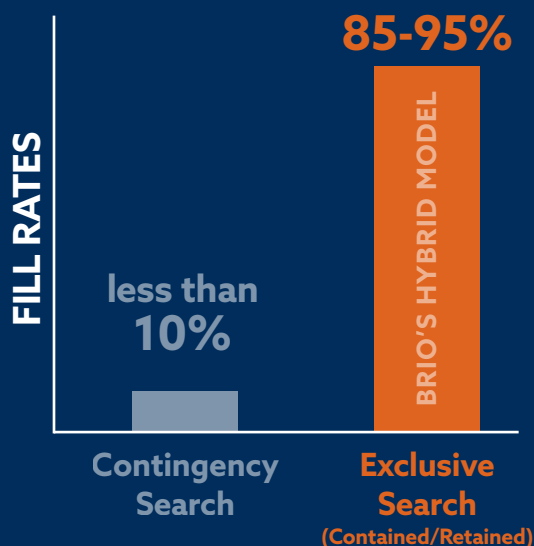


Brio's *Hybrid-Contingent Search* Outperforms Contingency Search



Industry Search Statistics Speak Loudly:



WHY CONTINGENCY SEARCHES FAIL



Race to send first available talent.

Speed is mandated which often leads to representing marginal or mismatched candidates from a limited pool of active job seekers.



Accountability is absent.

Without a defined commitment, partnership and routine communication between the search firm and client, high failure rates are eminent.



Lack of dedication.

Contingent searches rarely capture the search firm's full attention and undivided focus without a mutual client commitment.



Mixed messaging and duplication of effort.

Too many voices not in harmony with the company's mission, values and cultural hiring profile results in conflicting stories to the target candidate pool without a unified message.



Mis-hires.

Contingent searches can lead to hiring inferior talent resulting in high attrition rates and non-performance.