



*Building World-Class Technology  
Sales Teams Since 1987*

## Search Models & Options

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Retained Search - Best Combination of Quality,  
Speed and Maximum Guarantee

- 100% money back guarantee on all upfront \$
- Unconditional (1) year replacement guarantee
- 3-5 Senior recruiters dedicated to the search
- Research team (onshore and offshore)
- Pre-approved value prop and messaging
- Unique 25 step search and selection process
- Weekly progress reports and updates
- Uniform candidate data points
- You own the candidates - will not be shopped around
- Daylight recruiting - no guessing games with candidates
- Impeccable candidate experience - retained is better in their mind
- Unfiltered marketplace feedback from top talent in your niche
- No agency control issues or refereeing candidate flow
- We run interference on all negotiations
- Historical success rate = 98%
- 1/3rd due to start + 1/3rd @ short list + 1/3rd @ completion



## Priority Search – 2nd Best Combo of Quality, Speed and Guarantee

- 100% Money back guarantee on all up front \$
- Unconditional (6) month replacement guarantee
- 2-3 Senior recruiters dedicated to the search
- All of the above is included
- Historical success rate = 92%

## Exclusive Search – 3rd Best Combo of Quality, Speed and Guarantee

- No upfront \$
- Exclusive working / recruiting relationship for 30 days
- Pre-scheduled interview dates so we can make it a priority
- Unconditional (90) day replacement guarantee
- 1-2 Dedicated recruiters
- Unique 25 search & selection process
- Historical success rate = 65%

## Contingent Search – 4th Option Based on Best Efforts

- No upfront \$
- Based on recruiting myth > more feet on street is better
- Best efforts model - no real commitment or obligation either way
- Solo recruiter dedicated to the search
- Unconditional (45) day replacement guarantee
- No exclusivity & no candidate ownership
- Historical success rate = 33%

**Pricing** - all models are in the same range (20%-30%) of base compensation depending on what you are looking for in the ideal candidate. The only difference is the timing of payments, candidate guarantee and dedicated resources.