

## 330Talent Fee Schedule – 2026

\* *No increases in our fees for 2026 due to the financial pressures facing our health center clients as a result of the uncertainty coming out of Washington DC*

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### *Our Philosophy*

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At 330Talent, we are not a traditional recruiting firm. You will find working with us that we do things a little bit differently. For example, while traditional recruiting firms get paid a fee based on a salary they negotiate, we don't do that. We don't think that is ethical. Instead, we charge a flat fee regardless of the compensation of the candidate you hire.

Our tiered fee schedule is designed to save you money – money that can be redirected into patient care, or whatever you want. We often get asked why our fees are so low. The real question should be, “why are the traditional recruiting fees so high?” It's time for a new way of doing business.

We are a small firm with a focused attention on one industry. We have experience and knowledge of the FQHC model from working in leadership positions in both health centers and for the Primary Care Association. We operate from low-cost offices using low-cost technologies such as phone and email to do our work. We don't have a large staff to support or a building to pay for. It's just us – a small team of dedicated and passionate people who love community health and believe in the mission.

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### *Our Approach*

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330Talent is a full-service recruiting firm. We recruit for all positions including all C-suite leadership positions, director-level, management-level, and everything in between – and we source talent from coast to coast. We only present candidates that not only meet your criteria for the position, but also meet our criteria for work in community health. We “pre-qualify” all our candidates using our proprietary *FQHC Readiness Assessment Tool* – this is a tool we developed specifically to measure a candidate's knowledge of the FQHC model including the HRSA program requirements. No other firm offers this assessment.

Position/Level	330Talent Flat Fee	Traditional “Old School” Recruiting – 25% fee on typical salary	Your Savings with 330Talent
Chief Executive Officer	\$39,500	\$250,000 x .25% = \$62,500	You save \$23,000
Medical Providers	\$32,500	\$200,000 x .25% = \$50,000	You save \$17,500
C-Suite level	\$26,500	\$150,000 x .25% = \$37,500	You save \$11,000
All other positions	\$21,500	\$100,000 x .25% = \$25,000	You save \$3,500

