



Recruiting Programs 2018

Finding the right candidate to fill an open position in your company takes a keen understanding of every possible search method and is a little different for each situation. We adapt our methods based on the what your organization needs actually are based on the position needed, experience level, required skills, available candidate pool, desired timeframe, budget, etc.

Passive Search Sourcing: These are typically positions that are very general that have large candidate pool, the candidates apply for the positions themselves.

- A) **Silver** (typically Administrative, Managers, some Director positions): Create job description, comp study, recommendation on sites, publish to various job boards, manage third-party vendors, resume screening to match requirements, and basic level telephonic interviewing, and set up interviews and follow up with those candidates.
- ✓ Flat Rate \$2,500 fee per position + client pays all posting costs associated with each job.

Active Search Sourcing: These are typically positions that require an intricate skill sets, advanced educational degrees, executive level experience, and industry knowledge. These searches bring in a higher level of candidates, since they require recruiters to target very specific sites companies, perform resume mining, and cold call potential candidates that are not necessarily searching actively. This search method requires considerably more time and resources.

- B) **Gold Search** (typically Managers, Directors, Executives, or Unique Skill Sets): We will do several screenings with each candidate and proper assessments as necessary.
- ✓ Flat rate \$5,000 + 7.5% base compensation if hired. This is for a 30-day search includes targeted postings fees and search fees.
- C) **Platinum Executive Search** (Managers, Directors, Executives, or Unique Skill Sets – Position Compensation min \$75k): We may use outside resources, depending as necessary. We will do several screenings with each candidate, assessments, background checks, reference checks, travel arrangements, and relocation assistance as necessary.
- ✓ **If current Audax client 15% base compensation if exclusive**, 20% base compensation if not exclusive, which includes posting/ search fees, and with a replacement guarantee of six months.
- D) **Diamond Executive Search** (Critical Positions): We coordinate with *multiple recruiting agencies* as necessary. We will do several screenings with each candidate, assessments, background checks, reference checks, travel arrangements, and relocation assistance as necessary.
- ✓ 20% base compensation if exclusively retained, 30% base compensation if not exclusive, which includes posting, search fees, a replacement guarantee of six to twelve months (if there has not been a material change in the position requirements or management team).