

JUNIOR SEARCH	IT & EXPERT SEARCH	MANAGERIAL SEARCH	EXECUTIVE SEARCH
<u>Junior and Support-level Positions:</u> Trainees, executive assistants; basic support staff, non-technical, non-digital & non-supervisory roles.	<u>IT, Technical &amp; Senior Positions:</u> All IT, digital & technical roles. All senior / supervisory roles in any industry. All best in class skills or headhunting from a targeted company or rare industry.	<u>Management Positions:</u> All managers and department heads.	<u>Executive Level Positions:</u> President; general manager; C-level positions, country manager; regional (Asian) manager; vice president, director.
<u>Key Terms</u> PHP 7000 initial fee (deductible from the Success Fee) <b>1.5 months' salary as success fee</b> 2 month replacement guarantee	<u>Key Terms</u> PHP 7000 initial fee (deductible from the Success Fee) <b>1.75 months' salary as success fee</b> 2 month replacement guarantee	<u>Key Terms</u> PHP 7000 initial fee (deductible from the Success Fee) <b>2 months' salary as success fee</b> 3 month replacement guarantee References check included	<u>Key Terms</u> PHP 7000 initial fee (deductible from the Success Fee) <b>2.25 months' salary as success fee</b> 4 month replacement guarantee Executive consultation 1 free personality profile Reference checks included
Fee equivalent: 12.5% of annual salary	Fee equivalent: 14.58% of annual salary	Fee equivalent: 16.66% of annual salary	Fee equivalent: 18.75% of annual salary
<u>Sample Job Titles</u> Personal assistant; executive assistant; virtual assistant; junior accountant; junior sales staff, junior marketing staff, junior HR staff; junior administration staff; trainee, fresh graduate roles.	<u>Sample Job Titles</u> Digital marketing, SEO, social media; digital designer; software developer / engineer; web developer; mobile developer; software architect; construction, mechanical or civil engineer. All senior or supervisory financial, HR, marketing, sales, administration, operations roles and technical sales.	<u>Sample Job Titles</u> HR manager; sales manager; marketing manager; operations manager; finance manager; division manager; business manager; IT manager; project manager; technical manager, development manager.	<u>Sample Job Titles</u> CEO; COO; CFO; CMO; CIO; CTO; vice president; director; country manager; managing director; Asia-Pacific manager.

EXPAT SEARCH	TEAM SEARCH
<u>Any type of position where an Expatriate/Repatriate is being targeted:</u> Expats; expatriates; foreign nationals, repatriating Filipinos.	<u>Any combination of 4 to 10 Junior, IT &amp; Expert or Managerial Searches:</u> Executive and Expat Searches are not included.
PHP 7000 initial fee (deductible from the Success Fee) <b>2.25 month's success fee (Fee equivalent: 18.75% annual salary)</b> 4 month replacement guarantee Executive consultation 1 free personality profile Reference checks included	PHP 25000 initial fee (deductible from the Success Fee), refundable against first 4 success fees (at PHP 6250 each) Used for 4 to 10 positions Valid for 6 months <b>Success fees as per individual search service terms</b> Replacement guarantee as per individual search service terms