



SAP & Cyber Security Talent Acquisition - Pricing Options

Priority Engaged Search (highest partnership / best value)

- \$5,000 up front to start search / Exclusive Search Partner
- \$17,000 Flat Fee Due Net 30 after new hire starts
- Retained Search Effort / Candidate Exclusivity
- Performance Guarantee
- 180 Day Replacement Guarantee

Exclusive Contingency Search

- 23% Contingency Fee, Due Net 30 after new hire starts
- Agency is only paid after a hire - no money up front
- Only External Search Firm Utilized for this search
- 90 Day Replacement Guarantee

Standard Contingency Search

- Multiple Firm Approach / lowest form of partnership
- NO Risk For Company / High Risk for Search Agency
- 27.5% Fee (Base Salary) - Due Net 30 After New Hire Starts
- 180 Day Replacement Guarantee

Performance Based Search (Exclusive/Contingency)

- Perfect option for very high sense of urgency / contingency option
- NO Risk For Company / High Risk for Search Agency
- Discounts for moving quickly in hiring process & decisions
- Offer Accepted within 30 days (after start of search) - 20% Fee
- Offer Accepted between 31-60 days (after start of search) - 25% Fee
- Offer Accepted between 61-90+ days (after start of search) - 27.5% Fee
- Performance Guarantee - 3-5+ qualified candidates within 10 business days
- 90 Day Replacement Guarantee

Process – Differences of Financially Committed Search (Dedicated) vs. Contingency Recruiting

Area of Focus	Dedicated	Contingency
1. Candidate Identification	* Customized search plan with a comprehensive and continuous search until project is completed	* Contacting existing network of candidates previously recruited, then keeping “eyes open”
2. Screening	* All candidates, regardless of source, put through homogenous screen with the recruiter acting as the filter and exclusively directing the search	* Presenting some candidates as quick as possible with client bearing responsibility to direct overall search and handle various source contacts
3. Presentation of Candidates	* Customized format for each client would include in-depth candidate evaluation reports, preliminary references, behavioral assessment profile, etc.	* Resume and verbal assessment by search consultant commenting only on limited perspective of those candidates called (speed over thoroughness)
4. Search Updates	* Periodic progress reports can be customized detailing search activity and market feedback	* When identified a candidate will send information. No news means no candidates
5. Interviewing	* Extensive preparation of both sides; candidates are given in-depth understanding of the position, company, and people. Hiring managers are provided with detailed “hot buttons” regarding candidate’s interests, motivations, compensation, and personal family issues.	* Arranging mutually agreed upon dates and selling both sides on the other to maximize the odds of a successful encounter
6. Negotiations	* Dealing from a position of strength to determine best hire with the appropriate package. Candidate knows you are working with all candidates so less likely to be unrealistic or flaky	* Dealing from a position of weakness as the candidate feels your vested interest is with him/her
7. Resignation, Counteroffer/ Follow up	* Extensive coverage of resignation process potentially with a customized follow-up report once candidate in position for a specified length of time	* Same
Commitment	* Mutual commitment to achievement of target dates for these various steps with shared accountability	* The steps occur as needed when candidate is identified and accountability is 100% with hiring manager
Summary	* Thorough, constant, continuous search with myopic focus, a dedicated search utilizing a variety of resources to identify, attract and hire the best possible talent for the client	* Less urgent and critical needs without commitment or obligation on either party, solely an “if you happen to find it, then we will pay” mindset

Relationship – Differences of Financially Committed Search (Dedicated) vs. Contingency Recruiting

Area of Focus	Dedicated	Contingency
1. Label	* Consultant * Long-term staffing partner	* Vendor * Staffing transaction seller
2. Operating Framework	* No vested interest in candidate selection	* Vested interest in candidate selection
3. Candidate Perception	* Perceived by candidates as a member of a client's team but with an interest to serve both sides fairly	* Perceived by candidates as their "agent" without as much client influence
4. Recruiting Approach	* Recruit openly with objective to widen the "recruiting net" and serve as "PR" for firm	* Recruit solely in confidence to prevent other candidates from contacting directly
5. Presentation of Candidates	* Comprehensive and as in-depth as necessary Screening of candidate prior to presentation to client	* Ensure credited with the referral with speed more important than thoroughness
6. Search Consultant Advice	* Tell why not to hire as often as why to hire	* Usually only telling why to hire unless not 'their' candidate, then only why not to
7. Search Consultant Understanding of Need	* Extensive coverage of resignation process potentially with a customized follow-up report once candidate in position for a specified length of time	* Same

Contingency Recruiting

Dedicated Search

