

## **HEIDRICK & STRUGGLES INTERNATIONAL, INC.**

### **Nominating and Board Governance Committee Charter**

**Approved October 2, 2003**

#### **Name**

There shall be a committee of the Board of Directors (the "Board") of Heidrick & Struggles International, Inc. (the "Company") which shall be called the Nominating and Board Governance Committee.

#### **Purpose**

As described in detail below, the purpose of the Nominating and Board Governance Committee shall be to (1) identify and recommend Director nominees and (2) deal with corporate governance matters impacting the Company.

#### **Organization and Procedure**

The Nominating and Board Governance Committee shall consist of no fewer than two members. Each member of the Nominating and Board Governance Committee shall satisfy the independence requirements set forth in the Company's Independence Standards and The NASDAQ Stock Market, Inc. rules, as amended from time to time and as interpreted by the Board in its business judgment.

The Board shall appoint the members of the Nominating and Board Governance Committee, considering the views of the Chairman of the Board and the Chief Executive Officer, as appropriate. The members of the Nominating and Board Governance Committee shall serve until their successors are appointed and qualify. Unless a Chairperson is elected by the full Board, the members of the Nominating and Board Governance Committee may designate a Chairperson by majority vote of the full committee membership.

The Board shall have the power at any time to change the membership of the Nominating and Board Governance Committee and to fill vacancies in it. Except as expressly provided in this Charter, the Amended and Restated By-laws of the Company or the Corporate Governance Guidelines of the Company and the Nominating and Board Governance Committee shall fix its own rules of procedure.

#### **Committee Responsibilities**

1. *Board Nominees.* Identify and recommend Director nominees to fill expiring and vacant Board seats.
2. *Committee Recommendations.* Make recommendations to the Board with respect to the directors to serve on committees of the Board.
3. *Corporate Governance Guidelines.* Develop and recommend to the Board the Corporate Governance Guidelines that should be adopted by the Board and review and reassess as

appropriate the adequacy of the Corporate Governance Guidelines and recommend any proposed changes to the Board for approval.

4. *Code of Business Conduct and Ethics.* Develop and recommend to the Board a Code of Business Conduct and Ethics (including sections required by law and regulation to be applicable to the Company's Senior Financial Officers) that should be adopted by the Board; consider and grant any requests for waivers from the Company's Code of Business Conduct and Ethics; and review and reassess as appropriate the adequacy of the Code of Business Conduct and Ethics.
5. *Related Party Transactions.* Approve all related party transactions in accordance with the rules of The NASDAQ Stock Market, Inc.
6. *Board Compensation.* Review and recommend to the Board changes in Director compensation.
7. *Annual Review of Board Committee Charters.* Review and reassess, taking into account the assessment of the relevant committees as to their respective charters, the adequacy of the Board's various committee charters annually and recommend any proposed changes to the Board for approval.
8. *Advisor to Board.* Serve in an advisory capacity to the Board and Chairman of the Board on matters of organizational and governance structure of the Company and the conduct of the Board.
9. *Retain Advisors.* Obtain advice and assistance from internal or external legal, accounting or other advisors as appropriate.
10. *Delegation.* Form and delegate authority to subcommittees when appropriate.
11. *Board Reports.* Report periodically to the Board on its meetings and other activities.