

Who We Are

tPinder & Company, an executive search firm based in Minnesota, was formed in 1983. Our firm has a reputation of providing quality recruiting services on a domestic and international level. We are dedicated to assisting corporations and businesses in identifying, recruiting, and retaining top candidates in a competitive business environment. We believe in taking an individualized approach and we aspire to be recognized as the leading recruiting firm in the industries and disciplines that we serve.

tPinder & Company's diverse areas of expertise include: Engineering, Information Technology, Health Care, Human Resources, Management, Marketing, and Sales. As a result of our experience and continued success, we have formed solid relationships with many of the industry's leading firms that continue to utilize our services. We will continue to expand in existing and newly targeted markets as the corporate marketplace changes.

How We Work



In order to provide the best possible service to our clients, we request corporate literature, a detailed job description, benefit information, salary range, and any other information that is pertinent to the position. Please forward the above materials to our office for assistance in your search.

tPinder & Company is committed to satisfying the needs of our clients. Our level of high performance has been developed to represent your organization in a manner that will serve as an effective extension of your own recruiting efforts.

We look forward to working with you and are confident that we can provide the assistance that your firm requires.

tPinder & Company

Fee Structure

Option I - Search

Fee is based on a predetermined percentage of first-year's compensation to be paid in three increments: start of contract, at time of interviews, and at time of offer acceptance.
(Average search period is 90 days)

Option II - Retainer

Fee is a fixed monthly amount that applies to a period predetermined by both parties. This option is best for companies with multiple openings and can be adjusted to accommodate special situations.

Option III - Contingency

Fee is based on a predetermined percentage of first-year's compensation to be paid at time of offer acceptance.

Option IV - Consulting Services

This option is most beneficial to job seekers. Fee is \$250 per hour for standard consulting services (i.e. resume writing). Fees are adjusted, however, for special services as determined by tPinder & Company.

Experience Pays