

Talent Management as a Service (TMaaS)

A volume and term agreement providing:

- **Greater than 50%** savings from standard Retained Search assignments.
- A **recruitment team** dedicated to sourcing top talent for your company.
- **No job ads and job boards** – We are a team of good old fashioned headhunters sourcing the best talent in the marketplace.
- A strong focus on aligning the **corporate cultural fit**, in addition to the obvious technical requirements. The most technically qualified candidate may only work out if a solid cohesion with your specific company's work dynamics exists.



We are pleased to present Calderwood Search Partner's Talent Management as a Service (TMaaS) solution that can enhance your organization's recruitment strategy while providing significant annual savings and P&L stability.



SCOTT CALDERWOOD
PRESIDENT/CEO

Proposed Recruitment Services:

- Direct liaison with your hiring managers.
- In-depth understanding of your position requirements.
- Comprehensive management of the entire recruitment process.
- Cultural fit interviews with detailed feedback for your hiring team.
- Coordination of all aspects of the interview process.
- Presentation of employment offers to final candidates.
- Assistance in negotiations between your organization and successful candidates.
- Background and reference checks as required.
- Regular weekly progress reports.
- Bespoke activities to meet individual client needs.

OUR EXPERT TEAM

President or VP of Client Engagement

- Overall account contact.
- Back-up for VP of Recruitment.
- Escalation point.
- Involvement in final candidate interviews – Final check prior to submitting candidate for consideration.

Vice President of Recruitment

- Day-to-day primary contact.
- Manages recruitment team and the recruitment process.
- Candidate vetting and interviews.
- Coordination of interviews with hiring managers.
- Creation of detailed weekly progress reports.

Technical Lead

- Technical consultant when needed.

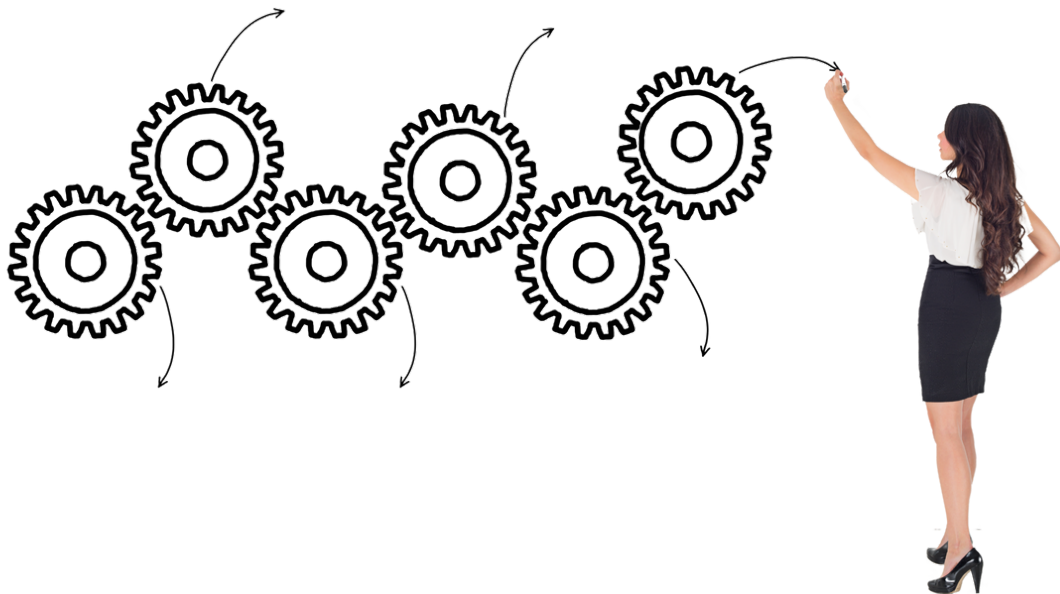
Dedicated Recruiter(s) – Dependant on annual volume commitment.

- Reports to VP of Recruitment.
- Source qualified candidates.
- Share position details and confirm interest.
- Provide vetted candidates for formal interviews.

Operations Synergy Director

- Manages administrative tasks.
- Coordinates candidate information collection.
- Oversees administration of branded candidate management portal.
 - Assists client with day-to-day talent management administrative tasks.

RECRUITMENT PROCESS



1. Notification of a new search.
2. Preliminary research and preparation.
3. Kickoff call to understand the role and align our process to meet your specific needs.
4. Search profile creation and requirement understanding.
5. Commencement of search activities.
6. Initial interview to gauge candidate fit and interest.
7. Formal interview and candidate assessment.
8. Final interview and cultural fit assessment.
9. Presentation of candidates to your hiring team.
10. Management of the interview process.



PERSONALIZED BRANDING & REPRESENTATION

As your dedicated recruitment partner, we will represent your brand while sourcing candidates. To ensure a strong representation of your organization, we propose:

- Utilize your corporate email addresses to represent your company directly.
- Integration of our candidate management portal with **your corporate branding**.

The screenshot displays a recruitment dashboard for 'Client Company Inc.' with the following sections:

- Campaign Documents:** A list of documents including Job Description, McQuaig Job Survey, McQuaig Comparison Report, and Progress Report.
- Map:** A Google Map of Montreal and surrounding areas.
- Campaign Candidates:** A table of candidates with their suitability scores.

Candidate	Your Suitability Score	Team Suitability Score
John Smith (Shortlist)	97%	97%
Sarah Taylor (Shortlist)	94%	94%
Harvey Valentine (Shortlist)	89%	89%
Laura Wagner (Shortlist)	85%	85%



DEDICATED TALENT ACQUISITION TEAM

There has been a tendency for companies to employ an internal Talent Acquisition team to satisfy their hiring needs. While this model has the potential to be cost-effective, the manager of this team is frequently not an expert in the field. Consequently, they may struggle to offer the necessary support in an area that demands continual adaptation.

The TMaaS solution is designed to meet the hiring requirements of your business growth in 2024.

Our team can handle the ebbs and flows of your hiring requirements, quickly scaling up for additional activities.



COST OF SERVICE

The cost structure of Talent Management as a Service depends on a committed number of placements within a one-year agreement. When the appropriate volume of candidate placements is chosen, the fee structure provides the best possible rates.

Number of Placements	Cost Per Month	Annual Cost	Average Cost Per Placement	Overage Rate Per Additional Placement
6	\$7,000	\$84,000	\$14,000	\$16,000
12	\$13,000	\$156,000	\$13,000	\$15,000
18	\$17,250	\$207,000	\$11,500	\$14,000
24	\$20,000	\$240,000	\$10,000	\$12,000
30	\$23,000	\$276,000	\$9,200	\$11,000
36	\$25,000	\$300,000	\$8,333	\$10,000

Executive positions that report directly to the CEO or Board count as 2 placements due to the complexity of the search.

Engaged Recruitment vs. TMaaS - Cost Comparison

Service Options (Annual)	Average Engaged Recruitment Fee Per Placement	Engaged Search Annual Cost	Average TMaaS Recruitment Fee Per Placement	TMaaS Annual Cost	TMaaS Annual Savings	Percent of Savings
6 Placements	\$33,600	\$201,600	\$14,000	\$84,000	\$117,600	58%
12 Placements	\$33,600	\$403,200	\$13,000	\$156,000	\$247,200	61%
18 Placements	\$33,600	\$604,800	\$11,500	\$207,000	\$397,800	66%
24 Placements	\$33,600	\$806,400	\$10,000	\$240,000	\$566,400	70%
30 Placements	\$33,600	\$1,008,000	\$9,200	\$276,000	\$732,000	73%
36 Placements	\$33,600	\$1,209,600	\$8,333	\$300,000	\$909,600	75%

Calderwood Search Standard Dedicated Search Fee = Average Salary of \$140,000 x 24% = \$33,600

REPLACEMENT POLICY

In the unlikely circumstance that a candidate departs the company for any reason within 180 days from the date of employment and the role remains unchanged, a new candidate will be sourced at no additional cost or deduction from the placement pool.






THANK YOU

We appreciate the opportunity to share our TMaaS solution, which is designed to optimize your recruitment process. With our dedicated team, customized services, and competitive pricing, we are confident that a partnership with Calderwood Search Partners will yield significant benefits for your organization. We look forward to discussing and exploring how our TMaaS solution can meet your recruitment needs in 2024 and beyond.

**Let's connect and transform
your recruiting experience!**

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