

Services	Contingency	Retained	Kinsley Sarn
Client Meeting with Partner	By phone	In Person	In Person
Detailed Search Agreement			
Outlines commitments and terms	Limited	Detailed	Detailed
Guarantee	90 days	6-12 months	12 months
Search Profile Design			
Overview	No	Included	Included
Leadership profile	No	Sometimes	Included
Position profile	No	Included	Included
Culture profile	No	Sometimes	Included
Search strategy	No	Included	Included
Candidate Development			
Network	Not Exclusively	Included	Included
Custom Research	No	Included	Included
Best fit focus	No	Sometimes	Always
Candidate Interview & Assessment			
Partners only	No	No	Included
Validated psychometric profile	No	Extra Cost	Included
Detailed references	No	No	Included
Candidate Presentation			
Executive summary / recommendation	No – resume only	Included	Included
Detailed candidate background	No – resume only	Summary-level	Included
Psychometric results / interpretation	No – resume only	Extra Cost	Included
References	No – resume only	Only pre-offer	Included
Detailed professional history	No – resume only	Summary-level	Included
Compensation history	No – current only	Only pre-offer	Included
Selection Support			
Offer preparation / presentation	No	Included	Included
Negotiation	No	Included	Included
Executive Assimilation	No	No	Included
Fee Structure	25%	30-35%	25%

Benefits	Contingency	Retained	Kinsley Sarn
No cash commitment until hire	✓		
Focused search resources		✓	✓
Established brand reputation		✓	
Source both active and passive job seekers		✓	
Focused, senior search resources			✓
Proven track record / references			✓
Assessment-based search – best fit based on pre-established criteria from client			✓
Long term commitment approach			✓
Extra services and attention for the same or less cost			✓

Issues	Contingency	Retained	Kinsley Sarn
Low placement rate: 1/20 searches	✓		
No dedicated resources	✓		
Resume “pass-through” without qualification – possibly from multiple recruiting sources	✓		
Burden on client to screen for fit	✓		
Internal resource costs – time spent assessing and screening for fit	✓		
Little to no discretion and confidentiality	✓		
Emphasis on speed and volume instead of quality and fit	✓		
No commitment – sells the best candidates to all hiring managers	✓		
Limited data-based assessment of fit		✓	
Limited client commitment		✓	
Annual compensation based on achieving quotas		✓	