



COMPARING TWO SEARCH OPTIONS

FULL SEARCH	LIMITED SEARCH
<p>Initial payment is 30% of total guaranteed compensation. Initial fee is computed upon maximum base salary.</p> <p>Three payments over 90 days or two payments with the third upon hire (or under special conditions). Final fee payment is based upon total guaranteed compensation.</p> <p>Exclusive relationship. All candidates for these positions are evaluated and referred through JC&A regardless of source of referral.</p> <p>Expenses reimbursed. Prior approval for expenses above \$300.00.</p> <p>Fee is 30% of earnings level for one assignment. This fee is lowered when multiple assignments are under contract. The lowest level is 23% for four or more searches.</p> <p>Contract is in effect for 9 months. All services are provided during that time.</p> <p>JC&A guarantees to follow process through to completion (maximum period of 9-months) to ensure successful outcome. Completion rate is over 95% of searches.</p>	<p>The initial payment is 15% of the base salary with the balance of 10% due upon the hire. The final fee is 25% of guaranteed earnings</p> <p>One initial payment. The balance is due upon the hire only if the referral is via JC&A</p> <p>Non-exclusive relationship. Client may evaluate candidates separately from JC&A.</p> <p>Expenses are reimbursed. Prior approval is obtained from client for expenses above \$300.00</p> <p>When four or more searches are completed through JC&A, the fee is reduced to 23%</p> <p>Research contract expires after 90 days. JC&A assists with the hiring process until concluded. No new research efforts after 90 days.</p> <p>The presentation of qualified candidates is guaranteed by JC&A. The hiring process is the responsibility of the client. JC&A's success rate in presenting candidates is over 95%.</p>

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FULL SEARCH	LIMITED SEARCH
In-depth candidate interviews conducted. Job described in great detail. Motivation and interest probed.	Screening process is thorough, but not as in-depth as in a full search. Explanation about position is provided. Credentials are evaluated.
JC&A presents candidates that meet specifications and provides insights into motivation and level of interest.	JC&A presents candidates that meet specifications.
Targeted research.	Targeted research.
If needed, "a marketing oriented" job description will be created by JC&A	Client provides job description
In-depth approach: Follow through with candidate and client from beginning to completion. Collaborative relationship with client. (Highly value-added and consultative)	Client is responsible for handling the candidate once JC&A arranges initial interview. JC&A follows progress of both client and candidate. JC&A assists at the offer stage.
Candidate is provided with materials and job description.	Candidate is provided with materials and job description.
Reference check conducted on finalists.	JC&A requests references from candidates. Client completes reference checks.
Guarantee of employment is 6 months.	Guarantee of employment is 90 days
Fees are for services rendered and are non-refundable.	Fees are for services rendered and are non-refundable.

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