

	HR Function	Manager and Expert Search	Executive Search - Contingency	Executive Search - Retained
Level	Managers or Department Head of HR Function	All Managers, Experts and Department Heads of Company or Factory	Executive/ C- Level Positions	Executive/ C-Level Positions
Service Terms	60 days' guarantee	60 days' guarantee	60 days' guarantee	120 days' guarantee
	Executive consultation	Executive consultation	Executive consultation	Executive consultation
	Free personality profile (EDISC) for top 2 candidates	Free personality profile (EDISC) for top 2 candidates	Free personality profile (EDISC) for top 2 candidates	Free personality profile (EDISC) for top 2 candidates
	Reference check	Reference check	Reference check	Reference check
Fee Equivalent	2 Months Gross Salary Fee or 17% of annual salary	2 Months Gross Salary Fee or 17% of annual salary	2 Months Gross Salary Fee or 17% of annual salary	2.4 Months Gross Salary Fee or 20% of annual salary 200\$ Initial Fee (deductible from the Success Fee)