

A Tech Savvy Recruitment Agency

Connecting **Exceptional** Talent with **Exceptional** Companies!

We understand finding highly-talented professionals that not only have the skills you need but also fit your culture is a big undertaking, and one that takes tremendous time and expertise.

Through years of experience, and our desire to truly partner with our clients, we've learned recruiting shouldn't be treated as a one-time, one-off project. Our clients that see the highest levels of success engage in ongoing recruitment and retention efforts, including coaching and mentoring for their leadership teams. In today's job market you can't predict when a current team

member will depart, or when you need to staff up quickly to fulfill your increasing workload. Shyft Career's Constant Recruiting serves as your talent acquisition ambassador! We are always recruiting, screening potential hires, spreading the good word about your company and culture. **When the unexpected happens we can drastically reduce your time to hire, therefore, getting you back to running your business, not recruiting, interviewing, or scrambling for the next 'right' hire.**

We look forward to helping with your hiring needs!

ARE YOUR RECRUITING
EFFORTS MORE STRESSFUL
THAN ENJOYABLE?

MAKE A SHYFT!

Recruiting Services

that get you back to business faster!

| | Traditional Contingency | Find Your Unicorn | Acquire + Retain | Accelerate your Culture |
|---|-------------------------|-------------------|------------------|-------------------------|
| | \$0/mo | \$1,500/mo | \$1,750/mo | \$1,750/mo |
| Promotion on 20+ Premium Job Boards | ✓ | ✓ | ✓ | ✓ |
| Confidential Searches and Recruiting | ✓ | ✓ | ✓ | ✓ |
| Expert Headhunting | ✓ | ✓ | ✓ | ✓ |
| Manage Direct and Indirect Applications (Job Boards and Direct to Client) | ✓ | ✓ | ✓ | ✓ |
| Cultural and Skill Evaluation | ✓ | ✓ | ✓ | ✓ |
| Remote and In-office Positions | ✓ | ✓ | ✓ | ✓ |
| Qualified Interviews in as Little as a Week | ✓ | ✓ | ✓ | ✓ |
| Negotiation and Process Management | ✓ | ✓ | ✓ | ✓ |
| 90-Day Replacement Guarantee | ✓ | ✓ | ✓ | ✓ |
| No obligation to hire! | ✓ | ✓ | ✓ | ✓ |
| Hiring Fee | 20% | 18% | 15% | 15% |
| Persistent Recruiting and Active Promotion. Be part of the Shyft Nation and we'll always be looking for your next great hire! | – | ✓ | ✓ | ✓ |
| Reduced Time to Hire, Replace, or Grow Your Team | – | ✓ | ✓ | ✓ |
| Summary of Candidates and Salary Requirements | – | ✓ | ✓ | ✓ |
| Access to Recruiting Dashboard | – | ✓ | ✓ | ✓ |
| Monthly Impact Report and Call | – | ✓ | ✓ | ✓ |
| Paid Recruitment Marketing on Social Media Platforms | – | – | ✓ | – |
| Job Description Development for Active Positions | – | – | ✓ | – |
| Management of Company Pages (LinkedIn, Indeed, Glassdoor, etc.) | – | – | ✓ | – |
| Monthly Freelance Referrals | – | – | ✓ | – |
| Exit Interviews | – | – | ✓ | – |
| Interviewing and Screening for Internal Positions and Promotions | – | – | ✓ | – |
| Competitive Insights | – | – | ✓ | – |
| Annual Cultural Audit Updated Quarterly | – | – | ✓ | ✓ |
| Annual Salary Insights Report | – | – | ✓ | ✓ |
| Two Monthly Lunch and Learns (topics of your choosing) With Certified Leadership Coach Leadership, Management, Development Training | – | – | – | ✓ |
| Two Hours of Monthly Consulting with Leadership Coach and HR Specialist | – | – | – | ✓ |
| Hiring and Interviewing Process Development | – | – | – | ✓ |
| Onboarding and Offboarding Process Development | – | – | – | ✓ |
| Interviewing & Selection Training | – | – | – | ✓ |
| Discounted HR and Leadership Workshops from a Certified Coach | – | – | – | ✓ |



SHYFT

C A R E E R S

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