



www.lostdutchmansearch.com

A relationship with Lost Dutchman Search.....

We are veteran insurance recruiters. We provide recruitment and placement assistance to the insurance community as professed by our motto "Mining for talent in the insurance industry". It is our goal to make your hiring process a pleasing and successful experience.

Lost Dutchman Search becomes an extension of your company's recruitment effort. We use our resources, our extensive insurance network, our finely tuned skills, integrity and professionalism to actively search out and pre- screen qualified candidates according to your specific requirements. Our resources extend nationally into over 85 other insurance recruiting firms with whom we partner!

Our commitment to you is that we promise to assist your company to define and prepare a concise marketing plan for your career opportunity. We will execute our plan and take the specs into the marketplace. We will reach out and make direct contact insurance prospects who are already successful. From among these prospects we will identify those individuals who are actually motivated to consider change and who closely fit your specifications. Our promise is to only present those prospects who are best suited to perform the functions and duties of the position you are seeking to fill and which are best suited to fit into the culture of your organization. We make every effort to source out candidates who are not

floating resumes on the internet. We will try our best to offer you fresh, well vetted prospects.

We will reference check, present a bio/resume and assist in the scheduling and follow-up of interviews. Once you select one candidate, we will help you facilitate the hire. As experts in this process, we often make the offer and take the issues out of the negotiation process. After offer and acceptance we will work with your new hire to assist them in resignation and transition. Lost Dutchman Search will guarantee that once placed, we will provide your company with a more than reasonable level of follow-through after hire.

We perform our services under a Code of Ethical Standards and Practices governing professional conduct within the recruiting industry and which is dictated and monitored by our peers. We are members, in good standing, of the largest professional network of insurance recruiting firms, exclusively serving the recruitment and staffing needs of the insurance industry: The National Insurance Recruiters Association (NIRA). Additionally we are also members in good standing of The American Staffing Association (ASA).

REFERRAL PROTECTION PERIOD

All referred candidates are considered to be valid referrals from Lost Dutchman Search for a period of twelve months from the date of initial referral or a re-visit/re-activation date. Our referrals are submitted for consideration on any job opening, not limited to the job order on which you have asked us to search. Should your company or any affiliate employ a Lost Dutchman Search referred candidate within this twelve month referral protection period in any job, at any location, under any agreement, a fee according to our standard fee agreement will be due Lost Dutchman Search.

FEE, GUARANTEE & INVOICING

Our service fee is not based on our time and effort, but is instead based on the first year starting salary of your new hire, including any guaranteed monies, but excluding relocation or reimbursement monies. Our fee is payable, in full, within 10 days of the referred candidate's start date. Invoices for our services are emailed to you or your agent prior to the start date.

We offer a replacement guarantee which means that we will replace that hire, at no additional cost to your company, should the LDS referral leave your employment due to any reason, excluding geographical reassignment, downsizing/elimination of the position, company insolvency or the company being placed under State supervision. The replacement guarantee will be set for a mutually agreed to time period, specified prior to beginning the search. Our replacement guarantee is null and void if your company replaces this candidate through any other means or determines not to refill the position.

EQUAL OPPORTUNITY PRACTICES

The recruiting practices of Lost Dutchman Search ensure that all candidates are dealt with fairly as to their special abilities, skills, qualifications and education without regard to race, gender, color, religion, sexual preference, age, disability or national origin.

SERVICES

We enter into each search with the highest expectation that we will provide your company with the very top talent in the marketplace. Our primary goal is to establish a long lasting relationship with the companies we serve.

Our standard fee rates range from 22.5% to 30%.

Lost Dutchman Search offers the following search programs:

Contingency Search

Exclusive Search

Retained Search

Engagement Fee Search

Contingency Search - No fee is due Lost Dutchman Search unless our referral is heads-and-shoulders above any other candidate identified by any other means and your company actually hires that referral. Expenses associated with this search are incurred by Lost Dutchman Search on a risk- based contingency.

Exclusive Search Agreement- If a company wants to have control, it pays to dedicate itself to one executive recruiter/recruitment firm and develop a trusting relationship which will pay dividends for years to come. An *Exclusive Search Agreement* means that the possibility of getting

into any dispute over a candidate presented by more than one source is completely eliminated. You become a team with your recruiter, combining your forces in the recruitment and closing process.

An *Exclusive Search Agreement* means that Lost Dutchman Search is given unimpeded and exclusive rights to conduct a search on behalf of your company for a specific number of days, as agreed at the outset of the search process. During this period of time you agree that there is no one within your organization who will be considered for promotion into this position and that your company will not entertain any other search or recruiting firm's referrals. You also agree that you will not conduct an internet search. An exclusive search is also performed on a contingency basis and no fee is due unless/until our referral is hired. All expenses required to conduct an exclusive search are incurred by Lost Dutchman Search on a risk-based contingency basis.

Retained Search Agreement - If your hiring issue dictates that a highly focused, confidential and intensive recruiting effort is required, you might need the full resources of Lost Dutchman Search. Lost Dutchman Search offers a *Retained Search Agreement* in which we agree to be held accountable within a specific time frame, to insure that your position is filled to your satisfaction. We work *Retained Searches* at the fee rate of 30% and offer a full 12 month replacement guarantee. A *Retained Search Agreement* will give the greatest benefit to you, our prospective client. A *Retained Search* provides the necessary confidentiality which encourages top level executives to be open in discussing their career ambitions and interests with a "recruiter of significance". *Retained Search* is a specialized form of management consulting, conducted through an exclusive engagement and on a pre-determined retainer-fee basis.

Expenses for a *retained search* are necessarily passed along to you, the client, and covers such things as time and out of pocket expenses, especially if we would be required to personally interview our prospects or travel to and from to meet with you or your agents.

Retained Searches receive a top priority from the recruiting contractors at Lost Dutchman Search. We have the resources and staff available to provide an intense effort to ensure that your search is completed to your satisfaction. Retainers are always non-refundable.

We structure our *retained search* on a pay-for-performance basis as follows:

- ◆ An advance fee of one-third will be invoiced upon execution of our *Retained Search Agreement*.
- ◆ A presentation fee of one-third will be invoiced upon the beginning of candidate flow - the point in time where LDS is able to actually present prospects as a result of their search efforts.
- ◆ A closing fee of one-third plus pre-approved expenses will be invoiced on the day a start date is determined. We will adjust our final billing to the final compensation package offered to our referred candidate.

Engagement Fee Search - In some cases your Lost Dutchman Search recruiter might ask for an upfront *engagement fee*. The purpose of the fee is to ensure that our firm will collect something for our effort as opposed to donating our search and professional services on an indefinite basis. The *engagement fee* amount will depend on the search difficulty and will usually be at the 2- \$3,000 range. This fee is due in advance of starting the search and is non-refundable.

We hope to hear from you!

Lost Dutchman Search
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