



Dear Potential Client,

Thank you for your interest in our staffing services. We are committed to making staffing simpler and more cost effective for you. We use: our proprietary job building software, our personal network of security professionals, our social channels, our partners, and our recruiting tools to identify, engage, and deliver exceptional talent for your particular role and culture.

When you decide to partner with us, you will be assigned a CyberSN Staffing Director to work directly with you. Our staffing directors are seasoned, intelligent professionals. They understand the roles and responsibilities of cyber professionals, the salary landscape, and how humans think, feel and perceive while job searching. Behind each Director is the entire CyberSN team, our network, our technology, and our partners; all candidates are shared at CyberSN. In order for CyberSN to acquire and retain our staffing Directors, we must enter into contracts that respect our time and effort.

Finding and engaging Cyber technical and sales talent is more difficult and time consuming than recruiting for non-security positions. Our leadership comes from a long history of technical staffing prior to CyberSN and the cost of sales for cyber talent is five times greater! With this in mind, CyberSN's fee structure has been crafted through years of experience in an effort to provide our teammates a place to work where they can thrive, while simultaneously providing a five-star service to you. **We offer two models for permanent staffing services: contingency or engaged.**

Through our over 25 years of experience we have witnessed the difference in commitment from our clients when they have skin in the game and when they don't. When you commit to us by paying a portion of the fee up front, our cost is reduced and, in turn, we can reduce our cost to you. By paying for our work when we begin our search, we significantly lower the risk of not making a placement with you and thus, our cost is lower.

Our rate for contingency search is 30% of the candidate's annual base salary. Our rate for engaged search is 25% of the candidate's annual base, with a non-refundable 10k advance at the kick-off of the search for each open position. If you have any questions on our fees, please let me know. I am always available to discuss our services further.

Here is a [link](#) to an overview of the work we do on your behalf for both contingency and engaged searches.

Thank you again for your interest. We look forward to servicing you and delivering results that will delight you!

Veronica Mollica
VP of Cyber Security Staffing