

Use InstiHire as 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 adjust the recruiting fee to affect how quickly and cost-effectively a position is filled.

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

▶ Client Snapshot

Sprint needed to enforce corporate hiring policies and reduce fees from 25% to 20. Sprint's Global Markets Group (sales division) used InstiHire to control when openings are sent to vendors and at what fee. 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.

InstiHire™ Employment Exchange

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

Advantages of the InstiHire Employment Exchange

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 streamlines your hiring process by providing a private network between your firm 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.

- 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. If a search firm is performing poorly, you can choose to restrict that firm from receiving your job postings. Plus, an InstiHire counselor will help you optimize your hiring initiatives.

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 project outsourcing, team staffing, and consulting services to help you improve performance and increase profitability. We'll find the talent you need.

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