



Traditional agencies

Fee: 20% of first year salary or more

Unpredictable costs

Limited placements

Agency is not vested in the success of the client

Relationships with internal team members of the client are limited.



Joy and Grace flat fee model

One time \$5,000 implementation fee

Monthly fee of \$10,000

Unlimited Hires

Dedicated sourcer

Dedicated interview coordinator

For a flat \$10,000 monthly investment, you get unlimited access to vetted candidates and eliminate the financial unpredictability of per-hire fees. Most clients save 60-80% on their recruitment costs while dramatically improving hire quality and speed.