

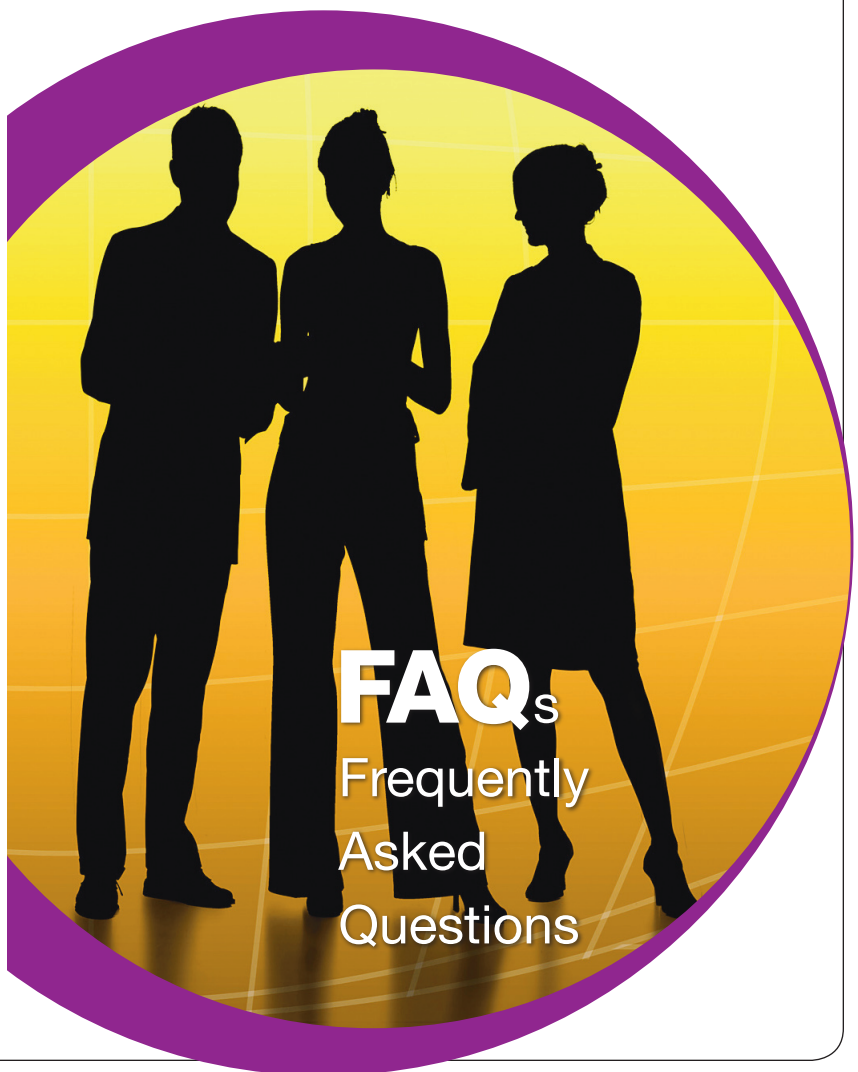
YES

Partners

Global Executive Search

San Francisco
New York
London
Paris
Hannover
Tokyo
Seoul
Hong Kong
Beijing
Shanghai

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FAQs
Frequently
Asked
Questions

YES Partners

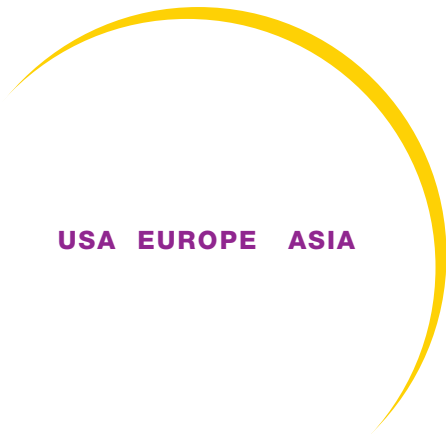
is an international
Executive Search Firm
helping companies
find exceptional candidates
they otherwise don't have
access to:.....→

Candidate Pool

14% Active Candidates
(unemployed or employed)



86%
Passive/Hidden
Candidates
(employed)



Is YES Partners working on a Contingency or a Retained basis?

A Contingency Firm (sometimes also called "Selection") refers to non-exclusivity with a company and candidates, and works primarily by broadcasting resumes for candidates.

A Retained Search refers to a Search Firm working exclusively for a company.

YES Partners works retained only, but with no upfront payment.

Does YES Partners only help companies or can YES Partners help me as an individual candidate to find a new job?

YES Partners clients are always companies.

However, any individual candidate is welcome to email his/her resume (preferably word.doc format) to: resumes@yespartners.com

In which geographic areas is YES Partners primarily active?

USA, Europe and Asia.

When was YES Partners established?

The first search was carried out 1994 in Tokyo, Japan.

What are the advantages working with YES Partners?

No upfront payment! Despite working retained we prove first that we can deliver.

We work by the "lead-office-principle," meaning the contact at YES Partners remains the same regardless in which country the client company needs help.

Vast international network and experience.

Wide experience in Industries and Functions.

YES Partners finds exceptional candidates companies otherwise don't have access to. What does this mean?

There are two types of candidates:

Active Candidates refers to candidates actively looking for a new job.

Passive/Hidden Candidates are employed and doing innovative work in their company.

They are not looking at job-boards or sending out resumes.

This means:

- a company cannot reach these candidates
- these candidates are not aware of any opportunities

They are the most desirable candidates and are the ones YES Partners is focusing on.

What type of positions (titles) does YES Partners search for?

Typically from Director-level upwards.
All V-level (Vice Presidents)
All C-level (Executives, Country Managers)
Positions considered as "Difficult-to-fill."

What type of companies does YES Partners search for?

Our clients range from Start-ups all the way up to Fortune 50 companies.

How long does a search at YES Partners take?

From start until presentation of the shortlist on average 4-6 weeks.

What is YES Partners' fee structure?

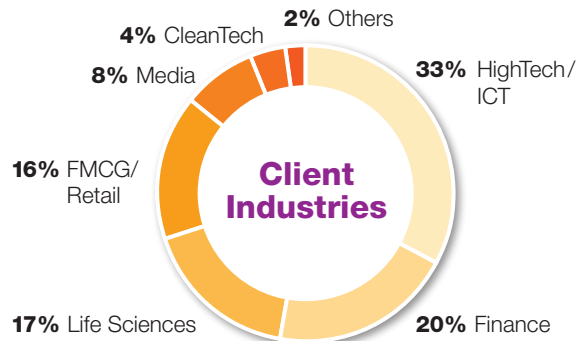
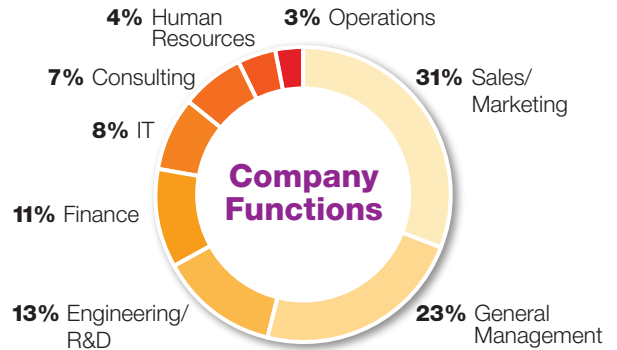
Single searches are 30% based on annual total compensation.

Other arrangements are possible for multiple searches or Start-ups.

Unique Search Process



Our Successes



Ranking by Company Size

