

Questions & Answers

We have put together a list of commonly asked questions and answers we typically discuss with new clients. Please feel free to contact us with additional questions, or schedule a meeting with one of our recruiters to discuss them in person.



How does your Fee Structure Work?

Typically our fee structure is a percentage of the candidates initial annual salary. The fee will be due within 30 days of the date of hire. We offer a discounted rate if paid within 10 days of the date of hire.

What is Contingency Search?

A contingency search is where we work on our client's open job requirement(s) and we only bill if our client selects one of our candidates to fill the open position.

What is Retained Search?

A retained search is normally done on a project where our client has a need to hire more than 2 individuals at a given time. We require a percentage of the estimated total fee in advance for 100% dedication to the open job requirement(s). Since this is a retained search we do offer a discounted rate for our clients who select this type of service plan and make our firm the exclusive search firm on the project.

What is Outplacement Service?

Unfortunately we work with some clients who have to let go of valuable employee(s) from time to time. We work with our clients to see if we can assist any of these professional(s) by providing other opportunities with good companies.

How does your Guarantee Work?

First, we have a guarantee for every individual we place. The guarantee period is normally 90 calendar days; starting on the date of hire. If our candidate leaves the position for any reason other than layoff, lack of work, change or misrepresentation of candidates required duties, violation of law by the client or personnel, or change in the clients location, we will replace the candidate at no additional charge, or refund the fee within 30 days of the termination date.