



MINOR POINTS CLOSE

CLIENT EXAMPLE

SC to CLIENT: *"Alright-I've put some careful thought into an agreement that will best serve you and your organization. Some minor things first: once we complete the search, we can make the service charge due when the candidate starts employment, versus upon offer and acceptance-like you requested. In order to do that, you will need to pay our invoice net 10. Is that doable?"*

CLIENT: *"Sure."*

SC: *"Since this is a contingency search, we normally offer a thirty-day replacement guarantee. We believe that thirty days is a fair time frame to evaluate your new employee. Anything beyond that really becomes a management issue-something we have no control over. However, I was able to extend your guarantee to forty-five days, but not sixty. Sound reasonable?"*

CLIENT: *"Yeah it's reasonable enough."*

SC: *"Also, we're not going to bill you on the anticipated first year's bonus for the selected candidate. The salary you will likely need to offer is \$50,000 plus a 5% bonus of \$2500. By not billing on the bonus, you'll save approximately \$625- which will make more sense in a minute."*

CLIENT: *"Sounds good so far."*

SC: *"Finally, given that you are operating on a shoestring budget, we'll agree to lower our fee to twenty-five percent of the selected candidate's base salary, but I can't do twenty-percent. The latter simply goes below our profit margin, which I'm sure you can respect."*

CLIENT: *"Yes- we can accept twenty-five percent."*

SC: *"Perfect. Then I will send over this agreement when we hang up the phone. If you can sign it and get it back to me by close of business today, we'll start your search tomorrow."*

CLIENT: *"Sounds like a plan-will do."*