

WANTED

a better way to hire

BountyJobs

BountyJobs is an online marketplace where employers have access to thousands of experienced headhunters – all ready to submit quality resumes as soon as a position is posted.

There are no costs to join and no monthly membership fees.

Employers choose their fees and pay one vendor, BountyJobs, who delivers the award to the successful headhunter.

IT'S FAST. IT'S FOCUSED. IT'S FAR REACHING. IT'S THE NEW FRONTIER OF RECRUITING.

Fill Vacancies Faster



BountyJobs is used by thousands of professional headhunters, giving you access to a huge pool of talent. When you post a job, you can expect immediate response and top quality resumes – even for hard-to-fill positions.

Choose Headhunters on Performance



Review detailed profiles and statistics for every headhunter to help choose your placement partners. Disengage unproductive vendors with the click of a button.

You Hire, We Handle The Rest



A single contract with BountyJobs means no more procurement approvals or individual agency contracts and payments. Add the BountyJobs' employment guarantee and you have the closest thing to hassle-free hiring available.

Take Back Enterprise Control



BountyJobs Enterprise gives you an instant view into all your staffing department recruiting and financial activity. It is fast and easy to implement, and the in-depth reports and spend analyses let you track and manage staffing in ways never before available.

Open Bounties

Bounty	Headhunter View	Active Submissions New Total	Engaged Headhunters	
Manager of Leadership Development 25% of salary Massachusetts - Framingham/Worcester	13	0 0	0	Update Bounty
Sr. Corporate Financial Auditor 25% of salary Massachusetts	143	1 6	5 1 Request	Update Bounty
Sr. Compensation Analyst 25% of salary Massachusetts	72	0 3	2	Update Bounty
Distribution Center Asst. General Mgr. 30% of salary Massachusetts	121	0 7	3	Update Bounty
Regional Human Resources Generalist 15% of salary Maryland - Baltimore	104	1 3	6 Blocked	Update Bounty
Financial Analyst 25% of salary Massachusetts - Framingham/Worcester	197	1 6	2	Update Bounty
Vice President Marketing 25% of salary California - San Francisco	239	2 3	3 1 Request	Update Bounty
Administrative Assistant 20% of salary Massachusetts	126	3 6	3	Update Bounty

View a snapshot of activity on each of your open jobs

Bounty Detail | [View Description](#)

Sr. Corporate Financial Auditor | [Close Bounty](#)
25% of salary
Massachusetts

5
1 Request
[Update Bounty](#)

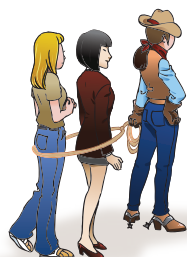
Submissions 1 Unopened | [Show Rejected](#)

Resume	Candidate	Notes	Headhunter	Submitted	
	Sandra Levitt Unopened		Amy Parrillo Parrillo Asso.	Jan 09 07:48 AM	Take Action
	Robert Bond Being Considered		Ron Cohen Cutter Asso.	Nov 08 11:37 AM	Take Action
	Susan Eckenrode Offer Extended		Dan Cutler Cutter Asso.	May 20 09:33 PM	Take Action
	David Williams Being Considered		Andrew Rose Rose Associates	May 20 09:26 AM	Take Action
	Brian Cohen Interviewing		Dan Cutler Cutter Asso.	Apr 02 01:26 PM	Take Action

Bounty Bulletin Board | [Add Bulletin](#)

Date	Bulletin	
Dec 05, 8:15 PM	I will be on vacation during the next 7 days. Please keep the resumes coming and I will review and get back to you when I return.	Delete
Sep 11, 9:35 PM	Big 4 experience is a plus but not a must.	Delete

Manage candidates and communicate with headhunters



NO RISK

No start-up or membership fees

★
Pay only on placement

★
Full employment guarantee

★
No obligation

ALL GAIN

Expand your talent pool

★
Reduce time to fill

★
Eliminate administrative hassles

★
Access enterprise reporting

How it Works

1 Post a Job Description

When you have a position to fill, you post the details on BountyJobs, along with the fee you will pay when a headhunter fills your job.

2 Engage Headhunters

A headhunter must ask your permission to submit resumes for the position. Check out their credentials and performance history on BountyJobs before choosing to accept or decline.

3 Review Resumes

Receive candidates and shepherd them through your normal process. Use BountyJobs messaging or communicate with headhunters offline to drive your placements.

4 Award Bounty

When you make a placement, you pay the bounty direct to BountyJobs, who delivers the appropriate funds to the successful headhunter. BountyJobs will refund the full bounty if the candidate does not work out for up to 90 days.

Headhunter Profile

Anna Brown | [Remove contact](#) | [Invite Headhunter](#)
Last login Jan 08

Contact Details

Ms. Anna Brown

Primary: 617-555-8983
Secondary: 617-555-8988
Fax: 617-555-8980

29 Fill Ave.
Boston, MA 02119

24 Seven Inc.
www.24seven.com
1-5 Employees

Experience and Education Details

12 Years Recruiting
NYU
Certifications: CDR, CIR, CPC

Industry Specialties

Retail / Wholesale

Job Category Specialties

Information Technology

Sales / Marketing

BountyJobs Statistics

Hunting Bounties Since: Mar 12, 2007

7 Engaged Bounties

66 Submissions

9 Placed Candidates

14% Fill Rate

Headhunter Description

I am an independent recruiter focusing on Retail. I live in the Boston area and can source candidates in the North East as well as other areas. I have a very large data base of candidates that I can pull from. I would greatly appreciate working on your positions and appreciate communication so that I can learn your needs. I can locate the hard-to-find, successful candidates at the top of their games; people who can make an immediate impact on your business.

Fill History

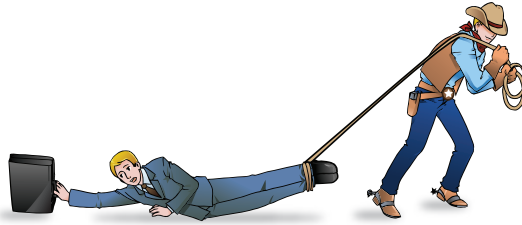
Bounty	Filled
Receptionist The TJX Companies, Inc. Retail / Wholesale	Jun 12
VP of Sales The TJX Companies, Inc. Aerospace / Aviation / Defense	Jun 27
Administrative Assistant ATMI Sports / Recreation	Aug 19
Sr. Accountant The TJX Companies, Inc. Healthcare / Health Services	Sep 20
Audit Director The TJX Companies, Inc. Retail / Wholesale	Oct 09

Widgets, Inc. User Activity

Name	Open Bounties	Average Bounty	Submissions Active Total	Engaged Headhunters	Hired Candidates
Brad Smith Widgets, Inc. - San Francisco Last login: Dec 07, 1:52 PM	5	18%	6 8	12	3
Dana Miller Widgets, Inc. - San Francisco Last login: Oct 15, 10:51 AM	3	22%	12 18	5 1 Request	2
Gabriel Payne Widgets, Inc. - Framingham Last login: Jan 09, 1:58 PM	5	24%	18 41	11 1 Request	4
Gregg Shaw Widgets, Inc. - Framingham Last login: Dec 10, 1:08 PM	4	21%	28 34	10	0
Julie Gold Widgets, Inc. - Framingham Last login: Nov 05, 3:53 PM	4	25%	0 0	0	1
Liz Thompson Widgets, Inc. - San Francisco Last login: Oct 15, 10:51 AM	5	22%	12 18	15	2
Patricia Samuel Widgets, Inc. - Framingham Last login: Jan 09, 1:58 PM	1	20%	0 0	0	0
Robyn Gordon Widgets, Inc. - Framingham Last login: Dec 10, 1:08 PM	3	21%	28 34	13 1 Request	0

Choose headhunters based on experience and performance.

Track and manage recruiting across your company.



BountyJobs

Pricing and Policies

Terms of Use

To minimize paperwork and maximize efficiency, BountyJobs uses one central and fair Terms of Use to govern the relationship between all parties.

Bounty Payment

On the candidate's start date, BountyJobs sends an electronic invoice for the bounty fee. Payment is due to BountyJobs net 30 days. There are no costs to join and no monthly fees.

Previously Considered Candidates

No fee is due if you hire a candidate introduced through another source within the previous six months.

Employment Guarantee

If an employee you've hired through BountyJobs doesn't work out, BountyJobs will refund the fee in full. Fees 20% of base salary and higher carry a 90 day guarantee from start date. Flat Fees and fees 19% of base salary and lower carry a 60 day guarantee.

Non-Solicitation

Headhunters may not recruit employees from employers with whom they made placements in the past 12 months.

Protecting Your Privacy

Your contact information is not revealed to marketplace headhunters until you engage them on your job and they must keep all information learned in a search confidential.

Warpnet Inc. April 2008 Sources									
POSTINGS BY USER									
Source Name									
Steve Jobs/Bobbi/Andi	Job Function	Bounty Percentage	Revenues	Costs Paid	Times	Revenues			
Manager - 100 Top Audio & Planning	Thompson/Scott	20%	0	\$10,000	100	0			
Service Financial Auditor									
Human Resources Generalist									
POSTINGS BY FUNCTION									
Jobs Filled in April									
Manager/Tr. Manager And	Steve Jobs/Bobbi/Andi	20%	0	\$10,000	100	0			
Human Resources Manager	Thompson/Scott	20%	0	\$10,000	100	0			
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"BountyJobs.com is the best new sourcing tool I have seen in a long time. I get to try new search firms without all the hassle of getting them signed up with a contract and Bounty manages the entire process."

Cathy Henesey
Leader, Talent Acquisition
Trane, Inc.

"I have been blown away by the effectiveness of BountyJobs for VP level executive positions. The speed and ease of use of this technology effectively makes BountyJobs the best sourcing tool I have ever used!"

Harry Wilson
Director of Executive Recruiting
Freddie Mac

"I'm officially addicted to BountyJobs. I really think your site will be a big hit in this industry."

Nichole Franklin
Global Staffing
Colgate-Palmolive

"BountyJobs is a fabulous concept! It is so much easier than dealing with agencies offline...I'm now telling all of them to go to BountyJobs when they call!"

Eileen Esainko
Employment Manager
Hyatt Hotels

"Based on terrific results, I'm recommending Bounty to my HR partners throughout the enterprise."

Barry Ansell
Vice President Executive Recruitment
Kellwood Company

"It is the kind of win, win situation that is hard to walk away from!"

Jim Stroud
Sourcing Specialist
Microsoft

"I get shown a lot of new recruiting technologies and few impress me... BountyJobs does."

Bill Radin
Author, Trainer, Recruiter



BountyJobs

www.bountyjobs.com

Contact us at 212.803.7330 or employers@bountyjobs.com