

WE OFFER	TURNING POINT	GROWTH POINT
High Touch Partnership	Continuous collaboration from launch to offer	30-Day collaboration with option to extend
Timeline	Average completion time 55 days	30-45 day agreement
Functional Expertise	Sales, Marketing, Operations, C-Suite Leadership	Sales and Marketing
Custom Crafted Job Description	Tailored to your unique organization, attracting A-Players	Tailored to your unique organization, attracting A-Players
Candidate Outreach	Proactive, targeted search leveraging fresh research, our referral network, proprietary database, and social media to create an extensive candidate pool	Proactive, targeted search leveraging fresh research, our referral network, proprietary database, and social media to create an extensive candidate pool
Proven Screening Process	Full 3-step screening process: phone, custom client assessment, and virtual interview Avg screening time: 3-4 hours/candidate	2-step screening process: phone and virtual interview Avg screening time: 2 hours/candidate
Curated Candidate Short List	5 - 7 candidate presentations including, resume and in depth narrative, reflecting technical and cultural fit	3 - 4 candidate presentations including, resume and summary, reflecting technical and cultural fit
Fee Structure	Hybrid Retained 26%-30% of first year compensation 3-6 month guarantee	100% Exclusive Contingent 26%-30% of first-year compensation initial fee due upon interviews 2-3 month guarantee
Geography	Local, Regional, National	Local, Regional, National
Target Compensation	Minimum \$150k Salary Total Earnings, \$200k - \$750k	Minimum \$120k Salary Total Earnings \$150k-\$225k