

# 1st Executive Guarantee

Innovative Pricing and Guarantees reflect a commitment to excellence



**Guarantees can be invoked when a new hire leaves - for any reason!**

## **3 Month Replacement Guarantee**

A minimum standard applied to contingent and non-executive standard fee work. No fault departures separate this from industry standards.

## **6 Month Replacement Guarantee**

Well ahead of industry standards, this is available on executive search and executive recruitment assignments where 1st Executive is retained or exclusive.

## **12 Month Replacement Guarantee**

Available on Executive Search Assignments and based on agreed commercial terms. The 12 month guarantee can be invoked if your new hire leaves for any reason.

Guarantees may be voided in the event of non-payment of fees, legal breaches, discrimination or harassment of employees.



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