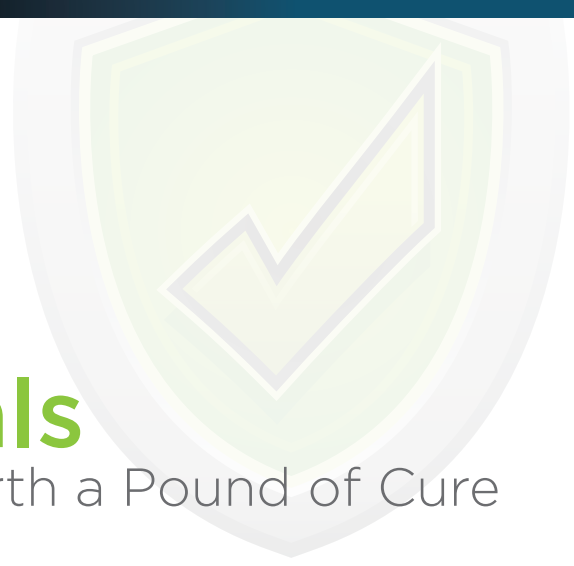




Double-Submittals

An Ounce of Prevention is
Worth a Pound of Cure



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The tyranny of the staffing vendor bucket is the commoditization of talent. There is no doubt that speed and efficiency are important factors when meeting human capital needs by using staffing vendors, but so are quality, transparency and business ethics. All too often, the latter three are over-looked, not intentionally, but systemically, in favor of the former two. The biggest problems that arise from this oversight are blind and double submittals from staffing vendors. Solutions, though well intentioned, fall short from the misplacement of focus and lack of relevant technology to address them.

One of the worst evils that plague and cheapen the staffing industry as a whole is the blind submittal. By definition, a blind submittal is when a staffing agency submits a resume without ever making contact or establishing a relationship with a jobseeker. This is a textbook case of an ethical transgression that is oftentimes reinforced through various candidate ownership policies that state the candidate belongs to the first vendor who submits a candidate, whether or not they have made contact, assessed for skill matches or confirmed availability of their candidate.

Although more of an obstruction to efficiency than an ethical transgression, the double submittal gives rise to more arguments and disputes than any other single factor in the pre-hire environment that hiring companies share with their staffing vendors. A double submittal is defined as two different staffing agencies submitting the same candidate for an open position at a company looking to hire. The fact is nobody benefits from a double submittal. They commoditize agency efforts, frustrate hiring managers and over-burden HR. The misconception in the war to fill or get a position is that double submittals help rather than hurt qualified candidates. The reality of the situation is far different; oftentimes, a company will disregard a candidate that's been double-submitted as a matter of policy to avoid complications or arguments surrounding the right to represent or candidate ownership.

The framework of the pre-hire environment that companies share with their staffing vendors has two sides. The hiring company is on the demand side and the staffing agencies are on the supply side. Current solutions are demand side focused and remarkably inefficient because the burden of the cure resides in idealistic policy and vendor punishment rather than prevention.

Even organizations that have adopted a MSP (managed services provider) or VMS (vendor management system) model are subject to the afflictions of the blind and double submittal; neither the MSP nor the VMS offer anything to address the problem in an effective manner or provide a supply side prevention solution.

The secret to the successful development of an efficient supply side prevention solution is rooted in the refinement of a traditionally passive role in the typical staffing agency/hiring company relationship - the jobseeker. By re-defining the role of the jobseeker to that of an active participant, all three interested parties, the jobseeker, the staffing agency and the hiring company can be on the same page.

Born out of the need for transparency, Submittalcheck is a digital handshake between a recruiter and a jobseeker. It empowers, validates and clarifies relationships and robustly tracks activity on the supply side in the pre-hire space. Through the introduction of SubmittalCheck's candidate authorization feature, an organization that works with staffing agencies gets three distinct benefits within the vendor-pay prevention solution - the elimination of blind submittals, the absolute prevention of double submittals because of a system-generated shared key assigned to every requisition and an environment of unconditional transparency and inclusion because it brings the jobseeker themselves into the process of resume submission.

The technology and method behind SubmittalCheck is patent pending; the solution it presents plays out with an understated, logical simplicity. The staffing agency gets third-party verified right-to-represent certification, the jobseeker gets full disclosure and the hiring company gets a better pre-hire space with effective, efficient, rules of engagement. It's no wonder that the saying goes "An ounce of prevention is worth a pound of cure"

The SubmittalCheck seal:

The seal features the SubmittalCheck logo with the tagline "authorize. verify. control." and the word "AUTHORIZED" in large green letters. It includes a timestamp "2/22/2010 13:01" and a note: "Super Staffing Services Inc. used submittalcheck to obtain authorization for the following submittal:". The main content is a dark blue box with white text listing candidate and agency information. Below this are two green boxes with white text and icons, detailing "Candidate Authorization Obtained" and "Agency Verified". At the bottom, there are two lines of text: one advising to go to www.submittalcheck.com for more information, and another with a link to "Report Seal Misuse".

CANDIDATE NAME:	JOSEPH SMITH
POSITION:	SOFTWARE ENGINEER
COMPANY:	NORTHSHORE, INC.
LOCATION:	LOS ANGELES, CA USA
STATUS:	CANDIDATE AUTHORIZED
AUTHORIZATION NUMBER:	12334TFV1FFSD
STAFFING AGENCY:	SUPER STAFFING SERVICES INC.

Candidate Authorization Obtained JOSEPH SMITH received and duly authorized a request from SUPER STAFFING SERVICES, INC for a resume submission for the SOFTWARE ENGINEER position at NORTHSHORE INC.

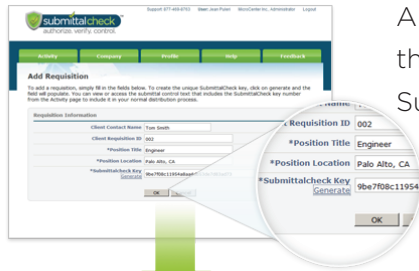
Agency Verified SUPER STAFFING SERVICES, INC. has been verified as having the right to represent the above named candidate. Official records confirm contact and relationship

For the most optimized pre-hire environment, be sure to go to www.submittalcheck.com and create your profile.

The authorization number can be verified at submittalcheck.com
[>> Report Seal Misuse](#)

Visit submittalcheck.com for more information

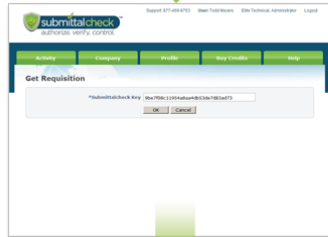
How it works:



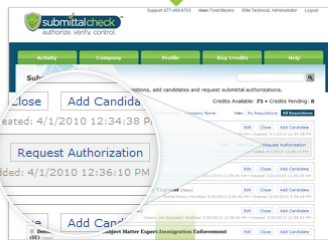
A hiring manager adds a job requirement into the Submittalcheck system and generates a Submittalcheck key.



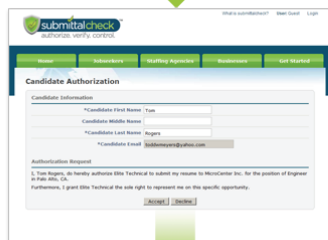
They share the submittal control text that includes the key with the staffing agencies they work with through their normal distribution process.



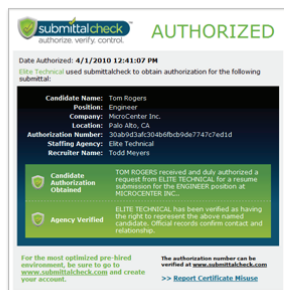
The staffing agency receives the requirement in the usual way and once a qualified candidate is found, retrieves the requirement using the key that the client provided.



The recruiter enters the qualified candidate into the system and Submittalcheck sends the jobseeker the request for authorization.



The jobseeker receives the request and authorizes the submittal.



Submittalcheck generates a time and date stamped certificate for the authorization, the tracking pages of the three participants are updated and no other staffing agency can submit the jobseeker to this opportunity.