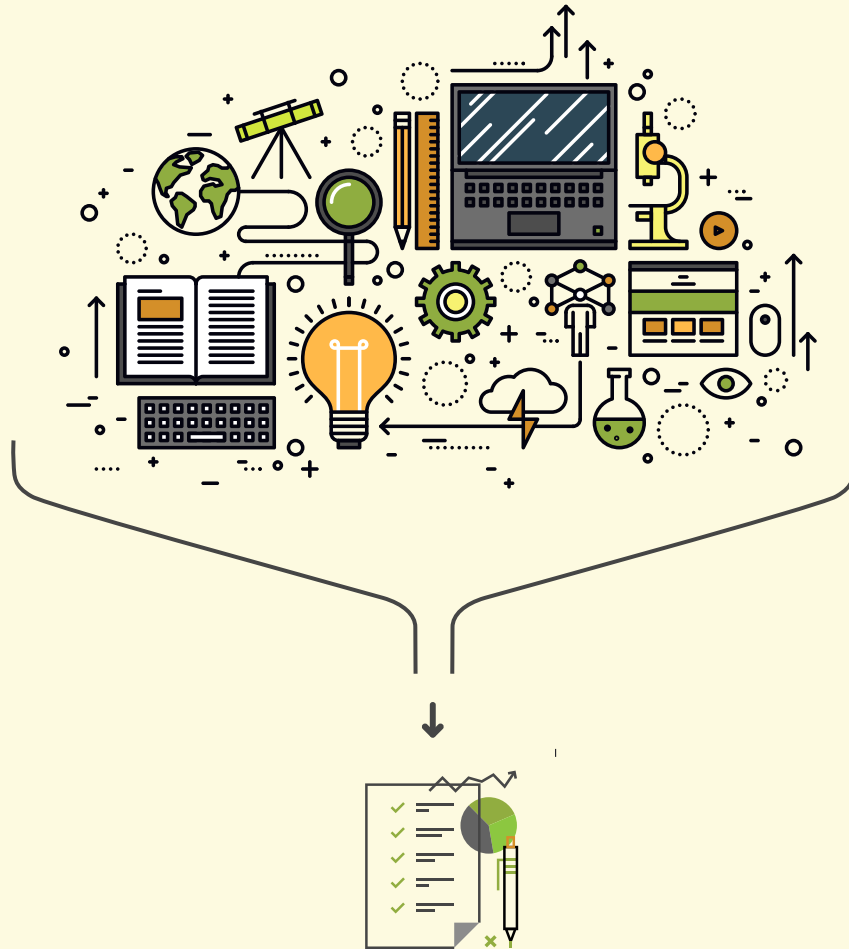


STERLING LIFE SCIENCES

SIMPLIFIES HIRING



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## **What are the service differences between a priority search and a contingency search?**

All Sterling Life Sciences clients are supported by an experienced team of Client Managers that are dedicated to attracting, identifying, assessing and selecting the best candidate for your position. Clients that opt for a priority search are assigned additional staff resources to increase the speed of the search. This typically results in a candidate being successfully placed three times more frequently than with a contingency search.



## **What are the differences in fees and payment structures for the two types of searches?**

With a priority search, although more resources are assigned, the final placement fee is lower than in a contingency search. In most cases clients pay an initial engagement fee at the beginning of the search and the remainder of the fee upon candidate placement. Unlike other agencies, we do not require partial payment throughout the search.

With a contingency search, while there is no up-front fee, the placement fee is higher. The full and final payment is only paid if and when a Sterling Life Sciences' candidate is ultimately placed.



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## How do I determine which search option is right for my hire?

There are several factors to consider as you select the search option that makes the most sense for your business and your hire.

<b>Urgency of Hire</b>	While we're focused on finding great talent as efficiently as possible for all of our clients, if you have a particularly urgent need for a candidate to be placed, a priority search is often a better choice.
<b>Talent Scarcity</b>	In situations where talent for a specific position is in very high demand, many companies opt for a priority search. This includes positions that: <ul style="list-style-type: none"><li>• <b>Require more senior levels of seniority</b></li><li>• <b>Require highly specialized skills</b></li><li>• <b>Are located in smaller states and cities</b></li></ul>
<b>Fiscal Considerations</b>	Payment in a contingency agreement hire doesn't occur until a candidate is successfully placed, so the timing of that charge is unknown. If payment timing is an important consideration for your department's budget, a priority search offers greater certainty.
<b>Contract Flexibility</b>	If you opt for a contingency search and decide as the search progresses that a priority search may be a better fit for your needs, that transition can be easily made at any time. If you engage in a priority search agreement, there is not an option to transition to a contingency search.





**Will I still be charged** by Sterling Life Sciences if the successful candidate is found through our company's own search efforts or by another search firm?

In most cases, Sterling Life Sciences' searches, whether priority or contingency, are non-exclusive. This means that if the successful candidate was not placed as a result of our efforts, you will not incur a placement fee for our work.



**Does the type of search I choose impact my ability to modify the job description for the position I am trying to fill over time?**

No. As clients initiate their search and begin to meet with candidates it often drives changes in the job description and job title. Whether you select a priority or a contingency search, you will always have the option of modifying the position description and title to ensure it reflects your business needs.



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**If I'm still unsure about which payment option is best for my needs, what should I do?**

One of our Business Development Consultants would be pleased to talk with you to learn more about the specifics of your hiring situation and provide you with additional insight that will assist you in choosing between our priority and contingency search options.

**If you don't already have a contact at Sterling Life Sciences, please email us at [hireing@sterlinglifesciences.com](mailto:hireing@sterlinglifesciences.com)**

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