

**Having Trouble  
Finding the  
Right Employees?**

**Overpaying for  
Recruiting Services?**

**RecruitSmart™**

HIGH QUALITY FIXED FEE RECRUITING SERVICES



Your employees obviously play a significant role in the success of your business. Having quality employees is a huge asset. They impact productivity, customer satisfaction, the culture and can give your business a competitive edge in the marketplace. But finding top notch employees that are the right fit can be extremely difficult.

Many companies have been challenged during the pandemic to attract and retain talent. Not surprisingly, smaller companies have had the most difficulty. They simply don't have the resources and, in many cases, the bench strength or business experience that larger organizations have to fill these gaps.



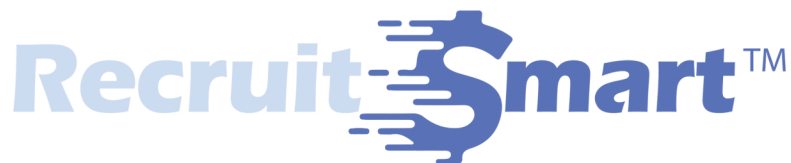
Additionally, many small businesses are struggling not only with finding great candidates, but also with thinking strategically about their overall talent strategy and how to address important topics like diversity and inclusion, the remote workplace, pay equity, etc. which are very much top of mind these days with job candidates. Your interview process is, at times, as important as the opportunity you are presenting. Making a mistake in either area can be costly by having key talent opt out of the hiring process or hiring the wrong employee, which has the potential to make a significant negative impact on your business and create risk.

Companies need a resource they can trust to not only help them through the talent planning, sourcing, and acquisition process to find and attract the right candidates, but also to do so at a fair price.

The standard recruiting fee for agencies is between 20% and 30% of the first-year salary for a permanent job the recruiter is filling. Some agencies may charge as much as 35% for hard-to-fill roles. Fees can vary significantly across industries, market conditions, and specialization of the position.



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HIGH QUALITY FIXED FEE RECRUITING SERVICES



**RecruitSmart™** is a revolutionary new service provided by SHR Workplace Solutions™ that offers all the benefits of a full scale, high-service recruiting firm, but on a fixed fee price schedule. We help you plan and define your needs, locate, and vet top candidates\*, and present the right fit for your company for a flat fee that is a fraction of what old time recruiting companies charge. Prices vary slightly based upon the type/level of hire you need, but at a price that won't break your budget. Top quality sourcing and placing of candidates, at a fraction of the price of what other firms charge.

Our team of hiring specialists has over 20 years of experience recruiting across a comprehensive range of major industries and positions. We have access to a huge database of top-notch candidates. Let RecruitSmart™ help you fill your needs and build a top-notch team, and you will never go back to paying conventional recruiting rates ever again.



## RecruitSmart™

For more information visit: [www.SHRWorkplaceSolutions.com](http://www.SHRWorkplaceSolutions.com),  
or Email: [info@RecruitSmart.net](mailto:info@RecruitSmart.net) for a **free consultation**.

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*\* Does not include background checks or drug testing.*