

“We only pay a percentage of the base salary.”

Rebuttal #1: *“In most situations, paying on the base salary is completely understandable. However, in this situation we need to be cognizant of the fact that you are having to pay a (high bonus/commission/shift differential/overtime pay) for this position because base salary alone is not enough to compensate this individual for the work they do. Would you agree?”*

“The reason you pay (bonus/commission/etc) is because this role is more difficult to perform than that of others – otherwise you wouldn’t have to offer much more than just a base. And no different than the difficulty of this role, so is the identification and attraction of this type of person, which is why our fee has to be proportional to that amount as well. If this was a straight base pay person, their value would be just the base. But it’s not, and our fee needs to be proportional to that amount. Would you agree?”

Rebuttal #2: *“We bill on realistic first year’s earnings as this equalizes different organizational structures. What part of the total package are you concerned with being included in the fee?”*

Rebuttal #3: *“Tell me more about why that is your policy? What is your concern in paying on the total value the individual brings to the firm?”*

“If you are concerned that if this person does extraordinarily well in the first year and you will be in a difficult situation having to pay a percentage of the bonus of their outstanding production, I would be open to capping the total fee at a certain percent based on the realistic bonus potential of this individual. Would that alleviate your concern?”