



LAKESHORE HUMAN CAPITAL INC.



#### INDUSTRIES

Banking  
Energy/Infrastructure  
Industrial/Manufacturing  
Insurance  
Private Equity  
Real Estate  
Retail  
Technology

#### EXPERTISE

C-Suite  
EVP/SVP/VP  
Director

#### FUNCTIONAL AREAS

Asset/Investment Management  
Construction/Development  
Finance  
Human Resources  
Information Technology  
Marketing  
Operations  
Risk/Compliance/Underwriting  
Supply Chain

## ABOUT

Founded in 2015, Lakeshore Human Capital Inc. ("LHCI"), has established a reputation among executive search providers for superior client satisfaction, comprehensive sector and functional knowledge, and senior partner involvement during all aspects of an assignment.

Through a symbiotic understanding and relationship, we create and build loyalty with our clients on a long-term basis. We leverage our "big firm" experience while incorporating an entrepreneurial, hands-on and customized approach, where our Partners are involved in

every step of the search. All candidates are personally vetted and assessed by one of our Partners.

We are uniquely successful at complex or confidential searches – driven by our humanistic insight tempered with our innate true grit. Our Partners' experiences, both as a veteran Executive Search professional and from the client side, have led many internal Corporate Executive Searches at some of Canada's top Public and Private companies. Together, they have propelled our success formula and cemented our strategic methodology.

## SEARCH PROCESS

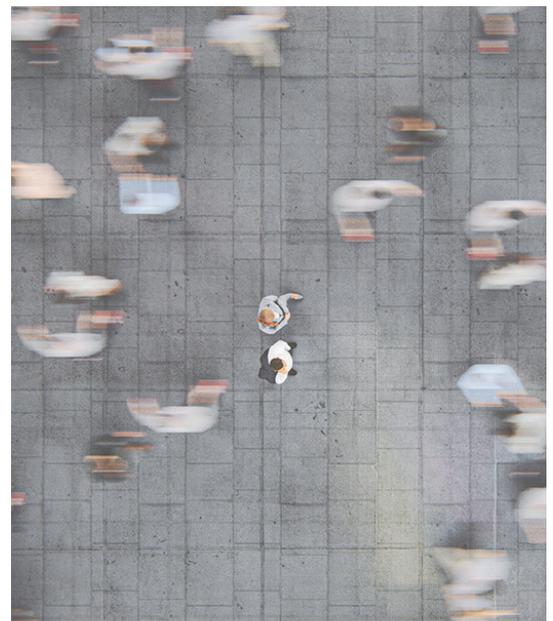
Our search process has been time-tested through the completion of over 450 senior assignments. Each search adheres to our core principles – thorough candidate research, partner involvement, and a senior point of contact for clients. We follow our seven-step process through all searches, while providing customized approaches based on each client. Continuous client communications is one of our highly respected attributes.

## GUARANTEE

We are confident in our search methodology and process. As such we guarantee each one of our placements.

## PRICING

We offer a fixed or percentage fee depending on the compensation, level of the role and complexity of the assignment.





## Mandeep Grewal

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## Jacquie Varkony

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Earning a Bachelor of Commerce (Hons) from McMaster University and a Masters of Business Administration from York University's Schulich School of business, Lakeshore Human Capital Inc.'s founder and managing partner Mandeep Grewal has established a proven track record for executing successful executive searches. With close to 20 years of experience, including over a decade with Korn/Ferry International where he became one of the firm's youngest partners globally, Mandeep has developed strong relationships in business.

Previously, as Managing Partner with Rosenzweig & Co. for 5 years, Mandeep has conducted successful searches independently and as part of diverse teams. His energy, flexibility, diligence, enthusiasm, and hands-on research focus has differentiated himself in a competitive market.

Having completed over 350 assignments in his career, including Director to CEO-level searches for some of the country's most wellknown public and private companies, Mandeep has a breadth of knowledge of key Canadian industry sectors and has also worked successfully with clients internationally. At LHCI, his boutique search firm, Mandeep has prioritized taking on fewer assignments to ensure less conflicts while still maintaining comprehensive market coverage and flexible capacity.

Mandeep has proudly served for 6 years on the board of Indus Community Services, a non-profit, charitable organization assisting new immigrants to Canada with settlement services. He is married and has two children.

Having worked closely with top CEOs as their Human Resources Executive, Jacquie has identified and integrated many successful hires into executive positions many times over. These roles have provided Jacquie the opportunity to be immersed in all functional areas of a business. Her unique combination of strategic business vision coupled with her innate sense of human capital talent has made Jacquie a strong partner in identifying successful executive placements.

After an initial career in property management, Jacquie launched her own business specializing in Executive Search, Human Resources & Marketing Consulting for leading Commercial Real Estate businesses in Toronto and Vancouver. After 5 years of significant growth and success, Jacquie sold the business.

She then spent the following 15 years as an Executive responsible for Human Resources, Marketing and Operations with some of Canada's most successful Real Estate firms and REITs. Jacquie launched her second company specializing in Human Resources Consulting and Executive Search in 2018.

Jacquie has completed her BAsC, MBA and more recently completed a diploma in Artificial Intelligence Business Strategy at MIT in Boston. Jacquie devotes her passion for volunteerism as a Board Member at the Toronto Cricket Club, where she often chairs many strategic and real estate related committees. Additionally, she frequently volunteers for the school board and animal causes. She enjoys extensive adventure traveling and several sports with her family.

## TESTIMONIALS

"Recently, I had the pleasure of partnering with Lakeshore Human Capital while recruiting for a newly created niche role at AMP. The process, feedback, and communication throughout the search was excellent. I appreciate the high quality work performed by the Lakeshore HC team, and their understanding our needs with respect to technical capabilities and culture, which lead to placement of a high quality candidate. I would not hesitate to recommend the services of Mandeep's firm to others"

*- EVP, CAO & CFO, Amp Solar Group*

"I've known Jacquie Varkony for a few years when she was an HR professional working in the real estate industry. When I learned that she has moved into a sole recruiting role, I was excited to work with her! We had a difficult position to fill and we put Jacquie up to the challenge. During the process, we had some setbacks but Jacquie continued to persevere and was determined to find us the caliber of candidate we were seeking. We were successful in finding the right candidate and it was due to Jacquie's vast network and continued efforts."

*- Talent Acquisition Lead, Triovest Realty Advisors Inc.*



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