



The
Right
Recruiting
Resources
Now!



World Class Recruiting Services - At an Hourly PACE!

PACE Staffing Network is now offering a game changing way for employers to purchase agency grade recruiting services using an on-demand, by-the-hour service model. R3 includes PACE's proprietary candidate profiling with screening processes, technology-based candidate assessment and screening tools, and a network of seasoned talent acquisition strategists and recruiting professionals developed over 40 years of providing outsourced recruiting support for Northwest employers.

R3 was specifically designed to give small to medium sized employers quick, easy access to the expertise and resources normally only available to larger, enterprise employers.

According to data collected by the Society of Human Resource Managers, employers spend just under \$4K each time they hire. R3 drives down these hiring costs by...

- ✓ Reducing (or eliminating) the fixed costs associated with internal recruiting resources
- ✓ Allowing employers to pick and choose the services and expertise they need!
- ✓ Eliminating the high costs of hiring mistakes and "do-overs"

"We've been using the PACE team for all of our hiring and staffing needs since last September. They've helped us hire 7 sales/marketing professionals, two at the VP level. By outsourcing the talent acquisition elements of our business to the PACE team, we've been able to tap into the hiring expertise we needed, while keeping our managers focused on other business challenges. We've corrected a potential turnover issue, and are already experiencing the impact of the right new hires on our business! The great news is that PACE services cost about 20% of what we used to pay in search fees.

Our leadership team considers PACE an extremely valuable business partner!"

Ed Beltran, CPA - Chief Financial Officer, Fierce Inc



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

Local. Trusted. Committed to Making a Difference.

425-637-3312 ■ www.pacestaffing.com





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5 Reasons Why Traditional Agency Services Don't Always Make Business \$ents!

- #1 **Traditional agency fees are just TOO EXPENSIVE for most small to medium sized employers.** Let's face it paying an agency fee, ranging anywhere from 15% -30% of your new hire's annual wage, is no small piece of change. R3 delivers a smarter, more targeted recruiting solution for only a fraction of that cost.
- #2 **Traditional agency services aren't always set up to DELIVER QUALITY HIRES.** When fees are contingent and recruiters compete for attention, the ability to produce several mediocre candidates quickly is often what gets rewarded, rather than the hard work of uncovering that "just right" candidate!
- #3 **A ONE SIZED service pricing model DOESN'T FIT ALL NEEDS!** Paying a full priced agency fee for a hard to find software engineer or a seasoned sales executive might make sense, but not for jobs where candidates are easier to find and vet. Using R3, an employee's hiring costs scale up or down depending on the time and expertise needed to hire right!
- #4 **Agency recruiters are not incented to ADD VALUE!** Agency recruiters, no matter how talented, are not necessarily rewarded for taking the time to help their clients create the right recruiting profile, source the right candidates, or help their clients evaluate all candidates objectively. R3 ensures that all steps in the hiring process reflect "best practices" to add value each step of the way.
- #5 **Agency recruiters can't afford to be CANDIDATE NEUTRAL.** Traditional recruiting agencies only get paid if their client hires a candidate they represent. It is rare to find a recruiter who is truly objective when guiding their clients through the hiring process. R3 ensures that your agency recruiter is always working in alignment with your best interests – not their own!

Want to learn more?

*Call us at 425-637-3312 or e mail us at partnerservices@pacestaffing.com
and we'll send you a FAQ you can use to compare
R3 services (and costs) against other options.*