

## Tab E - Proposal Pricing

### Service Category #1: Executive Search & Recruitment Services

#### Professional Services

Our professional **fixed fee** covers all CPS HR services associated with the recruitment process selected (**Outreach Only, Partial Recruitment or Full Recruitment**), including the necessary field visits. Travel expenses for candidates who are invited forward in the interview process are not included in our current price proposal.

Staff Level	Service	Pricing Structure	Pricing
Executive Search	Full-cycle recruitment (All Phases)	Flat Fee	\$27,000
Executive Search	Partial-cycle recruitment (Phase I & II)	Flat Fee	\$20,000
Executive Search	Professional Services for Outreach/ Advertising Only	Flat Fee	\$10,000
Middle Management/Specialized	Full-cycle recruitment (All Phases)	Flat Fee	\$20,000
Middle Management/Specialized	Partial-cycle recruitment (Phase I & II)	Flat Fee	\$17,000
Middle Management/Specialized	Professional Services for Outreach/ Advertising Only	Flat Fee	\$10,000

*\*Professional fees would be billed and paid monthly.*

### Our Placement Guarantees

#### Executive Search Recruitment One-Year Service Guarantee

If the employment of the candidate selected and appointed by the Agency as a result of a **full executive recruitment (Phases I, II, and III)** comes to an end before the completion of the first year of service, CPS HR will provide the Agency with professional services to appoint a replacement. Professional consulting services will be provided at no cost. The Agency would be responsible only for expenses such as re-advertising, consultant travel, additional background checks, etc. **This guarantee does not apply to situations in which the successful candidate is promoted or re-assigned within the organization during the one-year period.**

Additionally, should the initial recruitment efforts not result in a successful appointment, CPS HR will extend the aggressive recruiting efforts and screen qualified candidates until an offer is made and accepted. CPS HR does not provide a guarantee for candidates placed as a result of a partial recruitment effort.

### **Middle Management Recruitment Six Month Service Guarantee**

If the employment of the candidate selected and appointed by the Agency as a result of a **full middle management recruitment (Phases I, II, and III)** comes to an end before the completion of the first six (6) months of service, CPS HR will provide the Agency with professional services to appoint a replacement. Professional consulting services will be provided at no cost. The Agency would be responsible only for reimbursable expenses. **This guarantee does not apply to situations in which the successful candidate is promoted or re-assigned within the organization during the six (6) month period.** Additionally, should the initial recruitment efforts not result in a successful appointment, CPS HR will extend the aggressive recruiting efforts and screen qualified candidates until an offer is made and accepted. CPS HR does not provide a guarantee for candidates placed as a result of a partial (*Phase I & II*) recruitment effort.