

# ACCESS THE FREEDOM TO SCALE

We partner with your leadership team to design and deploy fully aligned and integrated talent acquisition systems that raise your hiring results across the board, while delivering on-time and within your fixed budget.

Becoming the best in your industry all starts with a commitment to better hiring.

## A TALENT CENTER OF EXCELLENCE with UNLIMITED HIRING and ZERO TRANSACTION FEES

Model Comparison Matrix

	Salaried Recruiter	Contract Staff Recruiter	Staffing Agency / Vendor	Traditional RPO	People * Strata
<b>Cost Model</b>	Salary + Benefits + Bonus + Career Development	Hourly rate paid regardless of productivity.	Large transaction fees for every single hire.	Multiple fees per transaction - cost per hire close to Staffing Agency levels.	Flat monthly service rate, equal to or lower than hiring in-house resources.
<b>Alignment</b>	Generally good for a period of time. But long-term motivation is for advancement and salary increases.	Relationship is transactional and finite in duration. Motivation is to extend the contract versus fill jobs quickly.	Highly motivated to "close deals" and send invoices rather than provide long-term quality employees.	Varies by provider, but motivation is to create activity, which creates fees.	Our team becomes your integrated in-house partner, embedded and immersed in your culture and values, completely aligned with your hiring goals.
<b>Value Added Services</b>	Varies by individual, but generally few unless the opportunity to earn more is ever present.	None. Paid for each billable hour.	Varies by vendor, but generally none.	Varies by provider but generally includes reporting and benchmarking.	Weekly and monthly reports; Quarterly business reviews for all metrics; Cutting edge talent technology; Candidate data stays with your company
<b>Advantages</b>	Lower total costs than most contractors and all staffing firms.	Specialties in hard-to-fill disciplines.	None	Helps to keep your senior team focused on core business versus managing staffing efforts.	100% alignment, keeping your people focused on core business; seamless extension of your team; Creates optimal candidate experience. Lower total cost.
<b>Risks / Disadvantages</b>	Disengagement occurs if hiring volume is volatile. Large commitment of executive time to effectively manage a team. Salary increases each year.	Cost model incentivizes billable hours rather than fast, quality hiring outcomes. Limited to the skill of the individual contractor.	Motivated to over schedule high number of interviews, taking time away from key hiring managers otherwise spent on core business.	Generally focused on very high volume, Fortune 500 clients w/o cost flexibility for smaller businesses.	None. Custom relationship and integrated strategy designed to handle your full talent acquisition needs.

### FOUNDATION

Total partnership with your team as we design and deploy integrated systems to create a strong **foundation** for excellence in talent acquisition.

### FOCUS

We screen, recruit, schedule and negotiate all on your behalf, allowing your key contributors to solely **focus** on executing the core mission of your business.

### BREAKTHROUGH

A People \* Strata engagement empowers your company to achieve **breakthrough performance**.