financial and operational issues our clients face. Our consultants work in teams through a matrix structure, organized by geography, industry practices, and functional specialties, as well as by complementary leadership consulting services. This specialization provides us with exceptional access to an astonishing pool of worldwide executive talent. And with 58 locations and more than 1,300 employees around the world, we have the resources and contacts necessary to conduct a global, multinational, national or local market search.

Expertise, wisdom, prudence, chemistry and integrity; the qualities a company needs in a leadership team are the qualities you'll find in the employees of Heidrick & Struggles.

#### Safe harbor statement

This annual report contains forward-looking statements. The forward-looking statements are based on current expectations, estimates, forecasts and projections about the industry in which we operate and management's beliefs and assumptions. Forward-looking statements may be identified by the use of words such as "expects," "anticipates," "plans," "believes," "seeks," "estimates," "projects," "forecasts," and similar expressions. Forward-looking statements are not guarantees of future performance and involve certain known and unknown risks, uncertainties and assumptions that are difficult to predict. Actual outcomes and results may differ materially from what is expressed, forecasted or implied in the forward-looking statements. Factors that may affect the outcome of the forward-looking statements include, among other things: our ability to attract and retain qualified executive search consultants; the condition of the economies in the United States, Europe, or elsewhere; social or political instability in markets where we operate; the impact of foreign currency exchange rate fluctuations; price competition; the ability to forecast, on a quarterly basis, variable compensation accruals that ultimately are determined based on the achievement of annual results; an inability to achieve the planned cost savings from our cost-reduction initiatives; an inability to sublease or assign unused office space; our ability to realize our tax loss carryforwards; the mix of profit and loss by country; an impairment of our goodwill and other intangible assets; and delays in the development and/or implementation of new technology and systems. Our reports filed with the U.S. Securities and Exchange Commission also include information on factors that may affect the outcome of forward-looking statements. We undertake no obligation to update publicly any forward-looking statements, whether as a result of new information, future events or otherwise.

# Financial Highlights

Year Ended December 31,	OI	02	<b>0</b> 3	04	05
(\$ in millions)					
Net Revenue	\$455.5	\$350.7	\$317.9	\$375.4	\$412.3
Operating Income *	-\$4.7	\$1.5	\$7.1	\$29.2	\$44.0
Operating Margin *	-1.0%	0.4%	2.2%	7.8%	10.7%

Productivity	OI	02	03	04	05
(\$ in millions)					
Average Number of Consultants	507	391	328	299	307
Average Annualized Revenue per Consultant	\$0.8	\$0.8	\$0.9	\$1.2	\$1.3

#### Broad Industry Practice Mix - 2005

2%	8%	8%	15%	17%	19%	31%
Educ	Education/ Professional Health Care Technology Nonprofit/ Services Other			Consumer	Industrial	Financial Services

#### Diversified Geographic Distribution - 2005

Asia Pacific 10%	Europe 32%	Americas 58%



# Message to Shareholders

It is with great pride that we report our 2005 financial and operational results. The business strategy we embarked on in 2003, which was focused on improving our operating cost structure, has been clearly successful in helping us become more efficient and profitable. We look forward to 2006 and beyond with enthusiasm.

We set a bold goal for ourselves in 2005: to achieve a 10 percent operating margin for the year, excluding restructuring charges. Not only did we accomplish this goal, we exceeded it by delivering a 10.7 percent operating margin—the highest since our IPO in 1999. And in Europe, operating income and operating margins doubled in 2005, reflecting the success of our second quarter restructuring initiatives. We consistently delivered on our financial and operational commitments in 2005.

### Highlights include:

- > Net revenue of \$412.3 million, up nearly 10 percent over 2004.
- > Record productivity of \$1.3 million in average fee revenue billed per consultant.
- > Average fee per executive search of more than \$97,000, another record for us.
- > Operating income of \$44.0 million, up over 50 percent from 2004.

In recent years, our reported net income and earnings per share figures have varied greatly, as a result of our unique tax situation. We do, however, expect to return to a normalized tax rate going forward, which will make net income and earnings per share more meaningful financial metrics.

We continue to maintain a strong new balance sheet, with no debt. Our business generates very strong cash flow and we are committed to using our cash to grow the business, investing in the people, programs and opportunities that help us do that. To the extent that we have excess cash that is not currently needed for these activities we will return it to our shareholders. In 2005, we spent \$37.2 million to repurchase shares under two separate share repurchase programs. And in the first quarter of 2006, we repurchased an additional \$16.6 million of our treasury stock. Approximately \$24 million remains authorized for repurchase under our September 2005 program.

### Our 2006 Objective: More Profitable Growth

Improving the cost structure of Heidrick & Struggles—positioning ourselves for stronger growth and greater profitability—has been our challenge for the past two years. We believe that this part of our journey is largely complete and that our results for 2005 demonstrate our ability to deliver on that commitment.

For more than 50 years, Heidrick & Struggles has been guided by the legacy of two pioneers of executive search, Gardner Heidrick and John Struggles, both of whom shared a commitment to quality, client service, teamwork, integrity and a drive for excellence. Armed with a steadfast commitment to our founders' values and exceptional brand recognition that is synonymous with the finest in executive recruiting, we are excited about the opportunities ahead of us.

2006 marks the third year of our current three-year strategic plan. The foundation of this plan provides our people with a global framework and supports our firm's pursuit to serve clients as the world's premier provider of executive search and leadership consulting services:

- 1. Dominate the "work at the top."
- 2. Broaden our service offerings through the growth of Leadership Consulting.
- 3. Reaffirm our commitment to our global accounts.

With that foundation in mind, here is a look at some of the specific components of our growth plan, and how we are focused on making our 2006 objectives a reality.

#### Growth Drivers

The first key to our growth is what we believe will be the continuation of robust market demand for executive recruiting. Demographic trends, increasing regulatory requirements, the continued focus on corporate governance, shorter CEO and senior executive officer tenures, and a limited global talent pool are just some of the factors that will drive the need for executive recruiting, director searches, and leadership consulting for years to come.

We are especially excited about the opportunities for growth in certain geographic areas—including Brazil, Russia and Eastern Europe, India and China—where demand is rapidly increasing for the talented management teams our clients require to compete on a worldwide basis. We have dedicated teams charged with capitalizing on specific opportunities in these and other emerging markets.

A second growth driver involves our ability to hire and develop talented executive recruiters. At the end of 2005 we launched an aggressive, targeted program to recruit new consultants. Our offices and practices collaborated to identify the most critical gaps, and we have been deliberate in focusing on specific geographic, functional and industry needs. Our objective is to increase the net number of our consultants by at least 10 percent by the end of 2006, and we have senior partners in each region specifically in charge of driving this initiative.

Even as we hire and retain the best recruiters in the industry we will provide our consultants with the training and tools they need to become increasingly more productive. Although we are at an all-time high in productivity in the Americas, there is room to improve there, as well as in the Europe and Asia Pacific regions. With the help of our Leadership Consulting team, we are initiating an orientation program that we believe will shorten the time needed for new consultants to become solid and profitable contributors. For current consultants, we have launched a new competency-based training program. And we will improve how we utilize our Knowledge Management Centre in India for research and other services that are an integral component of our quality work for clients, and a competitive differentiator for us.

Another key to our growth is increasing our average fee per search. The growing worldwide demand for talented management and our continuing commitment to work at the top for our clients are just two factors that bode well for driving average fees per search higher. In addition, we will continue our programs to increase revenue from our targeted global accounts programs. In 2005, the number of clients with net billings in excess of \$1 million was 53. The average net billings of our largest 100 clients were approximately \$1.4 million, up 40 percent from 2003. And 15 of our top 25 clients generated revenue in all three of our geographic regions. We believe Leadership Consulting continues to prove instrumental in deepening our client relationships, enhancing our executive search business, and adding brand value.

We also know that we will grow through a renewed dedication to client relationships. To win more search and consulting work—both from new and existing clients—we must stay one step ahead of our clients' needs, serving as a strategic partner with the expertise, integrity and geographic reach they need to build winning leadership teams.

# Aligning With Our Shareholders

In order to continuously improve our leadership position in the market we must provide competitive compensation and wealth-building programs among our most important asset: our people. Last year, we announced a permanent change in our compensation program that will increase the amount of equity ownership internally and better align our consultants with our shareholders. Beginning in 2005, all consultants received 10 percent of their bonus in the form of restricted stock units that vest ratably over three years. Our senior executive team members elected to receive 20 percent of their 2005 bonus in restricted stock units as a sign of their commitment to the strategy behind the program. We are increasing these percentages in 2006 and also establishing recommended stock ownership guidelines for our executives and consultants to achieve and maintain over time. We have also adjusted the compensation plans to reward regions for more profitable growth and individuals for exceptional performance in support of our strategic initiatives and for other contributions that are central to our growth—recruiting, mentoring, intellectual capital creation and innovation.

Thanks to the dedication and hard work of our people around the world, 2005 was a milestone year in many ways. It was a year that will help launch the firm toward increasing profitability and stronger growth. On behalf of the Heidrick & Struggles Board of Directors and management team, I thank our people for their contributions to our success as we build upon our position as the best of the best.

Two primary goals remain central to how we operate as a firm:

- > Run and grow a profitable, efficient and quality business that serves our clients and provides an attractive return to shareholders.
- > Strengthen the partnership among all the people of Heidrick & Struggles.

We have never been in a better position to focus aggressively on growth, while continuing to improve our profitability and enhancing the alignment of our stakeholders in our success. We are more optimistic than ever about the future for this profession and for Heidrick & Struggles as we help our clients build winning leadership teams.

Sincerely,

Thomas J. Friel

Chairman and Chief Executive Officer



# Work at the Top

Heidrick & Struggles is a market leader in senior-level management assignments. In fact, we've built our reputation by working at the top—searches and services for boards of directors, new CEOs and their direct reports, are our primary focus. Our clients have access to the best consultants in the industry through our global Board of Directors and Chief Executive Officer practices—and, through them, to the best executive talent in the marketplace.

We conducted more than 4,000 executive searches worldwide in 2005—including highly competitive board and CEO searches for Fortune 500 companies—and plan to further increase our work at the top in 2006.

# Mellon Financial Corp.

Our successful placement of Robert P. Kelly—former Chief Financial Officer and Executive Vice President of Wachovia Corporation—as Chairman, President and Chief Executive Officer of Mellon Financial Corporation capped one of the most significant financial services CEO searches in 2005. Drawing on our full resources, the Heidrick & Struggles search team worked seamlessly with the Mellon Board of Directors to attract a talented executive who was a custom fit for the top post. The Mellon Board voted unanimously to elect Kelly, emboldened by his proven track record, outstanding reputation in the investment community, and exceptional strategic and broad business capabilities. Outgoing Chairman and CEO Martin G. McGuinn, who was closely involved in choosing his successor, retired simultaneous to Kelly's arrival at the company on February 13, 2006—a strong vote of confidence for the first-time CEO and his ability to lead Mellon into the future.

# Kimberly-Clark

More than a billion people worldwide used Kimberly-Clark's products in 2005. And last year Kimberly-Clark tapped Heidrick & Struggles to help fill a vacancy on its Board of Directors. The company sought an executive with a strong consumer products background and with our help elected Abelardo E. Bru, former Vice Chairman of PepsiCo and Chairman and Chief Executive Officer of Frito-Lay. Kimberly-Clark engaged us for a second director search later in the year, this time seeking an individual who would qualify as an Audit Committee financial expert. We attracted not only a financial expert but also a former CEO in John R. Alm, former President and CEO of Coca-Cola Enterprises, Inc. Both appointments come at an exciting time for the company following the recent launch of several targeted growth investments. As board members, both Bru and Alm bring to Kimberly-Clark a deep understanding of the consumer products industry and international markets and are both well-equipped to make significant contributions to the growth of the company on a global scale. Heidrick & Struggles continues to work with Kimberly-Clark, consulting with the Nominating Committee and the entire Board of Directors to define the specifications for its next independent director.

# Toys "R" Us

One of the world's leading specialty toy retailers and a household name in the U.S. for more than 25 years, Toys "R" Us faces price competition from discount chains that has already forced two other major toy retailers into bankruptcy. In March 2005 a consortium of three world-class investors—Kohlberg Kravis Roberts & Company, Bain Capital and Vornado Realty—purchased Toys "R" Us. Shortly after, the group turned to Heidrick & Struggles to recruit a top-rate retail CEO to rejuvenate the Toys "R" Us brand and to lead the turnaround of the business. We brought Gerald L. Storch, former Vice Chairman of Target Corporation, a financially savvy strategist and high-impact trendsetter who ran several of Target's operations, including financial services, technology, supply chain, Internet, strategic planning and mergers and acquisitions. Storch also led the development of the SuperTarget grocery strategy and the turnaround of the company's former Marshall Field's division. Analysts praised the move.

#### Bank of Ireland

In the two years that followed our first top talent review for the Bank of Ireland Group, our work has helped the Group align its talent agenda with its ambitious strategy for growth, and informed a number of senior executive moves across the organization. In 2005 the Group engaged Heidrick & Struggles to perform a second large-scale assessment and talent management project to identify progress against development plans, and to make further changes to build the internal pipeline for talent. In parallel, our search consultants have played a crucial role in finding two new high-caliber members of the Group's Executive Committee, as well as several further senior executives, and in advising on the composition of the Board. Search and leadership consulting continue to intersect at the Bank of Ireland Group, supporting more effective deployment and development of talent, and improved competitive advantage.

# Grupo PT

Our executive search and leadership consulting work have driven the growth of Heidrick & Struggles' relationship with Grupo PT, Portugal's largest telecommunications service provider and our largest Leadership Consulting client. We began working with Grupo PT in 2000 as the company completed its transition from state-owned entity to private enterprise, helping to recruit several senior executives and also to design a board compensation strategy and corporate governance model. Ours has evolved into a true partnership—we serve as strategic advisors to the CEO and Board of Directors on critical business issues concerning corporate governance, human capital and sustainability. Today Grupo PT is widely admired for its best practices in talent management and leadership development, which have helped make the company one of the top European performers in the telecommunications industry. The Heidrick & Struggles-designed "Performance.pt" talent management system has been implemented across the group.



# Leadership Consulting

Based on increased demand for senior executive talent management, our Leadership Consulting business grew in 2005 and we will continue to expand the business aggressively in 2006. We are building the capacity to support this growth, bringing in world-class consulting talent to match our premier executive search consultants and deploying them in key markets around the world.

Over 50 years of executive search experience has taught us that the way companies manage top talent is just as important as the way they acquire it. Our search business positions Leadership Consulting to support our clients with consulting services at key junctures such as the appointment of a new senior executive, CEO succession, board changes, and mergers and acquisitions. More and more, we are providing clients with integrated search and consulting services.

Leadership Consulting is enabling Heidrick & Struggles to become a trusted advisor to senior executives and boards by helping clients transform how they manage their talent to ensure the sustainable business success their stakeholders demand.



# Major Global Accounts

Our commitment to global accounts is reflected in our industry-leading Target Account program, which we established to deepen our relationships with our large clients through an integrated services approach that helps them build winning leadership teams. Many of the clients that constitute our Target Accounts are headquartered in all three of our operating regions and span all major industries.

The Target Account program has been instrumental in creating sustainable success for major clients and in building long-term relationships with them. It differentiates us as a firm able to provide a robust mix of services and experience and drives repeat client work, producing more recurring and predictable revenue.

In 2005, we had 53 \$1 million-plus accounts, and increased the average net billings of our top 100 clients by 40 percent since 2003. From this platform, we will continue to expand existing Target Accounts as we build new ones.

# The Coca-Cola Company

Heidrick & Struggles has worked with The Coca-Cola Company and many of its bottler system partners for more than a decade, but we've developed a particularly tight-knit partnership with the company under current leadership. In fact, Heidrick & Struggles is helping the company to put its "Manifesto for Growth" into action by working with senior management to identify and attract the talent necessary to realize the unique vision laid forth by the company behind "the world's most inclusive brand." Two years ago, we completed 10 searches for The Coca-Cola System. Today, the Heidrick & Struggles account team comprises 34 partners throughout North and South America, Asia Pacific and Europe, who last year worked with the company to recruit more than 30 senior leaders in every functional area across the globe, including three directors for the Coca-Cola Enterprises Board. As a Target Account, The Coca-Cola System has total access to our team of functional and geographic experts with a full understanding of top talent in all key areas, via a single point of entry accountable to deliver the right people on the right assignments every time.

#### **Master Card**

Our relationship with Target Account MasterCard began with a watershed search for a new President of Global Technology & Operations. The company was searching for an individual from a branded consumer company who had combined experience in business line management and technology. Heidrick & Struggles found the proverbial needle in the haystack in Roy Dunbar, former CIO of Eli Lilly, who is credited with having led the pharmaceutical giant to rank as the most innovative user of technology in its field. This placement provided the foundation for a strong relationship with MasterCard's HR team and CEO and led to several other searches for the company, currently transitioning from private to public. Most recently, we've taken on the additional task of rebuilding MasterCard's Board of Directors so that it will be "public-ready" by this fall, and have completed several key hires in branding, marketing and communications. We anticipate that as the company moves from an association owned by its member banks to a public entity with an independent board, this will put new demands on the organization, people, and processes. Heidrick & Struggles is uniquely positioned to help MasterCard in each of these areas.



# Corporate Giving in 2005

The mission of Heidrick & Struggles' Corporate Giving program is to give back to the global community through meaningful, culturally sensitive programs in all regions where we have offices. Following successful international giving efforts supporting Operation Smile and the Special Olympics in 2004, Heidrick & Struggles introduced a formal corporate giving program in 2005. The resulting opportunities for charitable giving through community involvement have brought our employees together globally and locally, further strengthening the partnership spirit that is a defining characteristic of the firm.

In fact, our employees are the driving force behind the firm's corporate giving program: A firmwide survey produced a clear mandate to make childhood education and the alleviation of childhood poverty the focus of our philanthropic efforts.

## Operation Education

In 2005, we embarked on a ground-breaking philanthropic program with two main goals: to enhance a sense of community within our offices and to do "good works" in the cities where we conduct business by participating in service projects with local agencies. As incentive, Heidrick & Struggles pledged to make a financial contribution on behalf of each participating office to a previously designated beneficiary—in this case, the Development Education Program for Daughters and Communities (DEPDC) school in Northern Thailand.

Organizations and initiatives supported by the Operation Education program included: Buena Esperanza, Habitat for Humanity, Mercy Relief, Planet Ark, Prayas, Superatec, Toys for Tots, Hospital de Tacubaya, various food banks, public and private schools, YMCAs and more.

# Disaster Relief

In addition to our worldwide mandate, employees contributed to disaster relief efforts last year through two matching gifts programs established by the firm. Following the tsunami that struck Southeast Asia in late 2004, we quickly activated a matching gifts program with the International Federation of Red Cross and Red Crescent Societies.

And in the aftermath of Hurricane Katrina, we partnered with the Salvation Army to provide relief to hurricane victims. Many Heidrick & Struggles offices also took up collections of clothing, food and medical supplies and shipped them to affected areas, or found local organizations to accept the donations.

# **Practices**

# Global Industry Practices

Business & Professional Services Consumer Financial Services Industrial Life Sciences Private Equity & Venture Capital Technology

# Global Functional Practices

Board of Directors
Chief Executive Officer
Chief Information
Officer
Chief Marketing Officer
Financial Officers

Human Resources Legal Research & Development Supply Chain

# Specialty & Local Practices

Diversity Services Education/Nonprofit Interim Executives Middle East & North Africa

# Global Consultancy

With 58 locations and more than 1,300 employees around the world, we have the resources and contacts necessary to conduct a global, multinational, national or local market search. This structure allows us to be as responsive as a boutique firm yet serve our clients with the support of a global partnership.

Johannesburg
Asia Pacific
Beijing
Hong Kong
Melbourne
Mumbai
New Delhi
Seoul
Shanghai
Singapore
Sydney
Taipei

Africa

Middle East
Served from Londo

Tokyo

Barcelona Berlin BrusselsCopenhagen Düsseldorf Frankfurt Hamburg Helsinki Istanbul Lisbon London Madrid Milan Munich Paris RomeStockholm Vienna Warsaw

Zürich

Europe

Amsterdam

Latin America
Bogotá
Buenos Aires
Caracas
Lima
Mexico City
Santiago
São Paulo

#### North America

Atlanta

Boston Chicago Cleveland Dallas Denver Houston Los Angeles Menlo Park Miami New York (Park Avenue) New York (Wall Street) Philadelphia San Francisco Stamford TorontoTysons Corner Washington, D.C.

# Board of Directors

Our Board is fully formed, diverse, committed and more than capable of leading us into our second half-century.

#### Richard I. Beattie \* B C

Chairman, Simpson Thacher & Bartlett LLP. Member of that firm since 1968.

## António Borges \* B

Vice Chairman, Goldman Sachs International since 2000.

#### John A. Fazio \* A

Retired. Former Senior General Practice Partner, Pricewaterhouse Coopers.

#### Thomas J. Friel

Chairman and Chief Executive Officer since 2003.

#### Jill Kanin-Lovers \* A C

Former Senior Vice President, Human Resources, Avon Products, Inc. from 1998 to 2004.

#### Robert E. Knowling Jr. \* A C

Chief Executive Officer, Vercuity since 2005.

### Gerard R. Roche

Senior Chairman since 1999.

#### V. Paul Unruh \* A

Retired. Former Vice Chairman, Bechtel Group, Inc. from 2001 to 2003.

# Douglas C. Yearley \* B C

Retired. Chairman Emeritus, Phelps Dodge Corporation since 2000.

## \* Independent Director

A-member, Audit Committee

B-member, Nominating and Board Governance Committee

C-member, Compensation Committee

# Company Leadership

# Global Leadership Team

The firm's internal operations are the responsibility of the Global Leadership Team (GLT). Representing every major responsibility in the firm, this is the most diverse management team the firm has ever had. It was assembled to provide at least one—and in most cases, several connections to each individual in the firm. The GLT meets regularly to oversee all aspects of the firm's strategy, business performance, culture and values.

### Thomas J. Friel

Chairman and Chief Executive Officer

#### Michael Franzino

Chairman, Global Markets

#### Bonnie W. Gwin

President, Americas

#### L. Kevin Kelly

President, Europe, Middle East & Africa, and Asia Pacific

#### Vincent C. Perro

President, Leadership Consulting

#### K. Steven Blake

Chief Legal Officer and Corporate Secretary

### Eileen A. Kamerick

Chief Financial Officer

### Jeff Scherb

Chief Technology and Operations Officer

#### Kelvin Thompson

Chief Strategy and Development Officer

#### Patricia R. Willard

Chief Human Resources Officer

### Global Advisors

Bernard Zen-Ruffinen Chairman, Global Partnership Council Pascal Gibert Chairman, Global Quality Council David Pumphrey Chairman, Global Consultant Development Committee Anne Wyser-Pratte Managing Partner, Global Professional Development



# Shareholder Information

# Corporate Headquarters

Heidrick & Struggles International, Inc. 233 South Wacker Drive, Suite 4200 Chicago, Illinois 60606–6303

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### **Exchange Listing**

Our common stock is listed on the Nasdaq Stock Market under the symbol HSII.

# Annual Meeting

The annual meeting of shareholders will be held at 9:00 a.m. CDT, 24 May 2006 at the Mid-America Club, 200 East Randolph Drive, 80th floor – Aon Center, Chicago, Illinois 60601.

#### Transfer Agent and Registrar

For address changes, account consolidation, registration changes, stock holdings and lost stock certificates, please contact:

Mellon Investor Services LLC 480 Washington Blvd Jersey City, NJ 07310

+1 866.892.5631

Shareholders can obtain account information through Investor ServiceDirect at www.melloninvestor.com.

#### **Investor Contact**

Shareholders, analysts and investors should contact the Investor Relations Department at our corporate headquarters address, through our website at *www.heidrick.com*, by email at investorrelations@heidrick.com or by telephone at +1 312.496.1366.

# S.E.C. Filings and Investor Information

Filings with the Securities and Exchange Commission and other investor information are available through our website or upon written request to the Investor Relations Department.

