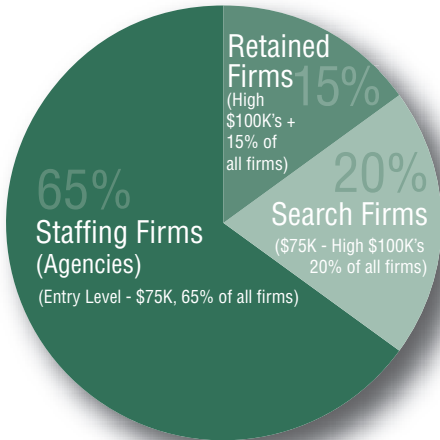


# A Snapshot of Financial Recruiting Service Providers

## Vision Financial Search<sub>LLC</sub>

accounting & financial recruiting



So you have made the decision to engage a financial recruiting firm to identify candidates for a critical position. Where are you going to start? What type of firm will best suit your needs? Should you retain a firm to fill this key role or is contingency the best alternative?

The graph illustrates the three different classes in which all financial recruiting firms are categorized along with the approximate salary range for which they specialize. The commentary below will highlight the terms under which each class operates, their search approach and professional guarantee. This “snapshot” will provide guidance and serve as a foundation from which to initiate the all important process of selecting the right type of recruiting firm.

Selecting the right type of financial recruiting firm is a critical first step to identifying the candidate your company desires. Engaging the wrong type of firm can cost a company significant time and money, not to mention the long-term consequences of missing out on the chance to hire the best qualified candidate for a particular position.

### Retained Executive Recruiting Firms

Services are retained and fees are usually 33% of estimated first year total compensation, plus expenses.

- 25% to 33% of the fee is paid at the commencement of the search.

- Focus is qualitative and consultative in nature. Retained Firms will spend significant time learning the client's organization, culture and position specifications before initiating the search.

- The recruiting process involves the systematic recruiting and assessment of a broad range of potential candidates, most of whom are not active in the job market.

- Retained Firms are capable of conducting searches on a national scale.

- Detailed written analyses on two to four candidates are prepared and presented on each assignment.

- A typical assignment takes 120 - 150 days to complete.

- Reputable firms offer professional guarantees of up to one year.

### Search Firms

Services are on a contingency basis and fees range from 25% - 33% of first year base compensation. Some Search Firms work on a retainer or “engagement” basis.

- Focus is qualitative and consultative in nature. Search Firms will spend significant time learning the client's organization, culture and position specifications before initiating the search.

- Candidates placed are high-caliber employees with senior financial management level potential.

- Significant time and resources are dedicated to developing relationships with accomplished financial professionals within the passive candidate marketplace.

- Search Firms are capable of conducting searches on a national scale, although their strength lies in their knowledge of the regional marketplace.

- Summary review of three to five candidates are prepared and presented on each search.

- A typical search takes 30 - 90 days to complete.

- Reputable firms offer professional guarantees of up to one year.

### Staffing Firms (Agencies)

Services are on a contingency basis and fees range from 20% - 30% of first year base compensation.

- Most firms are able to offer temporary placement services to their clients.

- Firms usually compete with other Staffing Firms during the course of the search.

- Focus is quantitative and due to the transactional nature of the service, firms are able to respond to short-term staffing needs.

- Each recruiter is capable of working on up to fifteen jobs concurrently.

- Recruiting focus is geared towards active candidates who are currently in the market.

- Resumes are presented for up to seven to ten candidates on a given job order.

- A typical job order takes 30 - 60 days to fill.

- Reputable firms offer professional guarantees for 60 - 90 days.