

# SEARCH OPTION COMPARISON CHART



	BASIC CONTINGENCY SEARCH	EXCLUSIVE CONTINGENCY SEARCH	ENGAGED SEARCH	RETAINED SEARCH
<b>PRIORITY</b>	Not Urgent	Some Urgency	Priority Search - Above all contingency	Above all searches
<b>RESOURCES</b>	Consultant's time is limited, Opportunistic	Dedicated Portion of Consultant's time	Major commitment of Consultant	Dedicated Team
<b>CANDIDATE EXCLUSIVE</b>	None	Limited Time	Exclusive to client 30 days or first refusal. Star candidates from industry presented	First refusal. Star candidates from industry presented
<b>CANDIDATE SCREENING</b>	Thorough screen	Multiple screens	Multiple screens + regular contact during and after search.	Multiple screens + regular contact during and after search.
<b>REFERENCE CHECKS</b>	2-3 completed after final interview.	2-3 completed after final interview.	3 reference checks - can be completed before first in-person interview.	3 reference checks - provided with candidate submission.
<b>PERFORMANCE GUARANTEE</b>	Not Applicable	Report on search status weekly	Agree to present a minimum number of candidates in a defined time - weekly updates.	Agree to present at least 3 qualified candidates within a defined period - weekly updates.
<b>WARRANTY</b>	30 days	30 days	90 days	Negotiable
<b>PAYMENT</b>	10 days	10 days	Engagement fee paid at onset of search with remainder paid upon placement.	1/3 at onset of search, 1/3 upon presentation of at least 3 qualified candidates, Final 1/3 upon placement.
<b>BACKGROUND CHECKS</b>	Basic background check including criminal, education and employment verification available for nominal fee.	Basic background check including criminal, education and employment verification available for nominal fee.	Provided	Provided
<b>RELOCATION ASSISTANCE</b>	Not Included	Not Included	Relocation Project Coordinator at no additional fee.	Relocation Project Coordinator at no additional fee.
<b>1100 OFFICES</b>	Available but unlikely assistance by other offices	Available and more likely assistance by other offices	Available and very likely assistance by other offices	Available and very likely assistance by other offices