

# Know Your Options. Own Your Outcome.

Two proven models. Same elite methodology. Choose the engagement that fits your timeline, budget, and hiring complexity.

## Engaged Search

Speed and precision with reduced commitment.

A deliverable-based model built for speed. Access the same surgical sourcing, multi-channel engagement, and real-time portal with a leaner investment and streamlined cadence.

### INCLUDED IN THIS MODEL

- ✓ Discovery, strategy & candidate persona
- ✓ Surgical talent mapping (500–800 profiles)
- ✓ Multi-channel engagement (> 60% rate, 60–70% reach)
- ✓ Real-time client portal
- ✓ Exclusive, dedicated search team
- ✓ 100% commitment to outcome

## Retained Search

The full suite. Maximum depth, data, and confidence.

Our comprehensive model with milestone-based investment, structured weekly steering meetings, compensation and market research, included behavioral assessments, and TTI benchmarking.

### EVERYTHING IN ENGAGED, PLUS

- ✓ Comprehensive compensation & market research
- ✓ Structured weekly steering meetings with live data
- ✓ Multi-science behavioral assessments
- ✓ Optional TTI job benchmarking
- ✓ Maximum depth, intelligence, and collaboration

### Where They Differ

	Engaged Search	Retained Search
Investment Structure	Commencement fee + remainder on hire	Performance milestones
Cost Liability	Reduced; deliverable-based	Guaranteed outcome
Compensation & Market Research	—	Comprehensive
Steering Meetings	1 meeting (midpoint review)	Structured weekly with live data
Behavioral Assessments	Optional (add-on)	Included for all shortlisted talent
TTI Job Benchmarking	—	Optional (add-on)
Time to Shortlist	20 business day deliverable	3–5 weeks

### Which model is right for you?

#### Choose Engaged when:

- ✓ You need speed with reduced financial commitment
- ✓ The role is well-defined and sourcing strategy is clear
- ✓ You want a retained-level process at a leaner price point
- ✓ A single midpoint check-in is sufficient for alignment

#### Choose Retained when:

- ✓ The role is complex, niche, or highly confidential
- ✓ You want comprehensive market and compensation intel
- ✓ Behavioral assessments and weekly data are essential
- ✓ Maximum depth, insight, and structured collaboration matter

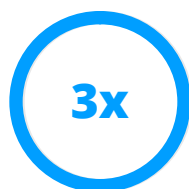
### ATS Historical Performance



Completion



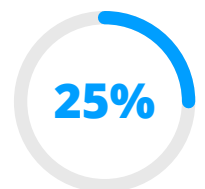
Talent Pool



Reach



Client Time



Faster Shortlist

### Evolution demands adaptation.

Unlock access to top talent with the industry's most effective talent acquisition ecosystem.