



SERVICES OFFERING & FEES AS OF DECEMBER 2023

SERVICES

Recruiting Breadth

- The Consortium recruits on **dozens of campuses** across the region on behalf of regional accounting firms.
- Our **comprehensive network of accounting professionals** is ready for placement across a variety of roles and experience levels.
- With a broad reach, we interact with **significantly more candidates** than any one firm can on its own.

Industry Expertise

- The Consortium has a team of **experienced accounting recruiters** who have been selected for their ability to connect with both student and working professional demographics.
- Our recruiters utilize our **well-developed screening and vetting process**, while engaging and attracting top-notch candidates.
- With a focus on **quality talent acquisition** and **internal cultural assessment**, we connect you with candidates who truly fit.

Superior Process = Superior Results

- The Consortium completes a cultural assessment of your firm upon joining the group. Our staff gathers feedback from multiple members of your firm to prepare a cultural profile. We then screen candidates against your firm's profile to ensure a higher likelihood that the candidates we present would be an **ideal cultural fit**.
- Our team **streamlines the recruitment process**, coordinates interviews of well qualified and interested candidates, and facilitates every step of the recruitment and hiring process, including offer management and negotiations (if desired).
- More candidates and better vetting yields better results.

FEES

- The Consortium's placement fee is a percentage of the guaranteed compensation to be paid to the new hire in the first year:
 - 23% placement fee (per hire) for 2 to 4 hires
 - 20% placement fee (per hire) for 5 to 7 hires
 - 18% placement fee (per hire) for 8 or more hires
- Placement fees are payable 1/3 upon contract signing; 1/3 upon submission of candidates; and 1/3 upon commencement of employment of new hire(s).