

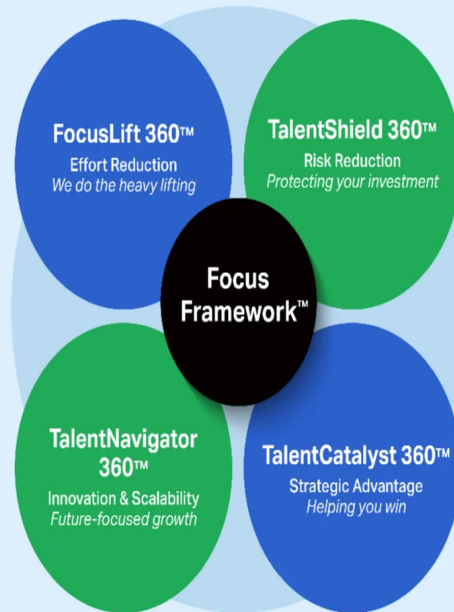
RPO Service Investment Options

Flexible Engagement Models for Strategic Talent Acquisition

DynamicsFocus, LLC

Developers of the Industry-Leading **FocusFramework™**

A proprietary 4-pillar recruiting methodology designed to reduce effort, minimize risk, deliver strategic advantage, and scale with innovation.



Boutique Recruiting Services

DynamicsFocus offers three distinct RPO engagement models designed to align with your organization's hiring volume, budget requirements, and strategic objectives.

Each model provides the same white-glove service, access to our 25-year network of Microsoft Dynamics and NetSuite professionals, and our proven FocusFramework™ methodology.

Choose the model that best fits your talent acquisition strategy.

Option 1: Project-Based RPO

Fixed Investment for Defined Hiring Initiative

Investment	\$150,000 for 10 Successful Hires
Structure	<ul style="list-style-type: none">• Total Project Fee: \$150,000• Per-Hire Rate: \$15,000 flat fee per successful placement• Project Timeline: 6 months from engagement start• Payment Terms: \$50,000 upon contract execution, \$50,000 at 90 days, \$50,000 at completion
Savings vs. Standard 27% Rate	\$174,000
Key Benefits	Complete budget predictability, aggressive per-hire savings (54% discount vs. standard 27% rate), milestone-based payments aligned with project progress, and dedicated recruiting focus on your defined hiring initiative.
Ideal For	Organizations launching new practice areas or expanding teams rapidly, defined expansion initiatives with clear headcount targets, budget-conscious organizations seeking predictable fixed-cost recruiting, companies needing immediate recruiting capacity for time-sensitive projects.

Option 2: Hybrid Retainer + Performance Model

Monthly Partnership with Reduced Success Fees

Investment	\$8,000/Month + 18% Per Hire
Structure	<ul style="list-style-type: none">• Monthly Retainer: \$8,000 per month (billed in advance)• Success Fee: 18% of first-year base salary per placement• Minimum Term: 6-month commitment (\$48,000 total retainer investment)• Payment Terms: Monthly retainer invoiced on 1st of month; success fees invoiced upon candidate start date
Success Fee Savings	33% discount per placement (18% vs. 27% standard rate)
Example Scenario	<p>5 hires over 6 months at average \$120,000 salary:</p> <ul style="list-style-type: none">• Retainer: \$48,000 (6 months x \$8,000)• Success Fees: \$108,000 (5 x \$120k x 18%)• Total Investment: \$156,000 (\$31,200 per hire)
Volume Advantage	<p>As hiring volume increases, the retainer cost spreads across more placements:</p> <ul style="list-style-type: none">• 2 hires: \$32,400 per hire• 5 hires: \$31,200 per hire• 8 hires: \$27,600 per hire• 10 hires: \$26,400 per hire <p>With 10 hires, you save \$12,000 vs. standard 27% rate!</p>

Option 3: Tiered Volume Pricing Model

Progressive Savings Based on Annual Hiring Volume

Investment	27% → 22% → 19% Based on Volume
Structure	<ul style="list-style-type: none">• Engagement Fee: \$10,000 upon contract execution• Hires 1-3: 27% of first-year base salary (standard rate)• Hires 4-6: 22% of first-year base salary (18.5% discount)• Hires 7+: 19% of first-year base salary (29.6% discount)• Annual Reset: Volume tiers reset each contract anniversary• Payment Terms: \$10,000 engagement fee upfront; success fees invoiced upon candidate start date
Example Scenario	<p>10 hires throughout the year at average \$120,000 salary:</p> <ul style="list-style-type: none">• Hires 1-3: \$97,200 (3 × \$120k × 27%)• Hires 4-6: \$79,200 (3 × \$120k × 22%)• Hires 7-10: \$91,200 (4 × \$120k × 19%)• Engagement Fee: \$10,000• Total Investment: \$277,600 (\$27,760 per hire average)
Savings vs. Standard 27% Rate	\$46,400
Key Benefits	No upfront investment required, automatic progressive discounts reward partnership growth, strongest savings potential for high-volume hiring, pay-only-for-results structure, and simple performance-based model without complex terms.

Ideal For

High-growth organizations with significant annual hiring volume, companies preferring performance-based fees without upfront retainers, organizations building long-term strategic recruiting partnerships, fast-scaling practices seeking progressive cost reductions as volume increases.

Side-by-Side Comparison

Quick Reference Guide (Based on 10 Hires at \$120,000 Average Salary):

Model	Total Investment	Per-Hire Average
Project-Based	\$150,000	\$15,000
Hybrid Retainer	\$312,000 (\$96k retainer + \$216k success)	\$31,200 Drops to \$26,400 with 10 hires
Tiered Volume	\$277,600	\$27,760
Standard 27% Rate (Baseline)	\$324,000	\$32,400

■ **Hybrid Model Advantage:** The per-hire average decreases significantly with volume. At 6 months with 10 hires, the per-hire cost drops to \$26,400—actually saving \$12,000 vs. the standard 27% rate while receiving priority service and dedicated resources!

What Every Model Includes

Regardless of which investment model you select, every DynamicsFocus RPO engagement delivers the full power of our FocusFramework™ methodology:

- **25-Year Network Access:** Immediate connection to the largest network of Microsoft Dynamics, NetSuite, and AI professionals in North America and Europe
- **Managing Partner Oversight:** Direct involvement from Bryan Ray on every search with dedicated team support
- **Comprehensive Candidate Screening:** Skills validation, cultural fit assessment, and AI-powered behavioral evaluations
- **Full-Cycle Recruitment Management:** From sourcing and screening through offer negotiation and onboarding support
- **Passive Candidate Focus:** Targeting the 75% of elite talent not actively looking or responding to job boards
- **Market Intelligence:** Ongoing insights into compensation trends, competitor activity, and talent availability
- **100-Day Guarantee:** Full replacement at no additional cost if a placement doesn't work out within the first 100 days
- **Transparent Reporting:** Regular updates on search progress, candidate pipeline, and market conditions