

## Fee Structure

As each search is unique, Hawes Partners will endeavour to make each search-fee reflect the work done and value that we bring to your organization. It is difficult to quote a generic fee without understanding the scope, time-lines, resources and restrictions needed to bring your search to a successful close. Once we have met with you to discuss your needs, we will submit a detailed proposal of the work to be completed, our fees and guarantee.

We always attempt to fix or cap fees at the outset of an assignment; in this way we eliminate any conflict of interest in salary negotiations. The fees are based on the estimated amount of work involved in delivery; not based on a fixed percent. Most often our Full Search fees represent a significant savings from our competitors fees. Industry standard is one third of the candidate's total annual compensation. Sometimes, this level of fee is warranted; however, this fee may not be a true or reasonable reflection of the cost of executing the search.

Because of our unique operating model, we are able to provide superior service for a lower fee; the exact amount will be dependant on the complexity of the assignment. We have low overhead and use high efficiency and strong interpersonal skills to impress rather than glitzy corporate offices.

Our fees are non-contingent and are subject to GST and expenses as outlined below. We will bill our fee in three equal installments, one at the beginning of the search, one thirty days later, and one sixty days later.

We recognize that organizations have individual needs, budgets and limitations. We would be more than happy to discuss alternative search processes and adjust our fees accordingly. We are also open to alternate means of partial payment.

Please see our Search Options: for a better idea of cost structure.

To discuss any of these options in more detail, please contact us.

### EXPENSES

Our fees include a wide variety of miscellaneous search expenses, such as long distance telephone calls, teleconference charges, fax and cell phone charges, local travel and parking, etc.

We do bill for the following expenses in addition to our search fee. We will get your approval before incurring expenses in any of these areas: Advertising. We bill at cost for print, Web, and any other advertising we arrange for your search. Travel. We bill at cost expenses for any consultant or candidate travel outside the National Capital Region, including food and lodging. Additional Services. In the event that a search requires us to contract out additional services not normally provided by our firm (e.g. background checks, psychological testing, and the like), these services will be billed at cost.