



"To hire the right people is the best
a manager can do."

Lee Iacocca

"First class manager hire people, which have
potential capacity to pass them; second class manager
hire third class people."

Bernd Pischetsrieder

Dear Sir or Madam.

Here is the shortform information about headhunting Perspektiven.

I'm looking forward to your feedback and a good co-operation based on partnership.

- hhP** - our name is a program
- head** - we discover talents of the job candidates
- hunting** - we search, find and select eligible candidates
- PERSPEKTIVEN** - open up new vistas for candidates & companies

Our HIGHLIGHTS – your PROFIT:

Our particular interest is a meticulous recording of each applicant's profile. This also means that we get to know the manager in question, so as to obtain a detailed picture of your "ideal candidate". In this way, we can then make a better pre-selection, because it must indeed not only the technical prerequisites and the "chemistry" of colleagues fit that work together as a team.

active network high brand recognition in the field of various personnel services

quality we also say NO – we only accept mandates, we have the skills, knowledge and time enough

confidentiality 100 % confidentiality toward mandates & candidates;
our headhunter colleagues are „old hands“ with long experience in business

cooperation additional use of the **www** - specialists and executive staff can take the chance to make an application via our homepage and selected international online job sites

recruitment we select for executive search recruiting experts (recruiter pool) with many years of experience for your specific search and business connections

manager-pool we have great manager-pool with interesting candidates from other direct searches and from recent unsolicited applications

promptness in about 90 % of all our searches we present the first candidate three weeks after signing the search contract

guarantee if our candidate resigns from a job within the first 6 months, we present another candidates without a new contingency fee



We carefully determine the requirements of the position to be filled and suggest you to the optimal search model for your needs from our range of services.

Overview of our individual service packages:

hhP - Direct Search – the active recruitment - the classic Headhunting

cost/performance instead of the customary fee - fair 20% to 25% (depending on the number of search requests) for Direct Search / domestic or 30% / abroad - of the annual target income

For major clients / affiliated groups with a lot of Executive Searches / a we offer

cost/performance **hhP – master agreement**
17 % of the annual income / position payable by 2 installments: 5.000 € for recruiting (+VAT) after sign of the search contract and success fee - less the recruiting rate – after our candidate signs the contract of employment

Minimum: 6 Direct Search contracts / 12 month > 50.000 € annual income

„hhP – SPECIALITY“: **Clever-Liga / 3-Step-Search**

As member of our **hhP Clever-Liga** you can use the cost-effective 3-Step-Search, particularly if you need more specialists and executive staff / a. 4.000 € Netto annual fee include, without limitation of the number of searches, the following 3 steps:

- **1. step** - our network = candidates in our „Managerpool“ (Initiative & other Searches)
- **2. step** - Headfishing = clever option to „monster & Co.“
- job posting via our homepage and selected online job sites;

We select candidates – we only present eligible candidates!

cost/performance - success fee: annual income < 100.000 € 8.500 € Netto
steps 1 & 2 > 100.000 € 16 %

- **3. step** - Headhunting = Executive Search - special price **hhP Clever-Liga member**
cost/performance - 18 % of the annual income / position payable by 2 installments

You decide the time starting the 3. step - Direct search!

Another hhP option: **Contract on Success (no initial cost)**

You take advantage of our **Managerpool** (Initiative & other Searches) and **Headfishing** (our partnership with selected online job sites).

We select candidates – we only present eligible candidates!

cost/performance - success fee: 20 % annual income < 100.000 €
22 % annual income > 100.000 €



hhP - Outplacement

fairsolution if you have to break up with senior staff, f.e. depending on economic problems

cost/performance of the coaching and consulting contract in shortform:

- 20 % of the last annual income payable by 3 installments

- situation analysis & personality analysis
- optimization of the application documents
- individual coaching in process of application
- job interview with video-controlled coaching
- return to career assistance / self-employment assistance
- drafting of contracts: assistance and consulting
- support during probationary period

Experience is the most important asset of our Headhunters.
It is the foundation for the professional and customized personal search for your benefit.

- hhP** New PERSPECTIVES for your success
- hhP** We bring together - successful people and successful companies
- hhP** We place professionals and executives
- hhP** We convince by professionalism and performance
- hhP** You are looking for - we find!

With kind regards from Franconia and a successful partnership.

Dr.-Ing. Günter Bauer
Geschäftsführer **headhunting Perspektiven**