

DECOUPLED SEARCH, INC.

RETAINED EXECUTIVE SEARCH | REIMAGINED™

MARCH 6, 2019

DECOUPLED SEARCH™ VS. KORN FERRY™

We produce great hires with superior candidate reliability for 1/3 the cost of traditional retained executive search.

GREAT HIRES

The goal of every executive search is to facilitate a good business decision. Great hires can result from internal promotion, external hire, or even choosing to maintain the status quo. What has been missing is a cost-effective means to determine the right candidate for a key position.

We developed DecoupledSearch™ as a better alternative to traditional retained executive search.

For a \$10,000 Search Fee, we'll generate the data you need...6 to 9 qualified & interested external candidates...to facilitate a great hire.

You pay our Hire Fee only if one of our candidates is selected.

SUPERIOR CANDIDATE RELIABILITY

Any competent Executive Recruiter should be able to identify, recruit & start an external candidate...that's Recruiting 101. The real value derived from an external hire is a function of what the hired candidate produces after they join your company.

We protect enterprise value by only presenting candidates likely to remain with your company long enough to produce a return on your investment, and use our industry-leading 3-Year Candidate Warranty™ to mitigate early candidate failure risk.

Should our candidate leave your payroll for any reason prior to their third anniversary, we'll conduct a search for their replacement free of charge.

1/3 THE COST OF TRADITIONAL RETAINED EXECUTIVE SEARCH

Our goal is to create the context for a great hire, irrespective of the source of a candidate.

Frequently, you'll have internal candidates or identify external candidates through other search efforts. Unlike our competitors (who are compensated irrespective of the source of a successful candidate), our Hire Fee is earned only if one of our candidates is selected.

Our customers routinely realize Six-Figure Savings over our traditional retained executive search competitors by using DecoupledSearch™ when choosing internal promotion or external hire from another source.

GEOGRAPHIES SERVED

- North America
- Asia Pacific & India
- Western Europe

OUR HIRING MANAGERS

- Chief Executive Officers
- Other C-Level Executives
- Profit & Loss Managers
- Cost Center Managers
- Revenue Center Managers
- Function Heads

PRICING

- A Search Fee of \$10,000 is collected upon start of your search: Our customers are never invoiced installment, progress or retainer payments.
- Should you select one of our candidates, a Hire Fee equal to 15% of their first-year annual base salary is collected upon their start with your company.
- We pay our own out-of-pocket search expenses; typically reducing your total executive search costs by as much as 15-20% and more importantly, eliminating surprises.

PATRICK K. HARO

SEARCH CONSULTANT

- Native of Silicon Valley, currently residing in Las Vegas & Berlin
- Bachelor of Science (Organizational Behavior) - University of San Francisco
- MBA (Corporate Finance) - University of Chicago
- Lean Six Sigma Black Belt
- 34+ years in the retained executive search industry
- 16+ years residing internationally (Hong Kong, Singapore, Germany)

CONTACT INFORMATION

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