

WORKING ON, WORKING IN, WORKING OVER!

**GETTING THE MOST FROM
YOUR DESK IN THE NEW NOW**



GREG DOERSCHING

SESSION 3 – WORKING OVER

WORKING ON vs WORKING IN vs WORKING OVER

WORKING ON

- **Working on your business** – the activities that in the next 30-45 days you can fully implement into your business practices the you have never used before but always said “one of these days I really need to” – that’s what working on is about.

WORKING IN

- **Working in your business** – the activities that in the next 30-45 days you can do for dealing with any current active searches or new business development tasks that you need to stay on top of because now matter what is happening in the world – you ARE still OPEN FOR BUSINESS.

WORKING OVER

- **Working over your business** – the activities that in the next 30-45 days you can do to dramatically overhaul the quality and effectiveness of what you’ve been doing because for the last 5 years people have believed they’ve had their hand on the “EASY” button when it comes to making placements.

WORKING OVER

6 THINGS YOU SHOULD BE **WORKING OVER** IN THE NEXT 45 DAYS

DOING A BETTER JOB OF:

1. GETTING COMMITMENT AND CLARIFICATION FROM THE BEGINNING
2. PASSING A SEARCH TO SOMEONE ELSE
3. COMMUNICATING WITH YOUR CLIENTS
4. UNDERSTANDING THE TRUTH ABOUT COMPENSATION
5. PRESENTING CANDIDATES TO CLIENTS
6. PREPARING FOR THE OFFER AND ACCEPTANCE

THE POWER CLOSE – THE ROLE PLAY!

Thank you, that's all the information I need to get this process started. The first step of the process we will start tonight – so I need to ask you **DO YOU HAVE 10 MINUTES FREE IN YOUR SCHEDULE TOMORROW AND I SWEAR IT WON'T TAKE MORE THAN 10 MINUTES.** Because tonight what I want to do is....

If you will PERSONALLY do the role play:

... go through all my notes and do some homework and then tomorrow I want to pitch this position back to you as if you were the candidate. That way you can hear exactly how I intend to represent your company to candidates. If there is anything we need to amend, edit, correct or fix, you get a chance to do that before I start making calls.

If you are going to HAND THE JOB OVER TO A RECRUITER:

...get with my Recruiting Team and decide who will be the Lead Recruiter for this position and then go through all my notes with them and have them do some homework. Then tomorrow I want that Recruiter to pitch this position back to you as if you were the candidate. That way you can hear exactly how we intend to represent your company to candidates and if there is anything we need to amend, edit, correct or fix, you get a chance to do that before we start making calls.

START EVERY SEARCH WITH A ROLE PLAY

WHEN YOU CALL THEM – YOU HAVE TO GIVE THEM A PERFECT RECRUITING STORY OF THEIR COMPANY!!

Excellent, I'm glad you like the way I'm going to tell your story. Because that's truly what good Recruiters do – we are your “professional friends-of-a-friend”.

The last thing I wanted to go over with you is this – after reviewing my notes last night I put together a list of the top 6 things I believe I heard you say where the most important skills/experiences you wanted to see in a candidate. They are:

- Bachelors Degree

- 7+ years of Dairy Experience

- Multi-plant Management Experience

- Management Experience

- Budgetary Responsibility over \$10M

- Development of other Managers

Do I have those right?? – **You do.**

And just to reconfirm – we are targeting a salary between \$120,000 and \$130,000 - correct? **-YES!**

Great – because now my mission is simple – it's going to go find you people who have at minimum 5 of these 6 things AND they are willing to come to work inside the salary range of _____ and _____. Because I'm assuming if I do that – that's a person you're going to want to interview! Right?

SEARCH ASSIGNMENT CONFIRMATION eMAIL

It was a pleasure speaking with you this morning regarding your need to hire a Director of Engineering. Based on our conversation I just wanted to confirm that I heard your requirements correctly. I believe these are the Top 6 Skills/Experiences your looking for in a candidate.

- BS in Engineering Discipline
- 5-10 years of Management Experience
- Budgetary Management of Projects over \$15Million
- Food Processing Experience
- Project Management Exposure
- Team Building Capabilities

You also said you are ready to offer a person who has this unique skill set between \$120,000-130,000 as a starting base salary.

As soon as you let me know that I heard you correctly our recruiting team will begin the hunt for candidates. Please let me know that the above information is correct or certainly feel free to edit anything you'd like.

We look forward to working with you on this assignment.

THE HOLY GRAIL

SEARCH ASSIGNMENT HOLY GRAIL

Company:

Position:

Date Assigned:



Search Guidelines:

TOP 6 SEARCH CRITERIA (Matching Grid)

Core Skill Keywords:

THE HOLY GRAIL

Secondary Skill Keywords:

Most Likely Job Titles:

Main Industry Focus:

--	--

Alternative Industries:

--	--

Geographic Area:

STATES	CITIES	ZIP CODES	AREA CODES

Relocation Offered:

THE HOLY GRAIL

Specific Company Search: (I want people from these specific companies or companies that do exactly what they do within the geographic restrictions)

Companies we do NOT want:

Other Information that will help find, target, gather, collect:

The more specific you can be, the better the results. Would you rather get 1,000 names and have 500 applicable or have all 500 applicable to start?

Name Dropping (these are names/examples you can insert into conversations to help prove our credibility)

THE HOLY GRAIL

IF FULL RECRUITING CALL IS DESIRED:

Selling this Position:

What are 3 sizzle points about the company?

1.
2.
3.

3 Ways this company demonstrates they value and appreciate their employees.

1.
2.
3.

What are 3 things this person will be DOING in this role?

1.
2.
3.

THE HOLY GRAIL

Location Details:

- Local Search:
 - (Give them a landmark – i.e. it is within 2 miles of the Oldmill water tower)
- Relocation Search – community info:
 - Schools Systems:
 - Crime Rates:
 - Recreational Access:
 - Cost of Living:

The Money:

- Salary Range to Quote: \$_____ to \$_____
- Absolute HIGH END: \$_____ (NEVER DISCLOSE THIS AMOUNT)
- Bonus Potential:

About the Company:

4. Are they publicly owned or privately owned?
5. Roughly...what is their total annual sales?
6. What does the company do or make?

THE HOLY GRAIL

About the Position:

- Copy of formal job description attached.
- Why is the position open?
- Who does it report to?
- Any direct reports?
- Is there any travel required? If so...how much?

Pre-qualifying Questions:

Question 1:

Answer to listen for:

Question 2:

Answer to listen for:

Question 3:

Answer to listen for:

WEEKLY STATUS REPORTS

- Showing your Clients what you're doing while they wait for Quality Candidates is critical.
- Do **NOT** rush to submittal
- Clients #1 pet peeve – Candidate's who aren't a fit, and then being hounded about them.
- The simple Solution – Communicate during the Recruiting Phase.
 - Make it Formal
 - Make it Informative



WEEKLY STATUS REPORTS



Greg Doersching
President/Co-Founder
Ph 414-520-7522
greg@bullseyementor.com

STATUS REPORT: ABC Cheese – Plant Manager – Sister Bay, WI

Position Open Since: (Add date your received assignment)

Working Salary Range: \$95,000 - \$110,000

Search Parameters:

- 5+ years food experience
- 3+ years of dairy/cheese experience
- Pilot Plant Experience
- Management of Technicians
- Budgetary Responsibility over \$10 million
- Retail Products (No Foodservice)

Number of Targeted Contacts Made This Week: (Add Total Emails Sent + Total Calls Made + Total Responses to Postings)

Total Targeted Contacts Made On Assignment: (Add all previous weeks together)

WEEKLY STATUS REPORTS

Active Candidates:

Name:	Company:	Status:	Next Step:
Tom Johnson	Kraft	Qualifying	GSG Interview – 6.28.12
Lance Allen	Leprino	Submitted – 6.11.12	Waiting Feedback from Client
Beth Hoeffaker	Leprino	Submitted – 6.13.12	Waiting Feedback from Client
Nathan Hensley	Saputo	Telephone Int	Scheduled for 6.29.12
Nick Urban	Land O' Lakes	Completed Interview – 6.2.12	Waiting Feedback from Client

Action Plan for Next Week:

Schedule ongoing recruiting calls – Target Cheese Companies in Wisconsin, Illinois, and Minnesota

OR

No further calls scheduled – need feedback from client before we proceed.

WEEKLY STATUS REPORTS

Facts Client Needs to Be Aware of:

- Talked to 9 people this week that are at Assistant Plant Manager or Production Manager level. 8 of them are currently at a base of 85,000 or higher. These people had between 5-17 years of experience.
- 7 of the people mentioned that this is the 3rd time they've heard this position is available in last 2 years. The perception is that current VP is difficult to work for.

Needed from Client:

What flexibility is there with the salary range – position is currently at under market value?

How do we explain the turnover for this position to counter the current “street” perception people have?

EXPERTS IN RECRUITING FOR THE DAIRY INDUSTRY

WEEKLY STATUS REPORTS



Greg Doerschling
President/Co-Founder
Ph 414-520-7522
greg@bullseyementor.com

STATUS REPORT: ABC Cheese – Plant Manager – Sister Bay, WI

Position Open Since: (Add date your received assignment)

Working Salary Range: \$95,000 - \$110,000

Search Parameters: 5+ years food experience
3+ years of dairy/cheese experience
Pilot Plant Experience
Management of Technicians
Budgetary Responsibility over \$10 million
Retail Products (No Foodservice)

Number of Targeted Contacts Made This Week: (Add Total Emails Sent + Total Calls Made + Total Responses to Postings)

Total Targeted Contacts Made On Assignment: (Add all previous weeks together)

Active Candidates:

Name:	Company:	Status:	Next Step:
Tom Johnson	Kraft	Qualifying	GSG Interview – 6.28.12
Lance Allen	Leprino	Submitted – 6.11.12	Waiting Feedback from Client
Beth Hoeffaker	Leprino	Submitted – 6.13.12	Waiting Feedback from Client
Nathan Hensley	Saputo	Telephone Int	Scheduled for 6.29.12
Nick Urban	Land O' Lakes	Completed Interview – 6.2.12	Waiting Feedback from Client

Action Plan for Next Week:

Schedule ongoing recruiting calls – Target Cheese Companies in Wisconsin, Illinois, and Minnesota
OR
No further calls scheduled – need feedback from client before we proceed.

Facts Client Needs to Be Aware of:

- Talked to 9 people this week that are at Assistant Plant Manager or Production Manager level. 8 of them are currently at a base of 85,000 or higher. These people had between 5-17 years of experience.
- 7 of the people mentioned that this is the 3rd time they've heard this position is available in last 2 years. The perception is that current VP is difficult to work for.

Needed from Client:

What flexibility is there with the salary range – position is currently at under market value?
How do we explain the turnover for this position to counter the current "street" perception people have?

EXPERTS IN RECRUITING FOR THE DAIRY INDUSTRY

COMPENSATION COMPARISON WORKSHEET

COMPENSATION COMPARISON WORKSHEET					
				DIFFERENCE	
CURRENT COMPANY		NEW COMPANY		PER CHECK	ANNUALIZED
Base Salary:	\$70,000	Base Salary:	\$77,000	\$269.23	\$7,000.00
Bonus Potential	15%	Bonus Potential	20%		5%
Bonus Actual:	\$5,000	Bonus Actual:	\$8,250		\$3,250.00
BENEFITS	PER CHECK	BENEFITS	PER CHECK		
Health Ins:	\$200.00	Health Ins:	\$275.00	(\$75)	(\$1,950)
Vision:	\$10.00	Vision:	\$5.50	\$5	\$117
Dental:	\$12.00	Dental:	\$5.50	\$7	\$169
STD/LTD:	\$28.00	STD/LTD:	\$24.00	\$4	\$104
Life Ins:	\$4.00	Life Ins:	\$8.00	(\$4)	(\$104)
401(k):	\$2,100.00	401(k):	\$4,620.00	\$97	\$2,520
OTHER		OTHER			
Tuition:	up to \$3000	Tuition:	up to \$5000		\$2,000
Transportation:	NA	Transportation	NA		
Vacation \$	\$2,693	Vacation	\$4,443		\$1,750
				NET GAIN:	\$302.15
					\$14,856.00
				Cost of Living Adjustment	11%
					\$16,490.16

COMPENSATION COMPARISON WORKSHEET

	Candidate Currently Has	Client is Offering/Offers	
Compensation Description	Dollar Value/Explanation	Dollar Value/Explanation	Comparison Notes (Plus/Minus/Even)
Base Salary			
Last Raise and Date			
Next Raise and Date			
Last Bonus and Date			
Next Bonus and Date			
How is the Bonus Calculated:			
Guaranteed:			
How fluctuated over last 3 years:			
STANDARD BENEFITS			

COMPENSATION COMPARISON WORKSHEET

STANDARD BENEFITS			
Healthcare: Cost/Coverage/Provider			
Vision: Cost/Coverage/Provider			
Dental: Cost/Coverage/Provider			
Vacation Program			
Paid Holidays			
STD/LTD			
Life Insurance			
Other Compensation:			

COMPENSATION COMPARISON WORKSHEET

	Candidate Currently Has	Client is Offering/Offers	
Compensation Description	Dollar Value/Explanation	Dollar Value/Explanation	Comparison Notes (Plus/Minus/Even)
Retirement and Equity			
Retirement Plan			
Vesting Period and Percent Match:			
Time left till fully vested:			
Amount in the Account:			
Loans against current plan:			
Ownership of Stock Options:			
Price at Issue:			
Price per share today:			
Ramifications of leaving? Unvested Options?			
Penalty for early resignation?			
Profit Sharing Program?			

COMPENSATION COMPARISON WORKSHEET

Additional Compensation			
Vehicle/Allowance/Mileage			
Gas Card/Tolls/Paid Parking			
Cell Phone/Laptop/Etc.			
Expense Account:			
Tuition Reimbursement:			

COMPENSATION COMPARISON WORKSHEET

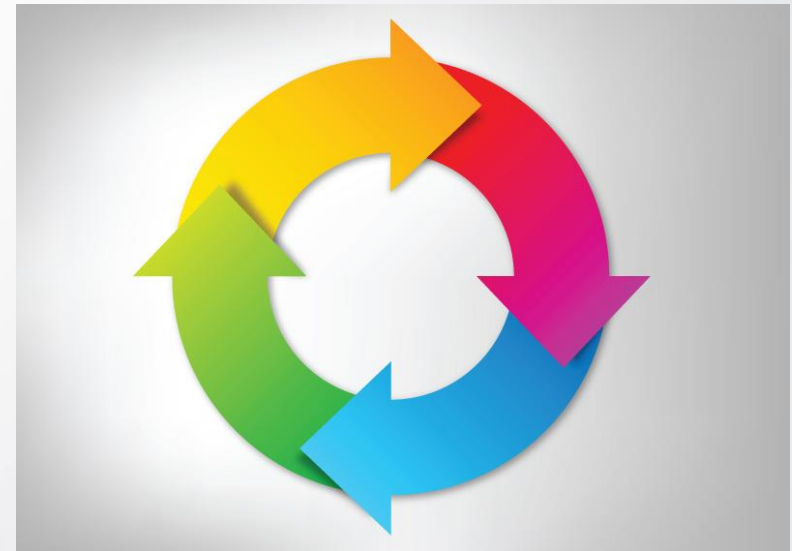
RELOCATION INFORMATION						
COST OF LIVING COMPARISON		Go to www.bestplaces.net to see for yourself				
Current Location			New Location			DIFFERENCE
City:	Naperville, IL		City:	Allentown, PA		Allentown is 26% LOWER
Salary:	\$92,000		Salary:	\$98,000		spends like \$133,000
Housing:	\$225,000		Housing:	\$178,000		more home for your money
Taxes:	7.6% State Tax		Taxes:	5.5% State Tax		less in taxes
SCHOOL SYSTEMS		Go to www.greatschools.net and check out the school systems				
School District nears new Job		How is it Rated				
Parkland School Districe		Scores a 9 out of 10 - This is one of the highest rated districts in PA				
RECREATION		Google the city and check it out.				

PROPERLY PRESENTING CANDIDATES

- When you present a Candidate for consideration you have to make it obvious to the client of 3 very specific things:
 1. This is the “price tag” for this candidate (salary expectations fit your budget)
 2. The candidate matches what you asked me to find
 3. The candidate is motivated by things other than money
- You are going to have convince your client within about 30 seconds that this is a person you want to interview.

THE FIRST RULE OF SUBMITTALS

- **YOU ARE CREATING A SINGLE DOCUMENT – NOT MULTIPLE ATTACHMENTS – IT'S ALL ONE LONG DOCUMENT.**
- A submittal profile should contain 4 elements:
 1. A cover page
 2. Interview Highlights
 3. Resume
 4. References



THE COVERPAGE

**THINK OF THIS AS AN
EXECUTIVE SUMMARY**

THE COVERPAGE HAS 4 PARTS

1. COMPENSATION

2. MATCHING GRID

3. MOTIVATIONS

4. AVAILABILITY

Candidate Profile

Candidate: Phil Darken
Submitted for: Vice President of Operations

Expected Compensation Outline:

Base	\$123,000	Vacation	2 weeks remainder of 2017 – 3 weeks as of Jan 1, 2018
Relocation	Don would need full relocation	Other	Phil is due his Quarterly bonus on July 1 – he is expecting \$3500 – we'll need to address this



Qualification Matching Grid

What you asked for:	What Candidate Has:
BS Degree	BS Dairy Science – 1981 MBA – Penn State – 1989
Dairy Experience	10 years with Kraft Dairy Group 8 years with Saputo Cheese 18 years of Total Dairy experience
Multi-plant Experience	- Has responsibility for 5 plants currently - Has had responsibility for up to 8 plants in past - Directly responsible for over 1200 employees
Management Experience	- Has 26 Direct Reports at Director and Manager Level - Has been in a direct supervisory role for over 15 years
Budget Responsibility over \$10M	- Current budget is \$23 Million - Has managed a budget up to \$150 Million
Developed other Managers	- Strong in this area – his first four hires are now Plant Managers - Hired 8 people at a Supervisory level that are now Directors or Vice Presidents
Other	- Licensed Cheesemaker - Gold medal winner – 1999 - 2006

Motivations for making the change:

Personal: Phil and his family are originally from Wisconsin so the idea of getting home is very appealing to them.

Professional: Phil's current employer has announced their intentions to sell the company and as such there is a great deal of uncertainty about the future.

Availability to Interview:

Phil is available on Tuesday May 22 between 2-4 pm and Wednesday May 23 all day.

COMPENSATION

ALWAYS PUT YOUR
BRAND ON THINGS
YOU SEND



Expected Compensation Outline:

Base	\$123,000	Vacation	2 weeks remainder of 2017 – 3 weeks as of Jan 1, 2018
Relocation	Don would need full relocation	Other	Phil is due his Quarterly bonus on July 1 – he is expecting \$3500 – we'll need to address this

Think of this area as attaching a PRICE TAG on you Candidate.

THE MATCHING GRID

Qualification Matching Grid

What you asked for:	What Candidate Has:
BS Degree	BS Dairy Science – 1981 MBA – Penn State – 1989
Dairy Experience	10 years with Kraft Dairy Group
Multi-plant Experience	This area should list the top 6 things your client asked for in a candidate and it should be easy for you to demonstrate that this candidate has at least 5 of those 6 things. If they don't – why are you sending that person?? Cheese experience 5 plants currently for up to 8 plants in past or over 1200 employees at Director and Manager Level supervisory role for over 15 years Million up to \$110 Million s first four hires are now Plant Managers supervisory level that are now Directors or Vice Presidents
Management Experience	
Budget Responsibility over \$10M	
Developed other Managers	
Other	- Licensed Cheesemaker - Gold medal winner – 1999 - 2006

MOTIVATION AND AVAILABILITY

Motivations for making the change:

Personal: Phil and his family are originally from Wisconsin so the idea of getting home is very appealing to them.

Professional: Phil's current employer has announced their intentions to sell the company and as such there is a great deal of uncertainty about the future.

Availability to Interview:

Phil is available on Tuesday May 22 between 2-4 pm and Wednesday May 23 all day.

INTERVIEW HIGHLIGHTS

INTERVIEW HIGHLIGHTS:

Describe Your Multi-Plant Management Experience?

For the past 5 years I have been responsible for 5 different locations, 3 in Wisconsin, 1 in Illinois and 1 in California. The largest plant has 290 employees the smallest 140. I am responsible for all aspects of the operations from full P&L responsibility to Shipping and receiving. I have 22 Managers that report directly to me.

Explain your knowledge of and participation in the budgeting process?

I am heavily involved in the entire budgetary process. Starting in October when we begin to put together preliminary budget outlines for the coming year through the final budget approval in late December. I monitor all budgets monthly and have budgetary review meetings on a quarterly basis with all my department heads. For the past 11 years I have brought in the fiscal plan at least 10% below budget and shown a growth in profit over budget anywhere from 3 to 14%.

What do you do to develop the growth of your internal management team?

Each year I meet with all the members of my management team from Directors to Supervisors. We put together a personal growth plan for every one of them that will include things such as personal development projects, outside education, mentorship programs, etc. I strive to give all members of my management staff a chance to advance their careers on a regular basis and I firmly believe that the success of the organization comes from giving people a direction and goals on what they need to accomplish to achieve this advancement.

THE RESUME

Director of Operations

Responsible for facility operations, \$28M operational budget, 15 direct reports, union labor relations, project implementation and facility safety and risk management programs.

- Directed cross-functional cost savings team that delivered \$1.5M annually in ingredient, productivity, capital and packaging cost savings.
- Established budgetary spending controls that reduced overhead expenses and resulted in annualized savings of \$1.8M to the facility against plan.
- Instrumental in the early opening and successful negotiation of a five-year labor contract with Teamsters Local 75 through interest based bargaining of non-economic issues and traditional bargaining for economic issues.
- Collaborated with the union to establish a non-contractual issue forum that resulted in a tenfold decrease in union grievances.
- Championed cross-functional project teams to implement facility shop floor data collection and demand/material planning systems.
- Key member of ADB Leadership Team that developed organizational mission, vision and strategic directives for the company.
- Coordinated establishment of facility risk management program through funding, recruitment and training of internal HAZMAT Team to handle or assist with emergency response needs of the facility.

RECRUITERS NOTE: Beatrice was purchased by American Dairy Brands in 1998.

BEATRICE CHEESE COMPANY, INC., Waukesha, WI

1988 to 1998

Dairy manufacturing and distribution center consisting of 270 non-union and salaried associates. The facility was a manufacturer of food service, institutional and retail cheese and imitation branded and private label products.

REFERENCE CHECK



Reference Information

Name: Scott Meachum

Position Title: Mechanical Battery Pack Integration Specialist

Company Name: A123Systems, Inc.

Phone: 734-772-0371

Please type your answers to these questions in the boxes provided the boxes are self-expanding so answer in as much detail possible.

How long have you known the candidate and what was your relationship to the candidate?

Since June 2010. I was a co-worker in the same department.

What were his/her main duties?

Designing PHEV/HEV/EV Battery pack enclosures.

What were his/her strengths?

Very strong in Catia V5. Good design for manufacturing & assembly skills.

How would you describe his/her people skills?

Excellent. He is easy to approach & is considerate of others.

How would you describe his/her technical skills?

Excellent in Catia V5. Is a source of other designers for catia questions.

His/her reason for leaving?

Company is filing for bankruptcy

Would you hire this person again if it were your decision?

Yes!

Candidate Ranking Scale:

For each area listed below please rank this person according to your OVERALL impressions of these key work traits.

Scoring: 1 = Poor, 2 = Below Average, 3 = Average, 4 = Above Average, 5 = Excellent

Work Trait	Score	Work Trait	Score
Assertiveness	4	Honesty/Integrity	5
Teamwork	5	Energy	5
Political Savvy	4	Leadership	4
Performance Under Pressure	5	Interpersonal Skills - Peers	4
Communication - Oral	4	Interpersonal Skills - Subordinates	4
Communication - Written	4	Interpersonal Skills - Supervisors	4
Decision Making	4	Interpersonal Skills - Customers	4

YOU CLOSE BEFORE THE FINAL INTERVIEW

98% OF ALL NEGOTIATION HAS TO HAPPEN BEFORE THE CANDIDATE INTERVIEWS

You schedule the final interview LIVE on the phone.

- _____, well this is it – the final hurdle. _____ wants to bring you in for a final interview and that means that if this goes well their plan will be to extend you an offer with the EXPECTATION of you accepting that offer. So, I have to ask one last time – do you really WANT to go on this interview?
 - You need them to start telling you they really WANT the job – anything less than a committed answer and they are still on a fact-finding mission and you need to know what they are still looking for.
- _____, that's great to hear. Especially because in my mind I keep thinking about what you said about why you were liking this opportunity to begin with sell back their prime motivator and now we're on our way to achieving that.
- I'm very curious – you've had some time now to talk to people after your first interview with them – how do your friends and family about this opportunity?
 - You need confirmation that they have already started talking to their family about this opportunity – anything less and you have a big red flag.

YOU CLOSE BEFORE THE FINAL INTERVIEW

98% OF ALL NEGOTIATION HAS TO HAPPEN BEFORE THE CANDIDATE INTERVIEWS

- _____, because we are at the final step – we do need to talk about money one more time. When we originally talked about money and when I first presented you we told them that you wanted \$_____ (be exact). If this interview goes well and then come to me and say “your name, we want to offer _____ this _____? Do I have your permission to tell them “yes, he/she will accept that offer.”
 - Take away amounts – close them to the “Uhhhmm”
 - We must prepare for the counter offer and this is a great time to get candidates to come clean about what they think is likely to happen. Also, this is an important time to gauge a candidate’s desire to leave.
- Find out times for the interview.
- Schedule and interview prep call about 2 days prior to the interview. (late in the day or at home at night is the best time for an interview prep)

YOU CLOSE BEFORE THE FINAL INTERVIEW

YOU PUT THE MONEY AGAIN IN WRITING

EMAIL TO THE CANDIDATE

I want to just confirm everything we talked about earlier today. I am going to schedule your personal interview with Schreiber Foods for 10 am on Friday the 27th. Also I wanted to make sure I had a very clear understanding as to all of the things we discussed concerning compensation, so I am outlining what I heard below. Please review this and email me back that my information is correct. As soon as I get that email back from you I will schedule the interview with Kim.

Thanks - Greg

Expected Compensation

Base: 121,000-123,000

Bonus: 20% as per plan

Vacation: 2 weeks remainder of this year & 3 weeks as of Jan 1, 2020.

Benefits: As per plan

Relocation: Only issue is a 30' sailboat and there will be some cost in moving this.

YOU CLOSE BEFORE THE FINAL INTERVIEW

YOU PUT THE MONEY AGAIN IN WRITING - TO CLIENTS TOO!!

EMAIL TO THE CLIENT

Polly,

I wanted to let you know that Gary Thomas is all set for his interview on the 27th, but I wanted to take a minute here to go over something with you one last time before we spend the money and time necessary to bring him in. Gary and I have had numerous conversations regarding his salary expectations and I wanted to make sure that you had clear information regarding this, so here are his expectations:

Expected Compensation

Base: 123,000+

Bonus: 20% as per plan

Vacation: 2 weeks remainder of this year & 3 weeks as of Jan 1, 2020.

Benefits: As per plan

Relocation: Only issue is that he owns a 30' sailboat and there will be some cost in moving this.

As long as you are confident that we can work within these parameters, I see no reason to not proceed with the interview. If you have any serious issues please call me to discuss them.

A FINAL THOUGHT

**NOW IS THE TIME TO TAKE
THE WORK YOU DO UP A NOTCH.**

**THINK MORE LAWYER THAN USED
CAR SALES**

YOU AFFECT OUR WHOLE INDUSTRY

REACH OUT TO GREG

NEXT LEVEL COACHING

CONSULTING, COACHING, MENTORING, TRAINING

GREG DOERSCHING

414-421-7522

GREG@NEXTLEVELEXCHANGE.COM

Looking forward-

Greg D

This is the link to booking time on my calendar – www.calendly.com/gregdoersching

Greg Doersching | President: Coaching & Consulting

greg@nextlevelexchange.com | Direct 972.265.5204 Cell 414.520.7522

