

Business Relationship Services Provided by <a href="#">Management Recruiters of Winsted, Inc.</a>			Invested		
Service	Objective	Process	Retained fee based on position level and presentation date	Contingency fee @% of hired candidate's first year cash income	Non- Invested Fee Based Services
<b>Industry Research</b>	Support client objectives with relevant industry information.	Industry research can involve any or all of the following: ** Research competitive (non-client) companies and niche markets within the communications industry ** Salary Surveys	Included	Included	\$200 per hour
<b>Job Posting</b>	Increase visibility of client's open positions through online posting and personal networking.	Post client positions to corporate web sites. ( <a href="#">WirelessCareers.com</a> and <a href="#">BrilliantPeople.com</a> ) Daily exposure to key individuals in the industry through personal networking of MRW research staff. Post to select industry sensitive web sites, providing maximum exposure to attract candidates.	Included	Included	\$1,500 per position
<b>Resume Review</b>	Review and sort resumes received by client in response to print and online advertisements.	Resumes are reviewed with respect to defined positions and for general fit with company culture and objectives. Resumes are sorted based on client specifications.	Included	Included	\$200 per hour
<b>Resume/Candidate Sourcing and Screening</b>	Source and present candidate resumes which meet pre-approved selection criteria.	Review proprietary and online databases for resumes matching client's criteria. Candidates sourced are contacted and pre-screened for client requirements based on selection criteria. Selection criteria include product/industry experience, education, relocation, salary, and availability.	Included	\$400 per hour <i>Billed in 5 hour increments</i>	\$600 per hour <i>Minimum of 15 hours</i>
<b>Client Interview through Offer</b>	Facilitate recruiting process from client interviews with candidates through client's offer of employment.	Client identifies a candidate (or candidates) to interview: ** MRW arranges meeting and debriefs the candidate and hiring manager as part of the interview process. ** Interview schedules are prepared with MRW including travel itinerary arrangements and communication of those arrangements to the candidate. ** Relocation information and assistance is provided to the candidate and family. This includes information about local community, schools, real estate, and arrangements for VIP tour of the area.	Included	Included	\$300 per hour
<b>Contract Negotiation</b>	Facilitate the negotiation process between candidate and client from offer to placement.	In this most important stage of the process, MRW assists client in forming an offer that will be accepted and qualifies competitive offers the candidate is reviewing.	Included	Included	\$300 per hour
<b>Reference Checking</b>	Provide objective references.	Secure reference names and complete reference forms. Provide client with a written report.	Included	Included	\$200 per Reference Check
<b>Candidate Testing</b>	Provide specialized candidate testing.	** Administer client directed test and provide results. ** MRW administered <i>SelecSys - Behavior Analysis Profiling</i>	Test cost	Test cost	<i>Test cost plus \$200</i>
<b>Training</b>	In-house assistance with client's HR department.	Provide training seminars to client to assist in all phases of the hiring process. Seminars are selectively designed to meet client's requested needs.	\$1,000 per day plus expenses	\$2,000 per day plus expenses	\$3,000 per day plus expenses