

## InstiHire™ Employment Exchange

*Employers: Lower Your Recruiting Costs by 20%–40%*

Let InstiHire become your vendor management tool for contingency search. With InstiHire, employers can work with their existing vendor list or reach additional vendors through our nationwide network of contingency search firms. Plus, you can take advantage of free market economics by adjusting the recruiting fee to affect how quickly and cost-effectively a position is filled through InstiHire. And dealing with search firms doesn't mean more work since InstiHire:

- Coordinates communication between the job poster and search firms
- Manages the number of resumes submitted against a job requirement
- Consolidates the invoicing process

The number of recruiter phone calls and unsolicited resumes you receive will be significantly reduced. Also, if a search firm is performing poorly, you can choose to restrict that firm from receiving your job postings.

**Learn more at [instihire.com](http://instihire.com)**

***"InstiHire is a great example of using technology to streamline an often time-consuming and labor-intensive process."***

-- Mary Louise Pernod  
President, Hire Options  
search firm

InstiHire is a Web-based employment exchange that helps you quickly fill your permanent positions – in all disciplines, from administrative positions to technology executives – and lower recruiting costs by 20-40%. It improves and streamlines your existing hiring processes by providing a private network between your company and recruiters nationwide.

With this single network, you can access all your preferred recruiters plus hundreds of others. By opening your positions to a larger marketplace, you receive the benefit of a wider search, which helps you fill positions more quickly and hire the very best job seekers. And to help ensure the highest quality of applicants, search firms are required to pay a submission fee each time they submit a resume.

### **Advantages of the InstiHire Employment Exchange**

To access InstiHire's screened, qualified pool of jobseekers, all you need is a PC and an Internet connection. There's no software to install, no maintenance, and minimal training. With InstiHire, you can instantly:

- Post permanent job openings – for free
- Determine the recruiting fee you want to pay to fill each position
- Decide how many resumes you want to receive
- Easily edit and remove positions
- Receive qualified resumes
- Streamline and enhance existing internal communications and hiring processes
- Communicate efficiently with recruiting firms

The InstiHire network is secure and easy to use. Using your username and password, you login to the system and complete a profile that describes your company, your hiring process, and the benefits package you provide to permanent employees. You then post your jobs and indicate the fee you'd like to pay to hire an applicant and the number of resumes you wish to receive.

Once you post your jobs, recruiters screen applicants and submit qualified resumes. You can provide instant feedback on the applicants so recruiters know exactly what you are looking for or if you'd like to schedule an interview. Plus, an InstiHire counselor will help you optimize your hiring initiatives.

## Online Centralized Vendor Management for Sprint

*Challenge:* Sprint is a global integrated communications provider serving more than 26 million customers in over 100 countries. Sprint needed to enforce corporate hiring policies and reduce recruiting fees. Hiring managers were bypassing Human Resources, and turning directly to external search firms to find candidates, instead of letting Human Resources first try to find candidates through less expensive means. Sprint also wanted to reduce placement fees from 25% to 20%, which meant renegotiating contracts with its 140 vendors (search firms), a time-consuming task.

*Solution:* InstiHire demonstrated how its proprietary Web-based employment exchange is an effective vendor management tool. InstiHire connects employers with search firms nationwide to help employers fill their openings more quickly and at reduced cost.

When Sprint learned it could control job postings to help enforce internal compliance, the company decided to try InstiHire with its Global Markets group (sales division). Now Sprint controls when openings are sent to vendors and at what fee. As one of Sprint's recruiters says, InstiHire is "easy to use. Simplifies my job. I love it!"

*Key Customer Benefits:* InstiHire helped streamline Sprint's hiring process and reduce placement fees by 25% without Sprint's having to renegotiate contracts with its 140-plus vendors. Using InstiHire, Sprint has reduced fees to an average of less than 15%. Sprint has made 57 placements and saved more than \$185,000.

### **Learn More about InstiHire**

Learn how you can use the InstiHire Employment Exchange to fill your permanent positions quickly and easily. InstiHire, Inc. is a subsidiary of Starpoint Solutions. Starpoint provides technology solutions and staffing that enable our clients to successfully meet their business objectives. We are privately held and have offices nationwide.

To see a demo or for more information, please visit [www.instihire.com](http://www.instihire.com), email [info@instihire.com](mailto:info@instihire.com), or call us at 212.386.0700.