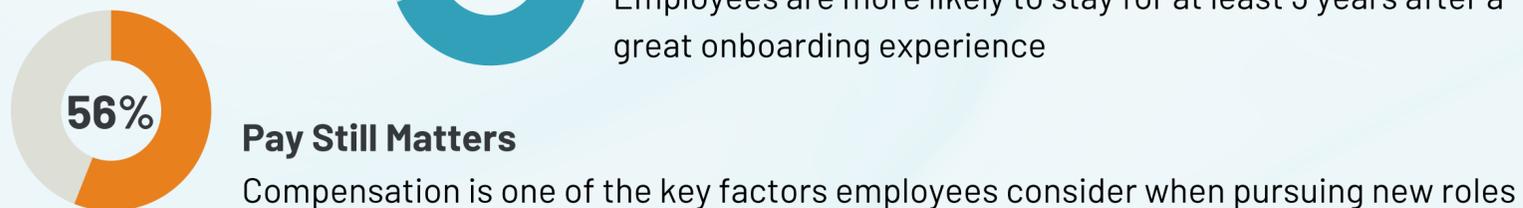
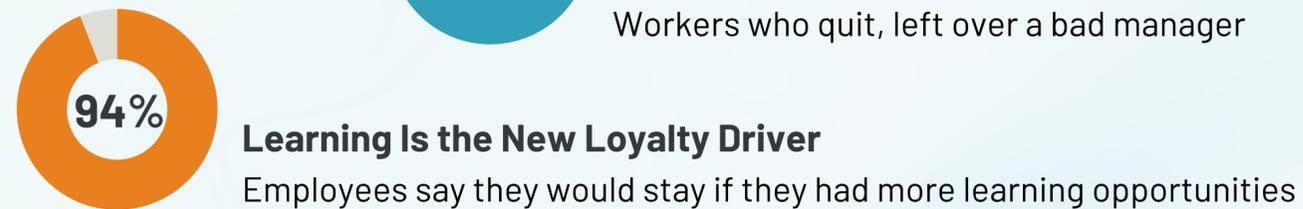


2025 Year in Review

The Real Keys To Retaining Top Talent in the Middle Market

While a survey of private company executives found that 76% view talent retention as essential to remaining competitive, the forces that truly keep employees engaged are rooted less in compensation and more in leadership, development, and trust.



180one By The Numbers

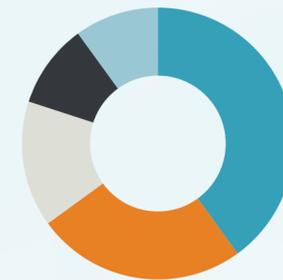
Clients Served



Industries

- 50% Manufacturing
- 20% Wholesale / Distribution
- 20% Services/ Construction
- 10% Consumer/ Retail

Most Pressing Search Needs



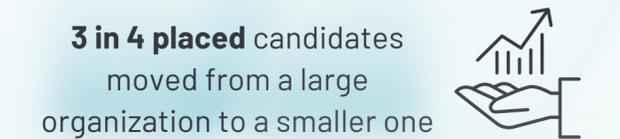
Function

- 40% Accounting / Finance
- 25% Board / CEO
- 15% Sales / Marketing
- 10% Operations / Supply Chain / Mfg
- 10% HR/IT/Legal

Who We Worked With



Retirements Driving Demand



Searches Included

- | | |
|-----------------|--------------------------|
| CEO /President | VP Sales & Marketing |
| Board Member | VP of Manufacturing |
| CFO | VP of Operations |
| CHRO | Director of Supply Chain |
| CRO | Director of Finance |
| General Counsel | Director of M&A |

* 180one tracks diversity based on gender and ethnicity.