



Pin-Point Solutions: Sales & Marketing Practice Area

Retingency – Modified Retained Search

PinPoint Solutions offers an alternative to a full Retained Search called “Retingency” or a modified-retained search. Retingency is a solution that is becoming more and more popular with our clients. It straddles the fence between contingency and full retained search. Under a retingency agreement, PinPoint Solutions charges clients a “mini-retainer” (typically 20% of the estimated fee) at search inception to be applied toward the final invoice once the position is filled.

(cont. on next page)

Retingency – Modified Retained Search (cont.)

PinPoint Solutions will utilize the initial retainer to engage our internal research department and generate search-specific research targeting potential candidates from specific companies, industries, geographies or skill-sets. Retingency guarantees dedicated resources for our clients. Following outreach to these targeted individuals, the Executive Recruiter will conduct phone screens with each candidate screening for job and culture fit. A summary of this information is then presented to the client, in weekly or bi-weekly updates.

PinPoint Solutions delivers a high quality, consistent product. This option is most widely adopted by organizations with strong internal assessment tools. Retingency is typical for Sr. Manager to VP level roles, stretching from \$120 – \$250k on base salary.

Retingency is a proven solution for critical openings with very specific or challenging requirements. Because we work on these critical executive openings on “mini-retainer,” we get potential candidates to respond who might not otherwise respond to “contingency” inquiries. You also have a dedicated resource that is engaged on the search until completion, no matter how difficult the search may be.

Please let me know if you may be interested in learning more about our Retingency offering.

Leadership: Sara Kosmer

Sara Kosmer is the Practice Area Director for Sales & Marketing at PinPoint Solutions.

She started her career in Recruiting nearly 10 years ago. After a year or two in Contingency, Sara moved to our retained division, Westport Intl, and founded our company’s internal research department. Sara spent several years managing the department and sourcing candidates for executive level openings across the organization. Today, Sara has moved back to PinPoint Solutions, bringing with her a search approach to contingency. Sara holds her bachelors degree from the University of Dayton.

 **Connect with Sara on LinkedIn**

 **Connect with Sara on [pin-pointsolutions.com](https://www.pin-pointsolutions.com)**

SARA KOSMER

Practice Area Director

Sales & Marketing

Office: 864-271-8874

sara@pin-pointsolutions.com

 **PinPoint Solutions**