

INSIGHT PERFORMANCE S.T.A.R. PROGRAM

SUCCESSFUL TALENT ACQUISITION REWARDS

Cost of hiring is expensive:

- Average placement costs are roughly 2.5x annual salary when considering advertising costs, management time to recruit, train and bring the new person up to speed.
- Lost opportunity cost can be upwards of an additional 1-2x salary defined as schedule slippage, loss of sales, errors and misplacement costs.
- Typical agency costs are 20-30% of annual salary.
- Often, the "fit" is not right - which is a key component to success in any job.

How S.T.A.R. WORKS

We save YOU valuable time and money as part of this program.

- Our fee is \$150 per hour for an experienced Insight recruiter dedicated to finding the right fit for your organization.
- The balance between hours already invested and 10% of the first year's salary is due upon successful placement.
- Fees are capped at 10%.
- All job postings are billed as a direct pass-through cost.

INSIGHT PERFORMANCE'S THREE-STEP SEARCH PROCESS

STEP 1: Develop Search Strategy	STEP 2: Activate Search	STEP 3: Hire and Assimilate
<ul style="list-style-type: none"> • Meet with hiring manager to clarify growth plans and Identify specific organizational needs • Develop benchmarks to ensure successful placement • Prepare position description • Benchmark salary for competitiveness in the market • Define "the fit" • Target sources for candidates • Establish communication plan to ensure a successful search 	<ul style="list-style-type: none"> • Directly source candidates through traditional search engines, strategic partners, and extended networks • Accept resumes through Insight portal • Pre-screen resumes against job specifications • Phone screen candidates for "fit" • Schedule interview with hiring manager • Follow up with candidate and hiring manager to determine appropriateness of qualifications • Realign search, as necessary 	<ul style="list-style-type: none"> • Conduct reference and background checks • Advise on offer letter, as needed • Extend offer where appropriate • Follow up with declined candidates • Prepare report for management on overall search activity, provide insight for strategies to optimize the search process and retain top talent • Develop pipeline for future searches • Consult on orientation strategies to ensure retention and peak performance in your investment