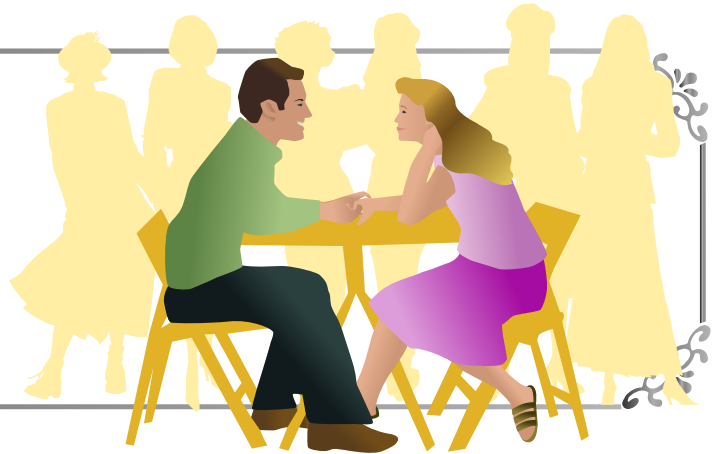


MARRIAGE of SERVICES

Between Client and Executive Search Consultant (ESC)

EXCLUSIVE CONTINGENCY

Just one ESC at a time versus a group (of recruiters) competing for attention.



ENGAGEMENT FEE

Make an engagement commitment (to the ESC) with the promise both partners are dedicated to each other.



RETAINED SEARCH

Committed to partner together (with the ESC) until the vows are said (offer is extended and accepted).



Here's what you get...

<p><i>File Search and Limited Prospecting</i></p>	<p><i>Targeted Companies</i> <i>Custom Marketing Piece and Skills Survey</i></p>	<p><i>Globally Targeted Search</i> <i>Extensive Research Effort</i> <i>Comprehensive Client Evaluation and Preparation Process</i></p>
<p>USING EXCLUSIVE CONTINGENCY</p>	<p>USING ENGAGEMENT FEE</p>	<p>USING RETAINED SEARCH</p>

It's all ROSES... it doesn't matter which approach you choose; ultimately it all costs the same.