



www.lostdutchmansearch.com

A relationship with Lost Dutchman Search.....

We provide recruitment and placement assistance to the insurance community as indicated 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 into over 85 other insurance recruiting firms with whom we partner. You are guaranteed to see the best of the best!

Our commitment is to assist your organization in defining and marketing your career opportunities to already successful insurance prospects. From among that group we will identify those prospects who are motivated to consider change and open to the compensation range you have quoted. We will present to you those that are best suited to perform the functions and duties of the position you are seeking to fill and that 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 reference check, present a bio/resume and assist in the scheduling and follow-up of interviews. Once you have selected a final candidate, our role will be to represent both parties, to assist in the offer, negotiations

and to facilitate in the hire. After hire we will work with our candidate to tend their resignation and prepare for the 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 international recruiting association - the National Insurance Recruiters Association (NIRA) and 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 you have asked us to search on. Should your company or it's affiliates employ a Lost Dutchman Search referred candidate 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

The fees for our placement services range from 25% to 30% and with this we offer either a 3 month or 6-month replacement guarantee. Our service fee is not based on our time and effort but is 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 on the start date.

Our replacement guarantee means that we will replace that hire, at no additional cost to your company, should this LDS referral leave your employment due to any reason excluding geographical reassignment, downsizing/elimination of the position, an acquisition or merger, death, company insolvency or the company being placed under State supervision for the period of time of 3 to 6 months following the start date.

Additionally, we are always willing to try to work out a comfortable package which we can offer to new start ups and small companies. Ask your consultant if your company qualifies.

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

Lost Dutchman Search offers four programs:

Contingency Search

Exclusive Search

Retained Search

Engagement Fee Search

Contingency Search - No fee is due Lost Dutchman Search until our referral is hired. We strive to make certain our referrals are heads-and-shoulders above any other candidate you have identified by any other means. Expenses associated with this search are incurred by Lost Dutchman Search on a risk-based contingency effort.

Exclusive Search Agreement- If you want to have control, it pays to dedicate yourself to one executive recruiter and develop a trusting relationship that will pay you dividends for years to come. An *Exclusive Search Agreement* means that you eliminate the possibility of getting into any dispute over a candidate presented by more than one source. You become a team with your recruiter, combining your forces in the recruitment and closing process. You receive the focused attention you deserve.

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. 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 or prospects sourced from any other resource. You also agree that you will not conduct an internet search. As this is also a contingency search, no fee is due unless 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 situation 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 ensure 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, if the search requires us to, for instance, 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.

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 presentation of a group of mutually acceptable and qualified candidates.

- 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 FEES - On occasion, our contractors might require an *engagement fee* of from \$2000 - \$3500. Any fee paid in advance is deducted from the final invoice. *Engagement fees* are non-refundable. The engagement fee ensures our contractor that you will remain vested in this search and the order won't be cancelled or reduced.

We hope to hear from you!

Jeanine Drahota, Principal

Mary Slattery, VP of Search & Placement, Commercial Lines

Lost Dutchman Search

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