



	Contingent	Engaged <i>Most Popular</i>	Retained
Support Staff - Direct Hire Options	20% Upon Hire	18% \$2500.00 upfront Remainder upon hire	15% 1/3 Upfront 1/3 at First Interview Remainder upon hire
Team	Recruiter Research Team	Senior Recruiter Research Team	Practice Leader Recruiting Team Research Team
Comprehensive Intake Call	✓	✓	✓
Market Compensation Analysis		Will include summary of market compensation and benefit package	Will include summary of market compensation and benefit package
Ideal Candidate Profile Creation	✓	✓	✓
Status Reports	Weekly	In-depth weekly status report including real-time market analysis and conversation updates	Weekly scheduled video call with Practice Leader and Recruiting Team
Screening	Candidate thoroughly interviewed by Aspen Recruiter	Two-stage candidate screening process	Three-stage candidate screening process
Search Deliverables	<ul style="list-style-type: none"> 50-75 targeted candidates identified through our extensive database and external recruiting sources. Direct recruiting efforts of passive and “not currently on the market” candidates. 	<ul style="list-style-type: none"> 75 – 100 targeted candidates identified through our extensive database and external recruiting sources. Direct recruiting efforts of passive and “not currently on the market” candidates. We will attempt to contact each candidate a minimum of four times: two electronic and two phone calls. Comprehensive search summary report 	<ul style="list-style-type: none"> 100 - 200 targeted candidates identified through our extensive database and external recruiting sources. Direct recruiting efforts of passive and “not currently on the market” candidates. We will attempt to contact each candidate a minimum of four times: two electronic and two phone calls. Comprehensive search summary report
Right of First Refusal		48 hours	5 days
Typical Search Timeline	21 days	10 days	7-21 days
Replacement Program	3 -month program	6- month program	12 - month program