



Counter-offer Policy

As a condition of my presentation to a client(s) of Strategic Hospitality Search, I, _____, agree that I will not, under any circumstances, accept a counter-offer from my current employer.

I realize that a counter-offer may be enticing in the short-term, but I will remember the facts that motivated me to initiate the interview process with my recruiter in the first place.

I realize that changing companies is an emotional time in my life, and I will consider what my professional life would look like if I accepted a counter-offer. Because I have interviewed and resigned, my relationship with my current employer could never be the same again.

I will objectively review articles and factual statistics about why the acceptance of a counter-offer is a major career mistake, and that the overwhelming majority of counter-offer acceptors are terminated or resign within six month of counter-offer acceptance.

When I resign my position, I will do so with written notice so that my current employer understands that the decision has been thoroughly thought-through.

X _____

date _____