

## RECRUITMENT COSTS

### LOCAL PRINT

1. MIDWEEK (contract until 3/31/02) \$24.52/column inch  
(Monday publication)
  
2. HONOLULU ADVERTISER (Sunday circulation 178,000)
  - Sunday Display ad \$57.19 + tax/col. inch
  - JobsTV on K-5, 6:30 am – 7:00 a.m. \$185  
M-F (5 days) plus on-line
  - On-line @ Honolulu Advertiser.com \$25  
(Sun – Sat)Column widths: 1 col = 1 1/4"  
2 col = 2 9/16"  
3 col = 3 13/16"  
E-mail camera ready (pdf or tif) to [addads@honoluluadvertiser.com](mailto:addads@honoluluadvertiser.com)  
Attn: Lisa Goto 535-8216
  
2. STAR BULLETIN (Sunday circulation 70,000)
  - Sunday Display ad (April rate) \$12/column inch  
(current rate) \$24.03  
\$22.46 daily
  - Link to Monster.com – rate to be determined this week effective 4/1/02Column widths: 1 1/8"  
E-mail camera ready (pdf) to [Casey@starbulletin.com](mailto:Casey@starbulletin.com)  
Casey 529-4344
  
3. PACIFIC BUSINESS NEWS
  - Classified display 3X3 (5X) \$604
  - 1/8 page display (1X) \$525Deadline: Thursday, 8 days prior to publication date

### INTERNET RECRUITING

1. IFEBP (*International Foundation of Employee Benefit Plans*)
  - 60 day listing \$185 non-member  
\$160 member
  - (Links to Web site or e-mail)
  
2. 3. IPMA (*International Personnel Management Association*)
  - 30 day listing \$200

## EXECUTIVE SEARCH FIRM

### LOCAL FIRMS

1. INKINEN AND ASSOCIATES (Kathy Inkinen 521-2331)

*Contingency fee*

30% of annual salary (25% discount for non-profit organizations)

Guarantee for 100 calendar days from first day of employment. Replacement without charge or refund as follows: up to first 45 days, refunded in full; after 45 days 1% of fee for each calendar day of employment; the remainder of the fee will be refunded.

*Retainer fee*

25% of annual salary (25% discount for non-profit organizations)

1/3 fee to start; 1/3 fee upon referral of candidates; 1/3 fee adjusted on actual annual salary and 30 days upon employee's start date.

Guarantee for 100 calendar days from first day of employment. Replacement without charge or refund of final 1/3 of placement fee due

Firm has worked with many non-profit agencies. Did successful search for Kamehameha Trust administrator and OHA administrator. Willing to do presentation for Board. Has national contacts; database of former Hawaii executives.

2. EXECUTIVE SEARCH WORLD (Jim Ellis 526-3812)

Contingency fee 30% of annual compensation

Guarantee for 90 days; return 90% of fee if unsatisfactory for any reason.

Has association with other firms in LA, SF, Dallas, and Chicago.

Royal State is a client.

3. PROFESSIONAL SEARCH GROUP (Bernice Koike 521-8941)

Contingency fee 20% of annual compensation

Guarantee for 180 days; return 1/180 for each day remaining in period

National networking. Prefers exclusive listing.

## NATIONAL/INTERNATIONAL EXECUTIVE SEARCH FIRMS.

These Executive Search Firms that have been used by clients of the Segal Company - national searches for high-level executive positions (CEO/Administrator) for major health benefits programs.

Compensation: all 3 are retained search firms. The fee is based on 30% to 50% of the first year's annual compensation (negotiated at the time a contract is signed). Payment is due in installments (1/3 at the time a contract is signed, 1/3 at the time candidates are presented, and 1/3 upon the interviewing of final candidates).

1. Russell Reynolds Associates  
Offices are located worldwide. Offices in the United States include: Los Angeles, San Francisco, Chicago, Atlanta, and New York.
2. Heidrick & Struggles International.  
Offices are located worldwide. Office in the United States includes: San Francisco, Chicago, and Cleveland.
3. Battalia Winston International.  
Offices are located worldwide. Office in the United States includes: New York, Los Angeles, San Francisco, Chicago, New Jersey, and Boston.

Source: Information is from the Segal Company