



**Employment Opportunity  
OmniHoldingsGroup<sup>1</sup> family of companies  
July 2010**

**Target fill date: early September 2010**

**In-house counsel** — NYC real estate development and funding firm established in 1996 is recruiting its first in-house counsel. Seeking energetic, personable, forward-thinking yet conservative attorney to help drive immediate expansion into merchant banking and investment banking — multiple \$B capital in place. Expanded activities will focus on structured finance, lending to and investing in real estate, alternative energy, and some technology startups.

Seeking an attorney (i) to identify and liaise to multiple outside counsel, (ii) to take a strong leadership role within the Company's multiple firms, and (iii) to drive standards and compliance.

Firm located downtown Manhattan on Broad Street (correspondence address on John Street). Competitive remuneration. This position considered an "inner circle" one among an expected headcount of thirty senior business executives by year end.

Scope and specific duties will be defined based upon the applicant's practice experience, areas of interest and expertise, and the demarcations in responsibilities between the applicant and the outside counsel that the Company and the applicant agree upon.

Personality, enthusiasm, creativity, analytical skills, clear and logical thinking, business sense, common sense, communications, ethics, and collegially engaging with other Company executives will likely have a greater influence on the selection among the applicants than straight academics, years of practice, and areas of practice. We are looking for someone to take charge but within the framework of regulatory authorities and the quite diverse missions of the firm's senior executives, each of whom have their own career objectives and business plans to achieve. Must be strong willed, self confident, open minded, yet collegial. We are seeking an in-house attorney who understands the art of making business — doing deals and running business enterprises. In other words, an attorney who understands capitalism, business thinking, and can facilitate his<sup>2</sup> fellow executives to make business.

Bottom line, we are going to select the person first, then tailor the specific job around that person.

**Application procedure for a principal.**

Step 1 — Identify yourself to Mr Jeremy Loy, OmniHoldingsGroup, as a *principal* applicant and request an initial conversation by phone or in person (applicant's choice). Contact: Mr Jeremy Loy by email at [jloy@omniholdingsgroup.com](mailto:jloy@omniholdingsgroup.com) Do not send a resume a this time but you may, optionally, attach a brief written statement of your employment objectives.

Step 2 — We will arrange an initial conversation of approximately five minutes to ensure a general alignment of your objectives and the Company's needs.

Step 3 — We will arrange in depth discussion(s) of the Company's needs and in depth discussion(s) of your ambitions and how your experiences to-date position you to be the candidate selected. Our description of our needs and alternate ways we can achieve them<sup>3</sup> will be

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<sup>1</sup> OmniHoldingsGroup refers to a small manufacturing company, a real estate development SPV for each real estate property (both ground up or held as an operating property), a holdings company, a trust, and to be established a merchant bank and an investment bank.

<sup>2</sup> Both genders implied

<sup>3</sup> By among other approaches (i) to recruit a more experienced in-house counsel depend less upon outside counsel or (ii) the vary the centralized versus decentralized involvement of our in-house counsel with respect to our various operating companies



extensive at this step – at least two hours. We believe it is fundamentally easier for a candidate to know if he wants and can perform on the job described than it is for the Company to judge whether the candidate really wants and can perform the job described. Then, we will hear the applicant describe how his background prepares him to take on and excel at the job. The candidate may wish to include anything the candidate wishes to draw upon: upbringing, family, academic experiences and achievements, work experiences (legal or otherwise), and life experiences in general.

Step 4 — We will ask the candidate to write a letter applying for the position, reiterating his understanding of the Company’s expectations, and stating why he will succeed. The application will be accompanied by a formal recitation of prior work experiences and academic achievement.

**Application procedure for a broker.**

Step 1 — Identify yourself as a *broker* to Mr Jeremy Loy, OmniHoldingsGroup, and request an initial conversation by phone or in person (broker’s choice). Contact: Mr Jeremy Loy by email at [jloy@omniholdingsgroup.com](mailto:jloy@omniholdingsgroup.com) Attach to *your initial email* (i) a profile of your firm describing a full year of search assignments, your firm’s success rate, and how your firm succeeded in satisfying those assignments and (ii) describe how your firm matches the *personalities* of the candidates you propose to those of your client (your firm’s “Personality Matching Approach”).

Step 2 — We will arrange for you to present your Personality Matching Approach to our senior management.

Step 3 — We will enter into a referral agreement, following which, and not before, we will accept applicants referred by your firm.