



Recruitment Process Outsourcing (RPO)



Our experienced team of staffing professionals and broad in-depth industry knowledge allow us to partner seamlessly with organizations to meet their specific goals and objectives. We offer clients the best, customized solutions while simultaneously driving down total operating cost.

We act as an extension of your internal recruitment team, tailoring the screening and selection process to meet your specific needs. You can elect to outsource the entire process to us from initial posting and sourcing through offer and onboarding or select certain portions of the process to outsource.

All our services are provided in a positive professional atmosphere with a consistent high-level commitment to the individual client and job seeker goals.

Solutions & Options

- 1 SOURCING & SCREENING**
- 2 DIRECT PLACEMENT SUPPORT**
- 3 PROJECT SUPPORT**
- 4 FULLY OUTSOURCED RECRUITMENT SUPPORT**
- 5 FULLY OUTSOURCED SUPPORT FOR SALARIED POSITIONS**

SOURCING & SCREENING

SSE will manage the front-end sourcing, resume review, phone screening, and presentation of candidates with interview notes.

This engagement is focused on sourcing, screening, and presenting the agreed-upon number of qualified candidates per position and is an ideal option for one or multiple positions where only the front-end solution is needed.

How it works:

Hourly Rate: \$80.00 - \$100 per hour based on a minimum number of agreed-upon hours per engagement. Generally, 4 - 5 qualified candidates per position will be presented to the client after they've been completely vetted through the sourcing, resume review, and phone screen.

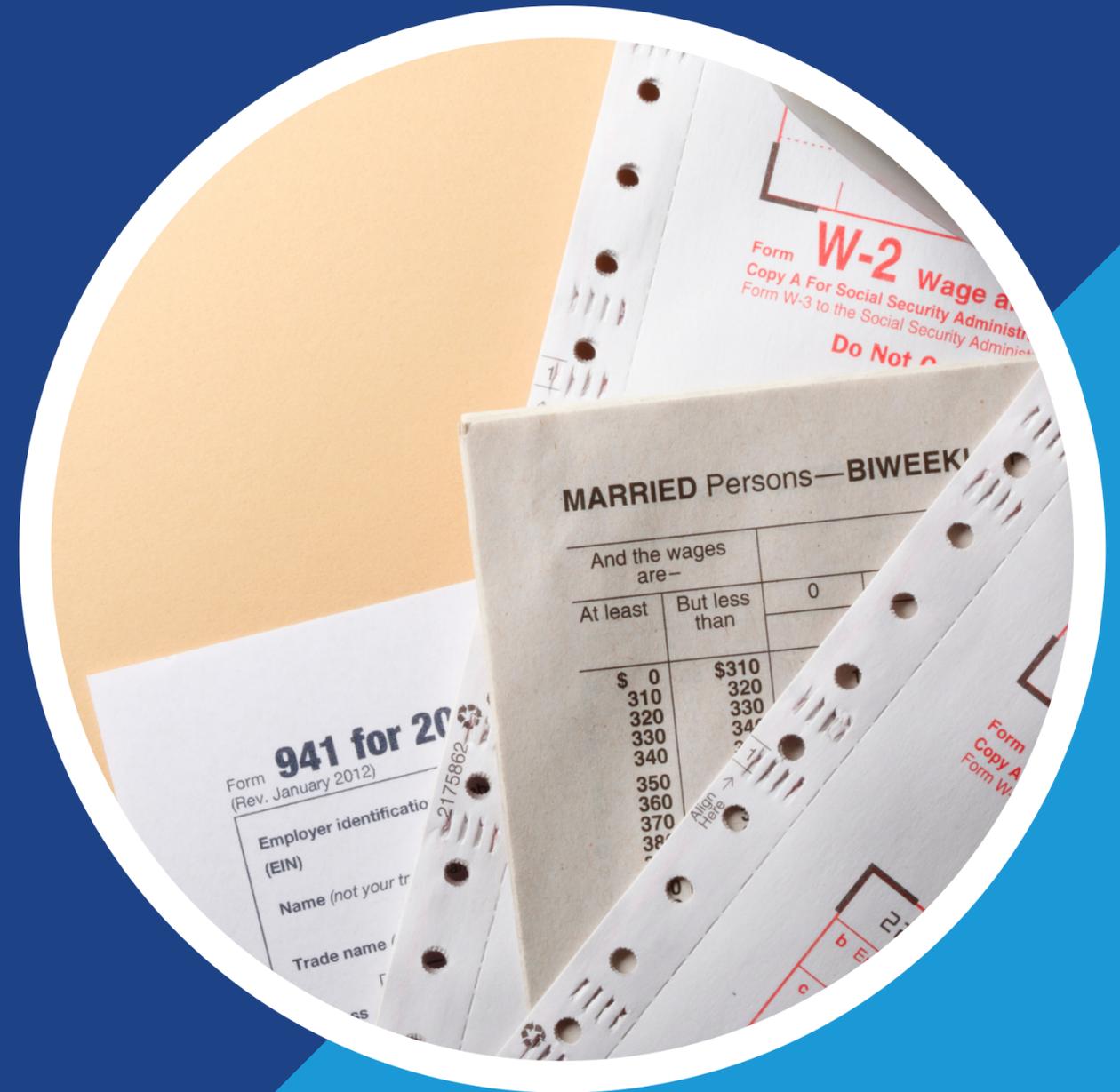
- Typically sourcing non-exempt job categories takes 40-60 hours per job title
- Typically sourcing exempt level job categories takes 60-80 hours per job title
- Sourcing for niche positions such as IT or senior-level management (director-level positions) typically involves more direct sourcing and estimated hours may vary. In addition, the number of qualified candidates presented may be fewer but, in all cases, will be agreed upon at the time of the engagement
- Screening only: Client provides resumes and SSE screens (Hourly rate: \$65 per hour)

DIRECT PLACEMENT SUPPORT

SSE handles everything from A-Z to place the direct hire.

This includes sourcing, interviewing, testing, pre-screening, the presentation of qualified candidates based on specified requirements, and coordination of interview times between candidates and the hiring manager. If a candidate is identified, we can provide a background check and drug screen as well.

With the direct-hire option, SSE will provide a replacement at no additional charge or refund, minus the number of days worked if the candidate does not work out within the first 90 days.



Pricing: 20% - 30% of candidate's salary once placed (additional discounts for multiple placements and exclusivity of search).

PROJECT SUPPORT

SSE will manage the entire recruitment process for a select number of positions.

You choose whether the project, which is based on a set number of hires within the same skill category, is open-ended or if it has a defined timeline.

Pricing is based on the client outsourcing hires to SSE exclusively.

EXAMPLE PRICING FOR EXCLUSIVE DIRECT HIRES WITHIN THE SAME SKILL CATEGORY:

- NUMBER OF HIRES 1-5: 18% OF ANNUAL SALARY
- NUMBER OF HIRES 6-10: 15% OF ANNUAL SALARY
- NUMBER OF HIRES 11+: 12% OF ANNUAL SALARY

FULLY OUTSOURCED RECRUITMENT SUPPORT



Requisition load of up to 3-4 skill categories for hourly/production positions (i.e., Machine Operator, Die Setter, Quality Inspection) with a need to fill around 6-8 positions per month.

Staffing Solutions will assign a full-time, dedicated resource/recruiter to handle some or all recruitment needs.

This recruiter will represent the company, acting as a full extension of the client's HR team, and can be located either on-site at the client or at our SSE office based on client preference. The recruiter will have access to all SSE resources including job boards, resume databases, social media networks, internal recruitment marketing teams, and local networking resources.

Typical minimum engagement is three months, but some outsourced engagements can last six or more months based on hiring volumes.

FULLY OUTSOURCED SUPPORT FOR SALARIED POSITIONS

(HR, Engineering, Production Supervision, Accounting, Administration, etc.)

Staffing Solutions will assign a full-time, dedicated resource/recruiter to handle some or all recruitment needs.

This recruiter will represent the company, acting as a full extension of the client's HR team, and can be located either on-site at the client or at our SSE office based on client preference. The recruiter will have access to all SSE resources including job boards, resume databases, social media networks, internal recruitment marketing teams, and local networking resources.

Typical minimum engagement is three months, but some outsourced engagements can last six or more months based on hiring volumes.

Pricing for this model is typically based on requisition load to be outsourced.

- Requisition load of up to 12 requisitions per month (based on each being a unique job classification. If multiple hires are to be made in one job classification the number of total requisitions can be increased): \$8000 monthly retainer for one full-time recruiting resource plus placement fee of 5-7% of salary per hire.
- If the need is for 16+ requisitions, pricing will be customized and adjusted based on the number of dedicated recruiters needed.