




# HIRE OCTANE

The  
**WorkPlaceGroup**<sup>®</sup>  
"Revolutionizing Recruitment" Efficient ♦ Effective ♦ Exciting!

w w w . w o r k p l a c e g r o u p . c o m

The background features a large, faint graphic of three stylized human figures in a circle, rendered in a light blue color. The figures are positioned at the top, bottom, and right of the circle, with their arms raised. The overall background is a solid dark blue, with a vertical green bar on the left side. The text is in a light green color, matching the bar on the left.

Whether you're looking to fill 10 or 10,000 positions, you want top-performing talent that precisely matches your position requirements and corporate culture. That's why you should be working with The WorkPlace Group, Inc. (WPG).™

From requisition to on-boarding, and anything in between, our world-class recruitment process delivers high-quality, ready-to-be-hired candidates – far more quickly and cost-effectively than you could on your own.

You can use WPG for all the project-based services needed to deliver a specific number of hires within a specified time frame, or for complete recruitment outsourcing – ongoing hiring for your entire company or selected business units, throughout the U.S. and around the world.

Our services include: Multimethod-Multisource Candidate Acquisition, Candidate Screening, Candidate Assessment, Hiring Process Management, On-Site Recruitment Support and Web-Based Applicant Tracking.

Whatever your hiring needs, you'll benefit from WPG's partnership approach, flexibility and comprehensive custom assessments that ensure you only receive interview-worthy candidates.

The bottom line: Working with WPG means you'll conduct fewer interviews, spend less money and take less time to find the high-performance talent you really want.

# Boost your recruitment program – while cutting time and costs.

Faster, smarter, more cost-effective recruitment is an asset in any business environment. Many companies promise enhanced recruitment, but The WorkPlace Group® delivers. Our advanced recruitment and assessment capabilities consistently produce industry-leading results other providers can't replicate.

## A Superior Alternative to Contractors and Agencies

Employers looking to fill positions have traditionally turned to contractors and agencies. But these approaches have serious drawbacks.

Contractors are expensive, don't guarantee their work and have no loyalty to your organization. The same applies to agencies or contingency firms. They often charge 20 - 30% or more of compensation for their services – a fee that helps them recoup their costs on all the positions they couldn't fill. So when you pay a contingency firm, you're paying for work it didn't necessarily do for you – and paying more for your hire than you should.

Most important, contractors and contingency firms represent their own or candidates' interests. Agencies and contractors brand themselves, and endorse candidates whether they're right for your organization or not. As a result, their motivations are not aligned with your interests.

## Recruitment Partnership

WPG works in true partnership with clients. We serve as a seamless, transparent extension of our clients' HR departments.

As your recruitment partner, we represent and brand your organization. We are paid for achieving your recruitment objectives – objectives that positively impact your business. So we have no incentive to send you questionable or inappropriate candidates, and every incentive to send high-quality candidates that are right for your position and organization.

When you work with us, you have the assurance of knowing that every candidate we send you has been evaluated using a position-specific assessment – developed by our own industrial-organizational psychologists – to make sure he or she is right for your position and culture.

While you might expect to pay more for service like this, you actually pay less. In fact, our fee caps have enabled us to achieve costs as low as 3% of compensation recruited – a rate no contingency firm can even approach, much less match.

## Competitive Insight That Works for You

WPG's partnership approach pays off for you in other ways, too.

One of the most important involves the tremendous amount of competitive intelligence we bring to an engagement. We can provide valuable insights into a particular industry's job market, as well as into the salary and benefits packages typically offered by companies in that industry. This kind of consultative approach enables us to work with a client to enhance both its brand and its ability to attract the top talent in its industry.

WPG's competitive intelligence can translate into many valuable benefits for your organization, including a higher-quality candidate pool, higher acceptance and retention rates, faster new-hire productivity, and greater consistency of your employment "brand."

## Flexible, Scalable, On-Demand Recruitment Support

Working with WPG also brings other powerful advantages to your recruitment process.

For example, we recognize that each client has its own culture, organizational structure and recruitment objectives. That's why we make it easy for clients to adapt our services to their particular needs.

We also have the ability to scale our resources on demand. So if you have an immediate hiring need, we can add resources at a moment's notice to fill a candidate pipeline, and then remove them once your pipeline is full.

## Impressive, Verifiable Results

What specifically can WPG's scalable, partnership-based recruitment approach do for you?

Here's an illustration of the kind of performance we've been delivering since our founding in 1997:

- 1 out of 3 candidates we send on an interview receives an offer
- Hired candidates are typically sourced in 10 days or less
- We have helped clients decrease cost-per-hire by 15% - 50%

It all adds up to high-octane recruitment that brings you and the top performers you want together – faster and more economically than you could achieve on your own.



# The advantages of a powerful –



Establishing a recruitment partnership with The WorkPlace Group® is one of the best – and easiest – steps you can take to increase the efficiency and effectiveness of your recruiting.

We work as a seamless, transparent extension of your HR department. Depending on your needs and preferences, we can work on-site at any number of your office locations, handle your recruitment remotely from our headquarters, or utilize a combination of both approaches. Some of our clients, for example, use us to hire for 25 sites remotely, while others prefer to have several of our team members on-site at all times.

Wherever our team is located, working with us is no different than working with your own internal staff. Moreover, you'll always be able to present a consistent brand to the candidates you're looking to attract, regardless of whether we're working with you remotely or on-site.

## **A Dedicated Service Delivery Team**

WPG offers you the benefit of working with an experienced team of professionals dedicated to your account. Depending on your requirements, your team may include a Project Director, Assessment Developers, Strategic Sourcers, Recruiters and/or Coordinators.

By having a consistent, dedicated team delivering your services, WPG always remains up to speed on the things we need to know to serve you effectively, including your corporate culture, hiring managers and benefits packages, as well as your business environment and challenges. And to ensure that we deliver meaningful recruitment results, we recognize our teams for flawless execution and service delivery, achievement of your recruitment objectives, and delivery of continuous incremental value.

## **A Full Spectrum of Services**

WPG can provide virtually any recruitment-related service you might require.

## **Multimethod-Multisource Candidate Acquisition**

When it comes to acquiring the highest-quality candidates for your organization, WPG takes a multimethod, multisource approach.

We use both active and passive candidate sourcing strategies and can work 7 days a week to source, screen, evaluate and manage relationships with candidates. Sourcing resources and strategies we employ include:

- Our extensive candidate database
- Networking boards/professional forums
- Blogs/newsgroups
- Internet employment sites
- Traditional and Internet employment ads
- Professional conferences/career fairs
- Peer-to-peer and association networking
- Cold-calling
- Outplacement firms and employers undergoing staff reductions

Our sourcing efforts help brand your organization to potential hires, and continue even when you are not hiring, to build talent reserves for your organization when your recruitment needs change.

– and proven – partner.



## Candidate Screening

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Candidate screening is an essential part of the recruitment process. WPG screens candidates 7 days a week, making sure that we're on the job when most candidates are home and accessible. We work to identify interested candidates who are suitable for hire.

## Candidate Assessment

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Candidate assessment is one of WPG's traditional strengths. We identify candidates appropriate for both your position and your organization through comprehensive, customized assessments developed by our own industrial-organizational psychologists.

As a pioneer in the use of candidate assessments, we have an extensive library of assessments for a variety of positions across different industries and different regions. This reference resource gives us the foundation to customize assessments for you in a matter of hours, based on input from your hiring managers.

Involving both phone and written components, our assessments are grounded in a scientific methodology that interprets and makes inferences on the content of individuals' work histories and experiences – analysis that is required to legally and scientifically identify the “best hire” for a given position.

Consistently shown to produce industry-leading results, assessments developed by our team of psychologists identify top performers and deliver only interview-worthy candidates to your organization. So you'll need fewer interviews to reach the right person, leaving you free to concentrate on strategic issues and other paramount business concerns.

In addition to minimizing the number of interviews you need to conduct to find the ideal candidate for you, our assessments provide your hiring managers with detailed information about an individual's knowledge, skills and experiences – information that makes for more focused and productive in-person interviews.

## Hiring Process Management

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It takes comprehensive support to make hires happen. And you can count on WPG to provide the services you need at every stage of the hiring process. You can look to us for:

- Development of recruitment procedures/policies
- Interview scheduling/coordination
- Reference/background checking
- Offer processing
- On-boarding
- Metrics generation/reporting

## On-Site Recruitment Support

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If you need on-site recruitment assistance, WPG can provide the full range of services you require – everything from greeting and interviewing candidates to on-site handling of your entire recruitment process. Whatever arrangement best meets your needs, you'll have the security of knowing that WPG will guarantee service continuity and accountability while serving as a transparent extension of your organization.

## Web-Based Applicant Tracking

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Clients lacking an applicant tracking system (ATS) can log in to our web-based ATS to view “real-time” status of their candidate pipeline. Clients outsourcing some or all of their recruitment to WPG also have the option of using our ATS to manage their job requisitions and run their entire career site as a separate, standalone system, sometimes for little or no expense. Our ATS is fully customizable and can be tailored to your requirements.

## Design a Solution Tailored to Your Needs

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WPG services can be utilized in any combination, to ensure that you receive the solution that's right for you.

In project-hiring engagements, WPG will help you determine the services best suited to achieving your hiring goals, and then create a service package that will maximize benefits and efficiency. Full recruitment outsourcing engagements typically involve most – if not all – of our services.

No matter how you work with us, you can count on WPG for guidance at every stage of our partnership. From the beginning of the engagement and internal launch of your initiative to recruitment and hiring process implementation and service delivery, we work closely with you and your team to ensure success. And throughout the partnership, WPG's management collaborates with you to monitor performance and evaluate your initiative's ROI.

# Your choice for efficient, effective recruitment.



With our partnership-based recruitment approach, flexible service offerings and engagements, and customized, position-specific assessments, The WorkPlace Group® brings new efficiency and success to project-based and outsourced recruitment. There's simply no better way to cost-effectively find the top-performing candidates your organization demands.

Once you begin working with us, you'll discover all the advantages that make WPG such a powerful recruitment resource:

- Our assessments, which ensure candidate excellence
- Our comprehensive methods for delivering candidates that fit your position and culture
- Our ability to brand your company and provide competitive intelligence that enhances your talent attraction and retention
- Our service level agreements, designed to give you visibility and control over service deliverables, so that you'll always know exactly what you're paying us for
- Our fee caps, which keep our costs far lower than those of other recruitment providers and help you achieve a predictable cost-per-hire
- Our drive and demonstrated ability to consistently exceed our clients' expectations

You'll also discover – and value – WPG's commitment to becoming your strategic recruitment partner, one whose goal is to help you find and hire the talented people your organization needs for long-term success.

## Case Studies:

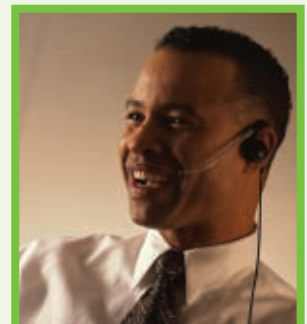
### Twice the Hires – Faster and More Economically

WPG helped one of the world's largest and most comprehensive drug development services companies double its volume of new hires, bringing approximately 1,600 employees on board in a single year. While doubling hiring volume, we also decreased our client's overall cost-per-hire by approximately 15% and improved time-to-fill by 10%.



### \$1M in Savings Over 12 Months

Working with one of the world's best-known Fortune 50 telecommunications companies, WPG helped reduce cost-per-hire by 27% – or approximately \$1,000,000 – over a 12-month period. At the same time, we decreased employee turnover by 60% and helped fuel positive sales growth for the first time in three years.



# Add some octane to your hiring process.

Learn more about how The WorkPlace Group® can deliver the high-performance candidates that are right for your organization – quickly and cost-effectively.

**Call 1-877-WPG-TEAM  
or visit [www.workplacegroup.com](http://www.workplacegroup.com)**



The  
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"Revolutionizing Recruitment" Efficient • Effective • Exciting!

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