



Professional Recruiting Services for Today's Hiring Challenges!

As the talent marketplace tightens, we often see traditional recruiting agency services miss the mark. When recruiting fees, for example, are calculated as a percentage of the hired employee's annual earnings, they often become too expensive for budget conscious employers. While TEMP TO HIRE service models have been a popular and lower cost solution, in today's competitive market, some candidates are not willing to audition as a condition of hire.

Our Solution? DIRECT HIRE PLUS (DH+), a new and innovative way for employers to combine the best features of direct hire and temp to hire recruiting models.

Here's what one of our long time "temp to hire" clients recently said about DH+ after trying it out for a couple of months:

"We loved the screening you did for our temp to hire program but when we started using DH+, and bypassed the audition period, we were able to engage our new employee's differently right out of the gate. Because the DH+ program allows fees to be paid based on employee success, it was an easy decision to continue using your recruiting services. DH+ is the just right solution for us!"



*"That human connection between jobs
and people for over 40 years."*

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DIRECT HIRE PLUS is a simple, easy and smart way to use professional recruiting services...

- + All services are provided contingently - you only pay a fee if you hire a candidate that we refer.
- + You select the candidate/s you want and you hire them direct – your way!
- + DH+ fees are broken into three parts based on key placement milestones:
 - A RECRUITING FEE is due on the candidate's start date.
 - A RETENTION FEE is due on the 46th day following your employee's start date.
 - A PERFORMANCE FEE is due on the employee's 91st day of employment.
- + **DH+ GUARANTEES are simple** - If at any time the employee leaves your employment prior to a placement milestone, you won't be bill for any additional fees.
- + **We quote all DH+ fees based on the scope and complexity of the sourcing and screening services requested, NOT the employee's first year earnings.**

While the cost of DH+ is typically less than traditional agency fees, the real value of the DH+ program is how payments and guarantees are tied to the candidate's retention and performance.

To learn more about how DH+ can lower your recruiting costs while improving your recruiting results, contact our Partner Services Team at 425-637-3312 or e-mail us at infodesk@pacestaffing.com



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