



## Fee Structure

Working with you, we will design a program to find you the best talent available. This chart provides a brief overview of our most popular options. Contact us for more information.

	<b>Contingency Search</b>	<b>Engaged (Priority) Search</b>	<b>Retained Search</b>
<b>Priority</b>	Variable.	First position. Above contingency searches.	Key clients - above all other searches.
<b>Resources</b>	Part of a consultant's time.	The majority of a consultant's time and up to 50% of a search coordinator/ researcher's time.	The majority of a consultant's time and one search coordinator full time or multiple search coordinators part time.
<b>Candidate Exclusivity</b>	No - candidates can be presented to other clients simultaneously.	Yes - candidates will be presented exclusively to client.	Yes - candidates will be presented exclusively to client.
<b>Candidate Screening</b>	Telephone.	Screening of candidates in person or by videoconference is available by request.	Screening of candidates in person or by videoconference is available by request.
<b>Reference Checks</b>	A reference check is done before the first interview.	2 - 3 reference checks completed prior to the first interview.	4 reference checks (2 supervisors, 1 peer + 1 direct report) completed prior to the first interview.
<b>ConferView</b>	Available at a fee of \$250/half hour and \$350/hour.	Available at a fee of \$125/ half hour and \$175/hour.	No charge.
<b>Performance Guarantee</b>	Not applicable.	We agree to present a minimum number of candidates per opening within a defined period of time.	We agree to present at least three qualified candidates per opening within a defined period of time.
<b>Talent "Warranty"</b>	30 days.	60 days.	60 - 90 days depending on level of the position.
<b>Payment</b>	Upon placement.	1/3 of fee paid up front with remainder paid upon placement.	1/3 up front, 1/3 upon presentation of at least 3 qualified candidates and the final 1/3 paid upon placement.