

RECRUITING & SEARCH SERVICES

Cyber Threat Solutions, Inc. (CTS) is a *Full-Service Employee Search and Recruitment Firm* with a focus in the areas of information technology, as well as providing staff augmentation to meet the needs of our clients. Our team of experts recognize that recruiting is both an art and a science.

- *The art is getting to know a candidate to understand whether she/he is the best fit for the job.*
- *The science involves defining detailed job requirements so one can conduct a focused search for the right prospects, using a proven process for moving candidates through the system, and accurately measuring results.*

Our team has the background and experience to provide both advisory and consulting support to our clients to actively develop a recruiting plan to successfully recruit candidates for your critical open positions.



CTS “best value” approach to sourcing candidates is simple:

- work with the client to thoroughly understand the position;
- identify key aspects of the position that will make the candidate successful; and
- offer a highly competitive placement fee schedule.

www.CyberThreatSolutions.com

Placement Fee Schedule

We believe our approach to placement fees is a revolutionary change for this industry. Since our executive team comes from companies that engaged recruiting and search firms to help staff positions within their operations, they understand how frustrating it can be when a candidate does not meet the firm’s expectations, or leaves the company during the 1st year of service. So our firm took a different approach: (1) Establish a placement fee based on 1st year total compensation of the candidate selected; and (2) Establish a placement fee schedule that uses three milestones over a 1 year period:

Milestone 1 - Candidate Hire Date: Client pays CTS 50% of the negotiated placement fee agreed to by both the Client and the candidate for the successful hire. This payment is made to CTS by the Client within 14 days of the selected candidate hire date.

Milestone 2 - 90 Day Candidate Evaluation Period: At the conclusion of the 90 day candidate evaluation period, the Client pays CTS 25% of the total placement fee agreed to by both the Client and the candidate for the successful hire. This payment is made to CTS by the Client within 14 days of the selected candidate's 90 day evaluation period based on the candidate's hire date.

Milestone 3 - 12 Month (365 day) Warranty:

At CTS, we believe that a true partnership involves all parties. As a result, the remaining 25% of the total placement fee agreed to by both the Client and the candidate for the successful hire is not paid until the warranty period has ended.

If the candidate leaves our Client for any reason during the period between the 91st and 365th day of employment, the Client will not be invoiced for the remaining 25% of the placement fee. When was the last time you engaged a recruiting and search firm that stood behind their candidates with a 12 month, 365 day warranty? That is our commitment to our Client's success.



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