

HOW WE PARTNER WITH YOU

Executive Search Models



CiresiMorek

OUR SERVICE TIERS

Expectations & Accountability

	RETAINED	ENGAGED	CONTINGENT
PARTNERSHIP LEVEL	Exclusive, Dedicated Search Team	Exclusive	Non-Exclusive
BEST FOR	High Impact, Critical Roles	Core Leadership Roles	Middle Management
SEARCH COMMITMENT	Full Search Accountability & Comprehensive Marketing Efforts	Full Search Accountability	N/A
CANDIDATE ACCESS	Full Market Access: Passive + Active + 250k+ Network + Targeted Ads/Campaigns	Passive + Active Candidates	Active Candidates
CLIENT COMMUNICATION	Weekly Meetings + Exclusive Client Portal	Weekly Meetings	As Needed
REFERENCE CHECKS	Included	Optional	N/A
REPLACEMENT GUARANTEE	6-12 Months	3-6 Months	30 Days
FEE STRUCTURE*	35% of Total Compensation	30% of Total Compensation	35% of Total Compensation
PAYMENT TERMS	Paid in Milestones (1/3 kickoff, 1/3 shortlist, 1/3 start date)	Paid in Milestones (kickoff, start date)	Paid at Start Date

* Total first-year compensation includes base salary, sign-on, and STI/LTI, where applicable.