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"Great Salespeople for Great Companies"

### **Proposal**

To locate and recruit a high performing Sales Person for YOUR COMPANY.

### **Concept**

Sales Recruiters of Virginia (SROV) will assist in attracting, interviewing, and hiring motivated salespeople and, because of the uniqueness of its structure, SROV can do this at a fraction of the cost that a professional sales recruiter normally bills its clients.

## Services

SROV will provide the following services:

1. Needs Assessment... We learn about your company's culture, your history, and your current business objectives. A site visit is conducted whenever possible.
2. Job Description... SROV will conduct a structured interview with as many decision makers as possible to develop a complete picture of the position. Everything from the necessary skill set and experience base to the employee's day-to-day routine will be included in this process.
3. Identification... Guided by our research efforts, SROV will identify the most qualified candidates for the position.
4. Evaluation... SROV will qualify candidates based on sales skills, necessary experience, and fit with your company's culture. An exceptional candidate pool, consisting of the top qualified candidates, is the result of our evaluation process.
5. Presentation... Selected candidates from the final candidate pool will be presented for consideration by you, the client. A detailed summary and resume of each candidate will be presented to assist with the decision making process. Only the most qualified candidates from the final candidate pool will be presented.

## Consultant Experience

**Mark Deutsch**... Mark has over 20 years of experience working with small businesses and entrepreneurs to improve

results and drive profitability. He has a unique ability to see quickly to the heart of matters and communicate complex ideas in simple, easy to understand ways. He is a master at long and short range planning for optimal results. He currently is the Franchisee for Business Networking International (BNI) for the Richmond area, one of the most successful franchises in the country. Mark is also the best selling author of *Building the Ultimate Network*, and an adjunct Professor for the Community College Workforce Alliance, teaching courses in Sales, Marketing, and Networking. Mark has undergraduate degrees in Communication, German and Business from the University of Central Florida and a Masters in Business Administration from Averett University. He is a partner and co-founder of Sales Recruiters of Virginia (SROV).

**Jeff Miller**...Jeff has over 30 years of sales experience in the telecommunications business, both local and nationally and has owned his own distributorship. Among Jeff's many accomplishments, he co-authored the Toshiba National Accounts Program, considered the standard in the telcom industry. Jeff has always been either the number one or two salesperson at any company that he has ever worked for. He was until recently the Director of Sales for Cottrell Communications, one of Richmond's oldest and highly regarded telecommunications company. Jeff has attended countless seminars with many nationally known sales motivators including Herb Cohen ("You Can Negotiate Anything"), Rev. Bob Richards, J. Douglas Edwards ("Closing the Sale"), and Zig Ziglar to name a few. He is a graduate of the New York University School of Commerce and a co-founder and principal of Sales Recruiters of VA. (SROV).

## Pricing and Terms

### Option A

\_\_\_\_\_ Pricing for this project including all items listed in the Services section above is \$ 3500.00, with 50 % due at contract and the balance due upon candidate reporting for work. Full refund of \$1750.00 if no candidate is produced.

Note: If candidate leaves YOUR COMPANY for any reason in the first 90 days of employment SROV will replace that person at no charge to YOUR COMPANY.

Note: If, after 6 months of searching for a replacement candidate, SROV fails to produce a candidate, SROV will refund the placement fee (\$3500.00) to YOUR COMPANY, but reserves the right to retain up to 20% for services rendered.

### Option B

\_\_\_\_\_ SROV will place a candidate with YOUR COMPANY for a fee of \$4500, payable when the candidate begins work. No deposit is required, and SROV will replace that candidate at no charge if they leave for any reason in the first 90 days of employment.

Note: In the unlikely event, that SROV is unable to locate a replacement candidate for YOUR COMPANY within 6 months of searching, SROV shall refund the placement fee, but reserves the right to retain up to 20% for services rendered.

**Note:** During the term of this Agreement and for a period of one year thereafter, YOUR COMPANY will not, directly or indirectly, solicit for employment and candidate of SROV without being liable for the standard recruiting fees. Should SROV be a

procuring cause of any candidate hired by the YOUR COMPANY, in addition to the traditional resume submittal, the standard recruiting fees shall be applied as well.

**Note: SROV will never solicit the candidate that we have placed while he/she is in your employ without the expressed written permission of both the Candidate and the Client.**

**Agreement**

The undersigned parties agree to the terms, conditions and scope of the above project.

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By: Jeff Miller

Principal of SROV,LLC.

Date:

\_\_\_\_\_

By:

YOUR COMPANY

Date: