



Hospitality Perspectives

Bespoke Executive Search for Hotels & Resorts

DEFINITION; *bespoke* (pronounced bee-SPOHK) created without use of a pre-existing pattern. An item or service individually- or custom-made or tailored to the buyer's specification - *bespoke* describes a high degree of customization and involvement of the end-user in the production of the good or creation of the service

www.hospitality-perspectives.com

OUR MENU



Hospitality Perspectives

Hospitality Perspectives™ is a boutique search firm connected to the diamonds & pearls of the Hospitality Industry and specialized in senior management recruitment. We launched on 10/10/10 and we are based in The Netherlands. Owner Nico Dingemans is a highly pro-active member of the global hospitality community, having gained 10 years of experience in international 4 and 5 star hotels on four continents, and almost 10 years as Executive Search specialist. The firm successfully placed Directors, General Managers, Cluster Managers and Corporate level Executives for top level hotel brands throughout Europe and the Middle East.

Clients choose Hospitality Perspectives for our:

- global reach of highly qualified candidates
- bespoke search & introduction process
- fast & accurate candidate/profile matches
- affordable success fees

Positions we cover

<p>For Owners and Corporate entities:</p> <ul style="list-style-type: none"> • Owner Representatives, Asset Managers and Development Directors (firms and employees) • CEO, COO, Vice President • Corporate / Regional Finance, HR, Business Development and Technical Services 	<p>Hotel Management:</p> <ul style="list-style-type: none"> • Managing Director, General Manager • Hotel Manager, Resident Manager • EAM Rooms / F&B / Sales & Marketing
<p>Directors (multi- and single unit):</p> <ul style="list-style-type: none"> • Finance • Operations, Food & Beverage • HR and Learning & Development • Business Development, Sales & Marketing 	<p>Specialist & Area positions:</p> <ul style="list-style-type: none"> • Spa & Wellness • Quality, Procurement, Design • Marketing Communications & PR • Revenue Management & E-Commerce

Menu & Fees

For 1 or 2 positions	<p>A. Corporate</p> <ul style="list-style-type: none"> No Cure, No Pay Executive Search Success Fee 15% Minimum placement rate € 6,000.- Fixed fee negotiable for salaries as of € 60K 	<p>B. Exclusive</p> <ul style="list-style-type: none"> Exclusive Supplier Executive Search Success Fee 12% Pre-payment fee of € 1,000.- (non-refundable) Exclusive meaning no other agents
For multiple positions	<p>C. Retained</p> <ul style="list-style-type: none"> Retained Recruitment Minimum of 3 searches Success Fee starting from 12% scaling down to 11% then pegged to 10% of employee's annual salary Minimum retainer fee of € 3,000.- (non-refundable yet deductible from the 1st invoice or as a credit for new searches) Full Exclusivity, including employer branding (exclusivity meaning no other agents) 	<p>D. In-House (*)</p> <ul style="list-style-type: none"> Hired In-House Recruitment for projects Minimum of 5 searches Fixed Service Fee + Bonus Fee 80 hours: € 5,000 Service Fee 160 hours: € 9,000 Service Fee Bonus fee of € 2,000 per placement Full fledged recruitment campaign, employer branding and database-building

Remarks:

Geographic focus on:

- The Middle East, Northern Africa and Europe
- Ask for our special offer: 1st search = 50% for return-clients with multiple search requests
- Success Fee for local positions based on gross annual salary
- Success Fee for expatriate positions based on net annual salary
- We do not charge fees over bonuses, allowances, incentives or other employment benefits



In-House Recruitment: (*)

Being fully flexible to perform & operate internationally, Hospitality Perspectives is exclusively retainable for interim sourcing projects and embedded assignments ranging from one week, two weeks or one month - on location and/or at your corporate office throughout the EMEA region. A bespoke service, this can be fully customized to your company's requirements. Tailored terms & conditions apply. Project may include:

- Taskforce Corporate Recruitment** - for a multitude of vacant Executive positions
- Talent Campaign** - building a Management Talent Pool / Database within a specific period of time
- Pre-opening recruitment** - assistance for a new Hotel, possibly stationed at the pre-opening office

Connect



View my LinkedIn® Profile

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 M: +31 (0)6 1865 9696

Thank you for your consideration, we look forward to working with you.



Terms & Conditions of Business for _____ :

1. Acceptance of T&C and Assignment - terms & conditions outlined on this page are deemed accepted by the Client, and in effect, whereby the Client assigns an Executive Search request to the Company and pays a Fee to the Company in the situation that the Company's candidate is employed within 12 months by the Client (and/or its subsidiaries) and/or is assigned by the Client to a 3rd party resulting in employment, be it as direct or indirect result of the assignment.

2. Placement & Invoice - Success Fees are invoiced upon the acceptance of a candidate's verbal or written employment offer from the Client. A copy of the candidate's Employment Contract and/or Letter of Appointment must be forwarded by the Client to the Company. All fees are calculated exclusive of taxes in Euros and the Client shall pay any local tax incurred due to local law. The amount specified on the invoice is that which must be paid in full by the Client to the Company. If the Client withdraws an employment contract that has been accepted by a candidate and the reasons for withdrawal are not related to the candidate, then the Client shall pay a service fee of 30% of the original contracted fee to the Company.

3. Fee Bases - Fee details are stipulated on page 2 *Menu & Fees* on this document. You, the Client, have selected the following service: A. Corporate | B. Exclusive | C. Retained | D. In-House. The Success Fee payable by you, the Client, to the Company, upon candidate placement by the Company, is calculated as _____% of the employee's basic annual salary.

4. Payment Terms - Retainer Fees, are due within 7 days to effectuate a Search Assignment. Success Fees are payable no later than 30 days from the start date of the candidate. Late payments are automatically subject to invoice renewal based on 18% of the candidate's annual basic salary plus daily interest. The Company shall be reimbursed in full by the Client if it incurs any legal expenses in the recovery or attempted recovery of unpaid fees or interest or related costs thereon.

5. Claims - This contract shall be governed by and construed in accordance with the labor law in the jurisdiction country of placement. In effecting an introduction, the Company is obliged to rely upon the good faith of potential employees and cannot accept responsibility for any loss incurred by the Client. No warranty is made that any potential employee is, or will be, able to fill a situation. The Company will provide upon request references of the candidate, but the final responsibility for checking references, confirmation of professional/academic qualifications, medical certifications or examinations, ascertaining the suitability of any potential employees and for obtaining any permits, will be that of the Client.

6. Guarantee - fees are non-refundable. However, the Company provides replacement employees free of charge, provided that invoices have been paid as per terms and provided that the employee has been terminated or has resigned from employment within 8 weeks of commencement, and the Client notifies the Company in writing of the termination or resignation of the employee within 7 working days, and provided the termination is not due to redundancy or liquidation, bankruptcy, dissolution or amalgamation of the Client. If the Client fulfilled all conditions and is therefore entitled to free replacement, but the Company is not able to provide one within 4 months of the departure date of the candidate, then the Client receives a credit calculated as portion of the fee: employees terminated within 4 weeks of commencement 80%, within 6 weeks 40%, within 12 weeks 20%.

7. Expenses - The Client is responsible by prior agreement for all expenses incurred by the candidate during the recruitment and hiring process, including (but not limited to) costs such as travel costs, visa processing and medical examinations, etc.

These terms and conditions are valid for the duration of 24 months from today.

The Company: **Hospitality Perspectives**

Date: _____
 Nico B. Dingemans - Managing Director
 Tel: +31 (0)6 1865 9696
 Walstraat 15, 7511 GE, The Netherlands

The Client: _____
 (please add company stamp)

Signature: _____ Date: _____

Name: _____ Position _____

Co-signatory GM: _____ Date: _____

Name: _____

Co. Address: _____