



KM PARTNERS

EXECUTIVE SEARCH + RECRUITMENT

EXECUTIVE SUMMARY

KM Partners' is a national Executive Search and Professional Recruitment Consultancy with practice areas dedicated to high-growth, impact-investment-oriented businesses across relevant industries, including Investment Management, Real Estate, Clean Energy, Sustainable Infrastructure, and related Finance and Business Services. With a core focus in Multifamily, Affordable and Senior Housing, as well as Tax Credits (LIHTC, NMTC, Historic, & Renewable), we partner with clients throughout the United States.

Our consultative approach helps to navigate through the nuances of our specific niche practice areas and understand how those nuances impact the skill set of the professionals in consideration.

WE UNDERSTAND YOUR BUSINESS:

- How CRA Need vs. Economic Return drives business at Financial Institutions, Banks, & Syndicators differently
- New, Ground-Up Development vs. Acquisition/Rehab – Variations in Acquisitions, Finance and Management
- General Partner (GP) vs. Limited Partner (LP) – Distinctions in Project and Asset Management
- Originations – Syndicators vs. Banks; Direct vs. Indirect; Debt vs. Equity
- Underwriting for Tax Credits vs. Cash Flow - Specific technical ability and subject matter knowledge is vital
- Managing Market-Rate Multifamily vs. Affordable Housing (REACs, MORs, etc.)

Our focus on high-quality has led to more than 83 successful placements with our repeat Clients alone

MISSION STATEMENT

To partner with Management teams and lead the way in recruiting top-performing professionals who add substantial value with companies who strive to make positive impacts to the economy, society, and environment.

VP, DUE DILIGENCE

TOP 10 LIHTC SYNDICATOR

“What I like most about KM Partners' service is the dedication they show their clients as well as the professional manner in which they interact. They are extremely professional, always a pleasure to talk to and significantly more responsive than previous agencies with which I've dealt. I was skeptical when Morgan first approached me about an opening, but after my initial calls with Jay and Morgan, I felt completely at ease and was excited about the opportunity to work with them. KM Partners was honest, forthcoming, and especially encouraging, and I owe them a great deal for their hard work on my behalf. If you're looking for a resource, I would suggest you stop your search for a recruitment firm and hire KM Partners.”

VALUE PROPOSITION

- Lower your risk of a bad hire – we have established a proven track record of success placing industry-specific professionals, many of whom have achieved long tenures and significant promotions
- The only Recruitment firm in the U.S. fully dedicated to Multifamily, Affordable and Senior Housing, as well as Tax Credits (LIHTC, NMTC, Historic, and Renewable), with the largest proprietary database of industry-specific professionals
- Our business is building deep networks, winning referrals and engaging top-performers – who are not active in a job search – in order to find you the best hire *in* the market vs. *on* the market
- Depth of services and business model focusing in specific practice areas – we foster more engaging relationships, which leads to deeper networks, more referrals, and greater knowledge of the market in our niches



With the success and growth of your business dependent upon high-impact hires, we have the skills, experience, and high-performance track record to help you find, attract, and retain the right, top-performers for your unique culture and business objectives.

EXAMPLES OF PLACEMENTS WE'VE SUCCESSFUL COMPLETED

- MANAGING DIRECTOR, HEAD OF AFFORDABLE HOUSING** | PERE Investment Manager & Owner-Operator | **\$3B+** | *East Coast*
- CHIEF FINANCIAL OFFICER** | Private Equity Real Estate Investor, Developer, & Owner-Operator | **\$2B+** | *West*
- SVP, ACQUISITIONS, PRESERVATION FUNDS – PERE** | Top 10 Largest Affordable Housing Investor | **\$9B+** | *West Coast*
- SVP, TAX CREDIT EQUITY ORIGINATIONS** | Top 10 LIHTC Syndicator, Investor, & Owner | **\$9B+** | *Northeast*
- VP OF INVESTMENTS** | Institutional Investment Fund Sponsor – LIHTC, Historic, & Renewable | **\$5B+** | *Southeast*
- VP, PORTFOLIO RISK & ASSET MANAGEMENT** | Top 10 LIHTC, Affordable & Senior Housing Company | **7K+ UNITS** | *West Coast*
- VP, TAX CREDIT EQUITY ORIGINATIONS** | Top 10 National LIHTC Syndicator, Investor & Owner-Operator | **\$9B+** | *South*
- VP, DUE DILIGENCE** | Top 10 National LIHTC Syndicator, Investor, & Owner-Operator | **\$8B+** | *West Coast*
- DIRECTOR OF TAX** | Top 5 LIHTC Syndicator, Investor, & Owner-Operator | **\$10B+** | *West*
- SENIOR DEVELOPMENT MANAGER** | Top 5 Affordable & Senior Housing Company for Acquisitions | **6K+ UNITS** | *Northeast*
- REGIONAL DIRECTOR OF ASSET MANAGEMENT** | Top 15 PERE & Institutional Investor, Owner-Operator & Developer | *West Coast*
- DIRECTOR OF TECHNICAL ACCOUNTING** | Top 5 LIHTC Syndicator, Investor, & Owner-Operator | **\$10B+** | *West*
- RVP, PROPERTY MANAGEMENT** | Top 5 Largest Affordable Housing Owner in the US | **20K+ UNITS** | *West Coast*
- SENIOR PROJECT MANAGER** | Top 10 Affordable & Senior Housing Company for Acquisitions | **7K+ UNITS** | *East Coast*
- DIRECTOR OF FINANCE ACQUISITIONS** | Top 10 Affordable & Senior Housing Company for Acquisitions | **7K+ UNITS** | *West Coast*
- INVESTMENT MANAGER/SR UNDERWRITER** | Institutional Investment Fund Sponsor – LIHTC, Historic, & Renewable | **\$5B+** | *South*
- REGIONAL DIRECTOR OF PROPERTY OPERATIONS** | Top 5 Largest Affordable Housing Owner in the US | **20K+ UNITS** | *West Coast*

VISION STATEMENT

Build meaningful and valuable relationships with our clients and professional partners grounded in trust, integrity, and achievement.



DIRECTOR OF OPERATIONS LEADING AFFORDABLE & SENIOR HOUSING DEVELOPER & OWNER-OPERATOR

“Morgan genuinely worked to understand our company’s needs and culture. She alleviated the stress and extraneous legwork of the hiring process, which allowed me to focus on operations and other priorities. I’m extremely satisfied with KM’s Recruitment & Placement process. I was confident in Morgan and KM’s process and diligence – also, Morgan is fun and effective. I would definitely recommend KM Partners to other industry colleagues. I trust Morgan and KM’s process and commitment to connecting professionals for a long-term fit. I will choose KM Partners to fill future positions on my team because their services met our company’s needs extremely well.”

We help professionals in our practice areas navigate and advance their careers by first learning about their core values and professional objectives, which leads to a higher level of engagement, longer tenure, and greater achievement within the companies we place them with.

EXAMPLES OF PROMOTIONS OUR PLACEMENTS HAVE LED TO IN THE INDUSTRY:

VP, Budgeting & Business Planning — Promotions > Controller > Treasurer > **CHIEF FINANCIAL OFFICER**

Director of Tax — Promotions > VP of Tax > SVP of Tax > **MANAGING DIRECTOR OF TAX**

Director of Technical Accounting — Promotions > VP, Technical Accounting > **SVP, TECHNICAL ACCOUNTING**

AVP, Compliance — Promotions > VP, Asset Management > Director, Property Operations > **MANAGING DIRECTOR**

Senior Financial Analyst — Promotions > VP of Capital Transactions > **SVP OF CAPITAL TRANSACTIONS**

Project Manager — Promotions > VP, Project Management > **SVP, PROJECT MANAGEMENT**

AVP, Funds Management — Promotions > VP, Capital Transactions > SVP > **DIRECTOR, CAPITAL TRANSACTIONS**

Treasury Analyst — Promotions > Sr Financial Analyst > Private Equity Associate > **SENIOR ASSOCIATE, PERE**

Project Coordinator/Underwriter — Promotions > Development Associate > **SENIOR DEVELOPMENT ASSOCIATE**

Financial Analyst — Promotions > Senior Analyst > **INVESTMENT MANAGER**



VP, FUNDS MANAGEMENT TOP 5 LIHTC SYNDICATOR

“I was extremely satisfied with KM Partners’ work. You’re working with the best, trust me – better yet, trust them. I would recommend them to any colleague because they can help guide you through the process and get you what you need, and I will work with them for future hires on my team knowing they deliver quality candidates. The team at KM Partners is extremely responsive, focused and diligent; there was never any lag or lead time, which is refreshing and reassuring. I have never felt comfortable using a Recruiter and did not have success with them in the past; I was a little reluctant to go down the path with KM as I thought they would be just like the rest. I was wrong – they were engaging, knowledgeable and fun to work with, and I will be a lifelong client. I greatly appreciate all that the team at KM Partners has done for me.”

