

## Why would anyone pay for recruiting?

Studies show that around 50% (source: Leadership IQ and ERE) of hires end up being mis-hires and, according to a recent CareerBuilder survey, 74% of employers admit having hired the wrong person. A study by the Society for Human Resources Management (SHRM) found that hiring the wrong person could cost up to five times a bad hire's annual salary. This same study also found that the higher the person's position and the longer they remain in that position, the more it will cost to replace him/her. With only an estimated 50% success rate, recruiting is broken for many companies. If you are charged with hiring or building a team, stats like that can keep you up at night!

## HireMoxie Search Services:

Our goal at **HireMoxie** is to elevate your recruiting process and talent selection to eliminate your mis-hires and associated spend.

We do this by providing three services tailored to your organization's unique needs: Retained Search, Engaged Search and Contingent Search. **For a full, side by side, comparison of services provided, per search service, please refer to the grid on page 3.**

### Retained Search:

Our Retained Search offering is a highly custom search tailored to assist with your most difficult to fill, mission critical positions. It is our premiere search and requires the biggest commitment from our team. Retained Search is a reserved service which includes a dedicated recruiting project plan with superior expertise to represent your organization and attract senior level passive candidates.

Clients who are looking to fill senior level vacancies and confidential replacement searches generally prefer retained search.

We track all the candidates we communicate with and provide ongoing updates to the client with the progress and status of the search. This model is designed to give the client the confidence that the entire search is being fully managed and that they have a dedicated expert who is providing them with the best viable candidates in the market.

### Retained Pricing:

The standard fee in Retained Search is 30-33% of the total annual expected compensation for the position and payments are billable in 3 installments:

- Payment 1 (33% of total fee) – due at initiation of search
- Payment 2 (33% of total fee) – due upon final candidate presentation
- Payment 3 (34% of total fee)– due within 5 days of candidate first day of employment

**Engaged Search:**

Our Engaged Search is considered the hybrid pricing model and it is often the logical choice for clients who would still like the superior performance of retained search, but with the upfront cost efficiency and payment structure that is competitive with Contingent Search.

The Engaged search is an excellent model for critical hiring needs that need to be fulfilled by a defined date. We suggest this model for clients who have hiring vacancies that must be completed within a 6-8-week window as we put a great sense of urgency towards the search.

**Engaged Pricing:**

The standard fee for an Engaged Search is 25% of the annual base salary and is billed in 2 installments:

- Payment 1 (20% of total fee) – due upon initiation of search.
- Payment 2 (remaining 80% of fee) – due within 5 days of candidate's first day of employment.

**Contingent Search:**

Our Contingent Search is preferred by clients generally for lower-level to mid-level searches when they would like to work with multiple recruiting firms on their searches or plan to continue internal recruiting efforts for the assigned role.

**Contingent Pricing:**

The standard fee in Contingent Search is a percentage of the annual base salary (typically 20-25% depending on level of the position) and is billed in 1 installment.

- Payment 1 (100% of fee) – due 10 days after candidate's first day of employment.

For our Engaged and Retained level services, we work on an exclusive basis. If you hire us to fill the role, we will work the role until it is filled. We will fill the role with the right candidate!

SERVICES PROVIDED	RETAINED	ENGAGED	CONTINGENT
Company culture/ environment assessment	✓	As needed	Basic
Job Description Assessment/ Rewrite	✓	As needed	
Dedicated Recruiting Resource	✓	✓	
Market Research	In-depth	Moderate	
Name Generations/ Sourcing/ Cold Calling	✓	✓	
Notification to Existing Network/ referral solicitation	✓	✓	✓
Resume Review	✓	✓	✓
Phone Screening	✓	✓	✓
In-Person or Video Interview	✓	✓	
Screening Notes	✓	✓	✓
In-Person or Video Interview Candidates Assessment/Presentation	✓	✓	
Candidate/Job Assessment screening	✓		
Candidate Exclusivity	✓	✓	
Weekly report	✓ **	✓ *	
Access to hiring manager required	✓	✓	
Interview Guides	✓		
Scorecard	✓		
Social Media Check	✓		
Background Checks	✓		
Interview Debrief (candidate and hiring manager)	✓		
Offer Negotiation	✓	✓	✓
Reference Checks	✓	✓	
Onboarding Check In	✓	✓	✓
90 Day Check In	✓	✓	✓
6 Month Check In	✓	✓	✓
Guarantee	1 year	180 days	90-120 days (depending on role/level)
Payment Model	30-33% of annual salary 33% due upon initiation of search, 33% due upon candidate presentation, 34% due upon hire	25% of base salary Engagement fee of 20% of total fee due at initiation of search	20% of base salary due upon hire
Non-Solicitation agreement	1 year	1 year	1 year

✓ \* \* scheduled, phone and email

✓ \* email