Recruitment Firm Didn’t Do Enough to Earn a Placement Fee



A head-hunter demanded its 20% fee for placing a new loyalty marketing associate at a client consulting firm. But the court tossed out the case. The contract required the head-hunter to make a “proactive presentation” of the candidate. All the head-hunter had done was send over her resume and a few follow-up emails. The candidate knew about the client through her fiancé and actively pursued job opportunities with the firm with little to no help from the head-hunter—she had essentially placed herself. So the client didn’t have to pay the head-hunter’s placement fee [*IQ Partners Inc. v. Maritz Canada Inc.,* [2012] O.J. No. 4839, Oct. 15, 2012].

For More Help Recruiting and Dealing with Head-hunters

- Avoid “Inducement” Risks When Recruiting Employees from Other Firms