



## The Hirenomics Difference

Hirenomics Retained Search	Traditional Search Firm
99% closing Ratio	52-71% average fill ratio
<b>True Head Hunters</b> - targeted and focused research uncovering off-the-radar candidates our competitors will not find	Sourcing from a tired database
<b>Principals personally execute the search</b> - details will not be handed off, and principals follow a search until the end	Sales teams win business and had off the work to junior recruiters
<b>Defined search process – simply put, we will work harder than our competitors</b> <ol style="list-style-type: none"> <li>1. Our researchers are required to create a new call list for EVERY SEARCH with a minimum of <b>200 new names</b>. We then layer in our networking and industry contacts</li> <li>2. The first calls are to industry leaders to ask “who they know”</li> <li>3. We know our candidates better and find out what’s NOT on paper</li> </ol>	Tired search process <ol style="list-style-type: none"> <li>1. Retrieve a list from a previous search</li> <li>2. Make redundant calls to candidates only</li> <li>3. Transactional – they don’t take the “deeper dive” to truly understand culture fit and long term employment potential for both client and candidate</li> </ol>
Ultra High-touch	Transactional
We say <b>No</b> to a search if we: <ol style="list-style-type: none"> <li>1. are not subject-matter experts on the industry/role</li> <li>2. cannot commit the time we promise to the search</li> </ol>	Always say YES because they have to support their huge overhead
Internally motivated – Driven to <b>“never let our clients down”</b>	Externally motivated – about the money
Never <u>oversell</u> a role -- we tell our clients’ unique stories with passion and knowledge	Sell a job at all costs to close the search
At the end of every search, we call each significant candidate/contributor to thank them on behalf of our client (not just those who interviewed in person)	Maybe call back only the candidates who interviewed
<b>Paid to Perform Model</b> – Negotiated fee as down payment and full balance upon completion	1/3 down, 1/3 when present candidates, 1/3 upon completion – motivation drops dramatically at 2/3 point
Based on our model we continue recruiting until an offer has been accepted, we unearth candidates through the entire search process	Once candidates are in play, searching for new candidates stops and they begin pushing the existing candidates on their clients in order to finish the search.