

PERFORMANCE & CAPABILITIES REPORT

# Proven Results. Unmatched Execution.

## Precision Technical Headhunting Powered by Data.

We make hiring easy, enjoyable, and evidence-based.

## Who We Are

Rising from the outdated methods of agency staffing, Asymmetric Talent Solutions is a modern-day headhunting firm with a traditional work ethic. We are the industry's most effective and sophisticated talent acquisition partner. Our data-driven, evidence-based model delivers complete visibility into every step of the search process. Through industry-leading technical infrastructure and expert craft and execution, we help our clients unlock access to comprehensive, high-quality talent pools without compromise on speed, volume, or fit.

### OUR MISSION

Redefine the boundaries of headhunting and give our clients access to the hiring experience they deserve.

### OUR PURPOSE

Make hiring easy by delivering an efficient, enjoyable, and evidence-based search process while providing a transparent platform for informed and confident hiring decisions.

## Why We Exist

We exist to elevate the hiring experience and outcomes for clients who refuse to settle, transforming it from a transactional, uncertain process into a confident, evidence-backed partnership that truly unlocks organizational growth. Our approach makes hiring easy, enjoyable, and evidence-based.

- Hiring is too important to be done with anything less than precision, care, and integrity.
- Leaders deserve a process that respects their time and reflects their mission.
- True talent alignment drives long-term impact beyond just filling a role.

## What We Deliver

### Industry-Leading Headhunting Services

Executive, retained, and project-based hiring for leaders and critical contributors.

### Evidence-Driven Talent Mapping

Complete addressable market visibility to guide confident decisions.

### Behavioral Science Consultation

Certified TTI Success Insights consultants deploying multi-science TriMetrix HD assessments.

### Multi-Hire Campaign Execution

Scaled search for high-volume or high-impact needs with consistent quality and zero compromise on fit.

### Client Portal Transparency

Real-time access to search progress, metrics, and market insights.

### In-House CTO & Proprietary Technical Infrastructure

A dedicated CTO validates talent at the technical level. Our proprietary tooling powers the surgical sourcing and engagement that drive outcomes.

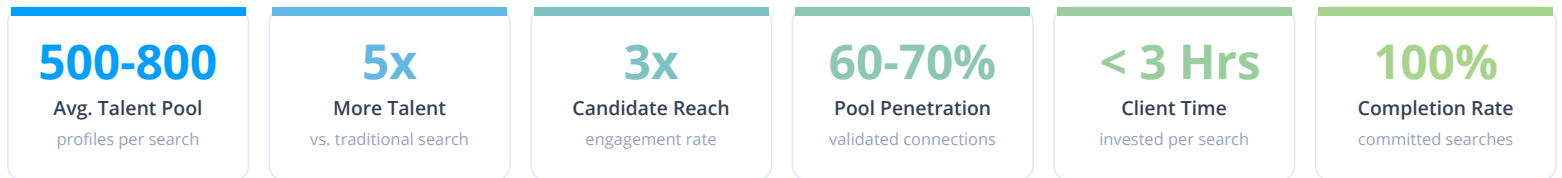
## The Problems We Solve

Scaling Firms • Multi-Hire Initiatives • Challenging Roles (Critical / Niche / Aged / Tough Geo / Confidential / Succession)  
Digital Transformation • New Markets & Positions

THE ASYMMETRIC TALENT DIFFERENCE

# Performance That Redefines Hiring.

Our craft, execution, mindset, and work ethic, validated by data across 1,000+ completed search engagements.



## ATS Performance vs. Industry Benchmarks

Independent data from AESC, SHRM, and industry research validates our outperformance across every critical metric.



### > 60% Cold Email Open Rates — 3x the industry benchmark.

Our multichannel engagement strategy translates directly into larger, more engaged candidate pools and real hiring options.

## Our Differentiators

- Comprehensive Talent Pool Access**  
Surgical sourcing yields 5x more qualified talent.
- Performance-Driven Process**  
< 3 hrs of your time. 25% faster results. Fully transparent.
- End-to-End Commitment**  
No handoffs, no filters. Full visibility and accountability.
- Multi-Hire Campaign Execution**  
Scalable, consistent, high-quality results at volume.
- Candidate Reach & Response**  
3x more engagement, real hiring options.
- Evidence-Based Decision Making**  
Real-time insights for data-backed decisions.
- Validated Success**  
100% success rate on committed searches.
- Industry-Leading Innovation**  
Proprietary systems engineered for depth, speed, and precision.

WHY WE ARE DIFFERENT

# Craft. Execution. Mindset. Ethic.

We deliver the industry-leading hiring experience with the results to match. Here's how:

## OUR APPROACH

- Rigorous Discovery
- Compensation Research
- Full-Market Talent Mapping
- Data-Driven Consultation

### Impact

- ▢ Clarity and confidence to architect a successful strategy
- ▢ Comprehensive talent pools producing 5x qualified talent
- ▢ Multichannel outreach yielding 3x response rates
- ▢ Meaningful data driving informed real-time decisions

## OUR PROCESS

- Efficient
- Controlled
- Transparent
- Evidence-Based
- Stress-Free

### Impact

- ▢ < 3 hours of client time invested
- ▢ Finalists delivered 25% faster
- ▢ Real-time client portal replaces fragmented communication and coordination
- ▢ Data-backed insights for confident decisions
- ▢ Simplified, mature, high-touch experience

## THE RESULTS

- Easy
- Enjoyable
- Evidence-Based

### Impact

- ▢ 100% success rate on committed searches
- ▢ 5x more qualified talent sourced & engaged
- ▢ 3x the industry average in candidate response
- ▢ 25% faster shortlist delivery
- ▢ < 3 hours client time per search

## Our Search Process A typical search takes 3-4 weeks to shortlist.



## Transparent Steering Meetings

The entire process is completely transparent. We report progress and data at every update to enable informed, confident decisions.

## Our Core Values

### Authenticity

Trust, honesty, and integrity shape authentic, enduring partnerships.

### Accountability

We own every outcome with reliability and follow-through.

### Innovation

Proprietary systems and an evolving ecosystem deliver what others can't.

### Transparency

Full access to our work. Real-time portal. No friction.

### Evidence

Real data gives you clarity and control. No guesswork, no surprises.

### Confidence

Our process earns trust and sets the foundation for lasting partnerships.