



OUR RECRUITMENT SOLUTIONS COMPARISON CHART

Founded over 40 years ago, Columbia Consulting Group (CCG) is a mid-size, retainer-based executive search firm offering a broad range of Recruitment Solutions to our clients: Retained Search, Success-Fee Recruitment, and Market Mapping Services. The breadth and depth of CCG's experience enhances our ability to address the dynamic needs of our clients. To meet our clients' needs, we now offer two levels of recruitment solutions through two companies:



COLUMBIA CONSULTING GROUP
Retained Executive Search

The traditional retainer-based practice

Standardly above \$150,000. 30% of 1st year's projected compensation with retainers, admin and travel expenses. Flexible based on project.

Exclusive until completed. Multiple firms would be redundant financially and there would be a mixed message in the marketplace.

A dedicated team of two associates is assigned to the project until completed. Original targeted research conducted.

Everything is handled in-person with our client and candidates throughout the search process. Travel as necessary to meet with the client and interview potential candidates.

Usually these search assignments are for C-Level, confidential or "difficult to fill" key executive positions.

Since travel is involved, our associates usually recommend 3 to 7 highly qualified, prescreened and ranked candidates to our client within 3 to 6 weeks, depending on client/candidate availability.

We guarantee any individual hired through our assistance for a period of *one year*, as long as the position does not change. The only charge would be for expenses and any incremental fee involved.

Psychometrics assessments are utilized.

Onboarding services are included and jointly developed with hiring manager.



COLUMBIASelect
A Columbia Consulting Group Company

A success fee-based practice

Typically at the \$75,000-\$150,000 range. 25% of 1st year's projected compensation. Flexible based on project.

Exclusive for 45 days. Having other firms involved sends a mixed message to potential candidates.

One dedicated associate is assigned to the project until benchmarks are met at 15, 30 and 45 days. Original targeted research conducted.

Everything is handled virtually, including client and candidate contact and interviewing. No travel involved, unless requested and paid for by the client.

Typical assignments include senior to mid-level managers or "difficult to fill" positions, to include individual key contributors.

With communication primarily via the telephone, associates strive to have prescreened candidates and résumés to the client within the benchmarks of 15, 30 and 45 days.

We have a replacement guarantee for any individual hired through our assistance for a period of *6 months*, as long as the position does not materially change.