

A close-up photograph of a hand with the index finger pointing towards a document. The background is blurred, showing what appears to be a desk or office environment. The text is overlaid on the upper half of the image.

# **Series A or earlier Fee Structure for Retained Executive Search**

# OBJECTIVE

- Provide 1<sup>st</sup> tier retained executive search services for mission critical executive roles
- While greatly reducing the impact to cash flow for the company
- Give the search firm additional skin in the game to make placements that are truly transformational

# Typical Fee Structures

- Contingency:
  - Zero due to start search, and 30% +/- of On Target Earnings due upon offer acceptance
    - \$300K in On Target Earnings = \$90,000 in fees
    - Paid in full typically in 90 days from start

# Typical Fee Structures

- Retained:
  - 1/3 of 33.3% +/- of On Target Earnings due to start search, 1/3 due 30 days +/- after search begins, 1/3 due 60 days +/- after search begins
    - \$300k in On Target Earnings = \$100,000 in fees
    - Paid in full typically 60 to 90 days from start

# Modified Series A or earlier

- Modified Fee Structure:
  - 1/3 of 33.3% of On Target Earnings due to start
  - 1/3 in Cash or Stock due upon accepted offer
  - 1/3 due in Cash 12 months after search begins
    - \$300k in On Target Earnings = \$67k to \$100k
    - **Paid in full 365 days from start**

# Offer Recap

- Limited number of searches we can do per year
- We have reduced initial cash fees by two thirds
- You have the option to pay 1/3 of the fees in stock
- We give you 365 days to pay in full
- We now have much more skin in the game

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