

## Contingency vs. Retained Comparison of Services

	Contingency	Retained
<b>Exclusivity</b>	Not exclusive	Exclusive
<b>Compensation</b>	\$30,000+	\$90,000+
<b>Engagement</b>	Job order sent by client	Meet with client, understand and agree upon candidate requirements and job profile
<b>Methodology</b>	Active job seekers and database searches	Comprehensive market research into targeted firms & industries by a dedicated researcher
<b>Client Service</b>	Forwards resumes of potential candidates; if not successful, consultant moves on to another client order.	Full reporting, resumes, interview assessments, finalist list, references, offer handling and closeouts.
<b>Opportunities</b>	Candidates exposed to many clients without prior notification	Candidate interest verified prior to sending to client
<b>Confidentiality</b>	Could be at risk	Guaranteed
<b>Presentation</b>	Numerous candidates for client to filter and assess	3-5 qualified candidates
<b>Commitment</b>	No serious commitment by search firm or client	Commitment to completion
<b>Conflict</b>	Potential conflicts between firms or candidates presented to multiple organizations	Maintains candidate interest and manages closing negotiations
<b>"Off-limits"</b>	No clients "off-limits"	All client companies "off-limits"
<b>Guarantee</b>	Typically 30-90 days	6 months to one year
<b>Fees</b>	Comparable	Comparable