



Accelium Professional Services

Accelium Consulting Inc

	Topic	Retained Search	Contingent Search	Accelium Advantage
1.	Recruiter Representation	Represents Client only and conducts assignments on exclusive basis.	Represents either client or candidate	Regardless of the arrangement we represent client interest first & foremost
2.	Suitability of roles	Ideal for senior management roles or for scarce talent positions. Senior candidates become willing to explore opportunities.	Ideal for junior, middle level roles, temporary roles	Accelium's database includes active candidates who have been reference checked usually before presenting to the client.
3.	Duration	Typical engagement lasts about 60-90 days. Fees is paid minimum fee during the engagement and rest on finalization of results. Expenses are billed at cost	Usually yields results faster. Fees paid throughout the engagement period	We bill our clients on successful completion of the search. For retained we only bill expenses until the suitable candidate is found.
4.	Recruiter Focus	Recruiter focuses on usually about 5-10 positions.	Usually focuses on as much as 20-30 positions	We maintain 1:5 ratios for retained and 1:20 ratio for contingent searches for our recruiters.
5.	Client's involvement	Usually after the candidates have been screened and reference checked	Involves more time for review of candidates credentials	Regardless of the search all candidates are reference checked before presenting to the client
6.	Fees	Fees are based on salary, time expended or fixed-price (on average about 33% of candidates first year compensation).	Is usually 40% or more of the candidates hourly rate or fixed fees during the duration of the engagement	Never more than 25% for retained searches and 30% for contingent searches
7.	Guarantee of service	Firms offer professional guarantee and commitment	Firms are under no obligation to guarantee results, fees to be paid on placement	Regardless of the search type, Accelium offers 2 week unconditional guarantee for all candidates

FOR FURTHER ASSISTANCE, PLEASE CONTACT:

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