

Our History

Founded in 1989, the Pinnacle Society is an elite consortium of the **most successful, tenured recruiters/leaders**, recognized by our clients and peers for thought leadership and professionalism within our respective markets as well as within the recruiting industry as a whole. We accomplish this through continuous education, mutual support and inspiration. We are an exclusive group, limited to 80 members worldwide and are held to a **strict standard** in order to qualify for and maintain membership.

Our Guiding Principles

Our members go beyond finding candidate for your open position. We strive to make a positive impact on your organization. Our expertise and experience enable us to better understand your organization, your culture, your needs, and make better connections with potential candidates. We believe in **excellence**, every day.

Are you currently partnering exclusively with recruiters in the top 5% globally? Why work with a Pinnacle Society Recruiter?

Qualifications for Membership

- ▶ Minimum of 5 years of experience as a recruitment professional
- ▶ Interviewed and selected by membership committee
- ▶ Interviewed over three days by board of directors to understand client base/industry, process/best practices, proven success as a top performer, positive impact on client companies, and integrity/ethics
- ▶ Extensive references (client, candidate, and peers)
- ▶ Audited for numbers (successful searches, billing numbers, etc.)
- ▶ Minimum proven production, consistently over a 5 year period, to qualify for membership consideration
- ▶ Must make a COMMITMENT to continuing education - Pinnacle Society has 2 separate conferences each year for a total of 6-8 days of sharing and learning, annually

Pinnacle Member Qualities

- ▶ **EXPERIENCE** - Average tenure > 14 years
- ▶ **EXECUTION/DELIVERY** - “Mark really understands our needs and when we get a shortlist slate of 4 candidates, we usually would hire any of the 4 - he does not waste our valuable time.”
- *fortune 500 client*
- ▶ **ECONOMIC IMPACT** - “Sharon has consistently delivered candidates who have increased our EBIT by 10’s of millions.” - *global contractor client*
- ▶ **CUSTOMER SERVICE** - “The insight, data, and reports that Mr. Sarkar provides are invaluable and icing on the cake.” - *global technology client*
- ▶ **INDUSTRY EXPERTISE** - “We value that Doug has invested his entire career in our industry and we look to him for information on industry trends.”
- *global manufacturing client*
- ▶ **RETENTION** - Pinnacle Member candidate retention rate far exceeds industry standards - we not only find the right skill but also ensure integration into your organization

If you are seeking a recruitment partner who will deliver with **speed and accuracy**, add value beyond the hire, and provide sound talent strategy advice, you’ll want to consider a Pinnacle Society Recruiter. For 30 years we have been the world’s premier consortium of top-producing, impactful, recruitment professionals.