

From: gavinpalmer@aim.com

Sent: 05 April 2009 12:50

To: Chris Hodge

Subject: Review should have new compensation of headhunters/recruiters

This is the nub of the problem as the directors and non executive directors pass off their responsibilities on restraining pay to consultants who by their percentage of the final salary of the recruit is incentivised to go up ever higher.

New rules requiring all forms of payment or inkind to those in the executive recruitment process to be on a flat rate fee basis. This removes bias and as it is mostly only an introduction any headhunter can survive on £50,000. for a few weeks networking.

Simple effective and just removing the biased incentives of the recruiters and returning accountability to the persons on the board themselves.

Best wishes

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