

Danforth COREtained Talent Acquisition

A Modern Alternative to Traditional Executive Search



DANFORTH HEALTH
finance & human resources

Traditional recruiting models were built for a different era – long timelines, opaque economics, and high upfront risk. COREtained was designed to change that. A novel search mechanism designed by executives.

The COREtained Model

COREtained combines the rigor of retained search with a structure that aligns cost to actual hiring activity.

How it works

- **25% of base salary only** (*always excludes bonus, equity, and sign-on*)
- Work is billed **hourly** as recruiting activity occurs
- Hourly fees **burn down against the placement fee**
- If you identify and hire a candidate independently, **no placement fee is owed**
- No exclusivity required

Why This Model is Different

COREtained aligns incentives across all parties:

- **Reduced upfront risk** compared to traditional retained search
- **Transparent economics** from day one
- **Flexibility** to move faster, pause, or pivot
- **Fairness** if the right candidate comes from your own network

At-a-Glance Comparison

	Retained	Contingent	Danforth COREtained
Cost	High	None	Moderate, tied to activity
Fee structure	Fixed % of total comp	Success-only	25% of base salary always
Incentives	Placement-focused	Volume-focused	Execution + outcome aligned
Transparency	Limited	Variable	High
If client finds candidate	Fee still owed	No fee	No placement fee

Stage-Based Pricing Flexibility

- Seed-stage companies can engage a **flat hourly recruiting model (no placement fees)** or choose the standard COREtained model.
- For Series A and later-stage companies, we offer **volume-based placement fee discounts** for scaled hiring initiatives (5+, 10+ roles and beyond).

Part of the Danforth Health Platform

COREtained integrates seamlessly with Danforth's broader capabilities across finance, HR, and development strategy -- ensuring that hiring decisions align with company stage, execution priorities, and long-term growth.

Who COREtained Is Built For

COREtained works best for companies that:

- Value disciplined, scalable hiring practices
- Want a true recruiting partner, not resume volume
- Understand that talent infrastructure matters beyond a single hire
- Want clarity on cost without sacrificing quality

It is **not** designed for companies seeking:

- Success-only arrangements
- Discount-driven negotiations
- Transactional resume delivery
- Firms chosen solely for historical volume in one function

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