

Staffing Professionals for all your hiring needs. Whether your needs are: Permanent, Temporary, or Contract, We Can Deliver!

WHO WE ARE

By design, we have hand picked and developed the best-of-the-best in staffing. Our staff ranges from 5 to 25 years of experience, and are some of the most respected individuals within our industry. They have developed immense networks of candidates, in multiple disciplines and have the skills and knowledge to quickly deliver quality results. We are truly committed to an exceptional level of customer service as well as employee retention. Our most valuable resource is our clients, and we work hard to maintain our relationships.

MISSION STATEMENT

Our mission is to serve our clients, candidates and the community with superior value and service. We pride ourselves in our ability to 're-think the box' and push the limits of innovation, creative solutions and effective workforce acquisition delivery models. We adhere to very strict ethical standards and believe in maintaining strong customer service. It's all about who we are, "4-Staffing."



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4Staffing

®

Simple, Solutions, Service, Success

HOW WE CAN HELP YOU

4-Staffing literally becomes an extension of your existing infrastructure. We dedicate a trained, professional team of recruiters who recruit specifically on behalf of your company until we successfully fill each opening. Together, we develop specific candidate criteria, recruiting strategies and establish a realistic timeline to complete your project.

WHAT YOU MAY NOT KNOW

Is that the candidates you're looking for are out there to be recruited, but most are not actively 'shopping'. 4-Staffing focuses on recruiting candidates locally who are 'passive' in the marketplace; not looking for a career change, but are open to the idea. When we recruit, we don't sell the candidates, rather we educate them on the opportunity. We build a strong foundation for trust and a rapport that enables us to effectively recruit for our clients. It takes each recruiter 1000 outbound phone calls per single hire. Thus, our recruiters make between 100-150 outbound cold-calls per day. This strategy has proven more effective than simple advertising and on-line resume searches.

SOME STATISTICS

- ▶ Our recruiters will speak to and screen out approximately 50 candidates before finding one who is open and applicable to the opportunity
- ▶ We anticipate a submit ratio of 3-5 candidates per hire (although, this is sometimes less)
- ▶ Candidates submitted for interview, 80% are accepted as qualified and applicable

- ▶ Interviews that occur, 70% are made an offer of employment
- ▶ Offers that are made, between 60-75% are accept
- ▶ We maintains a less-than 10% dropout rate for interviews
- ▶ 4-Staffing have successfully delivered every project within specified timeline and scope

YOU CAN HAVE CONFIDENCE IN US!

Whether you are an employer searching for top talent or a job seeker you can put your trust in us. Even our name is a reminder of our motto here, **“Simple, Solutions, Service, Success.”** "We make it easy for you by formulating specific solutions for you individual needs. We pride ourselves in the service we provide, that extra personal touch because we care about your success. It's our business model, it's our name and it's your satisfaction that keeps us going and we wouldn't have it any other way.

CONTINGENCY SEACH

You give us your job description along with the key details and we will track down the most qualified applicants for your position. There are no up front costs to you the employer, nor to the applicants we represent. Reviewing resumes and interviewing our candidates is 100% free. There is no charge to the employer until an applicant is hired and has started.



Under this arrangement, there are no costs unless we deliver. Give us the opportunity to demonstrate our capabilities-we won't let you down.

RETAINED SEARCH

Allow us to focus all of our attention on completing your project. We'll take the time to personally meet with you so we can fully understand your needs. We'll do a complete market analysis by researching your industry and competitors. This is ideal if you are trying to keep the opening confidential from internal as well as external eyes & ears. We'll insure the candidates we find are only presented to you without your own employees ever knowing.

CONTRACT/TEMP/TEMP-TO-PERM

Hiring for an exact skill? Why not try before you buy! This offers staffing flexibility where you can get around budget constraints. A great solution if you need to keep permanent headcount down. There are no hassles at the end of the assignment. You can hire for a specific purpose or project. Candidates are normally available immediately. Minimize employer liability; avoid IRS scrutiny from 1099 issues and office politics.

ALL AT FEES YOU CAN AFFORD

For more information contact one of our Staffing Professionals today.

Call 1-888-324-STAF

www.4-staffing.com