



Client Focused Search

Identification

Kaye/Bassman Dedicated Search

- Extensive interface with you and possible on-site visit
- Immersion into your culture to assist in optimal candidate identification, selection and project completion
- In-depth quantifiable qualifications defined
- Detailed screening questions established
- Customized search plan designed specifically to target candidates that are currently excelling
- Committed deployment of Kaye/Bassman internal resources necessary for thorough market penetration
- Documented recruiting road map and results
- Commitment to continuous sourcing of talent until completion unless you indicate otherwise

Non-exclusive Recruiting

- Interface with you to secure position information
- Existing database of talent is targeted
- Limited resource deployment as resources are assigned to projects with greatest candidate recyclability
- Candidates are presented as they surface with no commitment to search completion

Attraction

Kaye/Bassman Dedicated Search

- Assistance with arrangement of interviews
- Extensive interview preparations for you and candidates
- Essential selling points are regularly presented to both you and candidates
- Commitment to attract the best candidate with complete objectivity
- Enthusiastically present and promote your opportunity to separate your message from others
- Company name is openly shared (unless otherwise indicated) to increase success by eliminating initial candidate resistance and "widening the net" while promoting a positive public relations message

Non-exclusive Recruiting

- Assistance with arrangement of interviews
- Verbal snapshot of selling points provided
- Your opportunity will be presented in conjunction with other non-exclusive assignments
- Company name is not initially shared to protect vested interest which can create concern with candidates

Evaluation

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- Progress reports can be provided delineating market penetration, overall market receptivity and suggestions to increase effectiveness
- Candidates from all sources are objectively evaluated by uniform filters and the same search team
- In-depth interviews occur with candidates covering interests, accomplishments and motivations for change
- Customized candidate presentations that can include résumé, candidate summary, references, behavioral profile and background verification, as requested
- Accountability to ensure that the best possible candidate is selected for the position
- Consultative approach in the selection process with Kaye/Bassman acting as an extension and partner of your team

Non-exclusive Recruiting

- Limited verbal sharing of search data
- You are responsible for optimal screening of candidates and acting as a filter for candidates from multiple sources
- Initial candidate interviews less thorough to ensure fast presentation to you to "get résumé in first" and to ensure credit as the referral source
- Presentation of résumé
- "Vendor" approach to hiring

Acquisition

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- Exclusivity of relationship utilized as a pillar of strength in landing candidate
- Enhanced replacement guarantee
- Extensive involvement in resignation process to "counteroffer-proof" candidate
- Post acceptance and resignation follow-up to secure candidate's successful transition into your company
- Assistance with relocation issues and financial considerations

Non-exclusive Recruiting

- Concerted effort to remove Client's perception of our vested interest
- Standard replacement guarantee
- Extensive involvement in resignation process to "counteroffer-proof" candidate
- Post acceptance and resignation follow-up to secure candidate's successful transition into your company
- Assistance with relocation issues and financial considerations