

# If companies are trying to watch costs, why is our phone still ringing?

## The efficiency equals cost-savings

### It still takes time and money to recruit a new employee

- Typical recruiting costs (ads, Internet, reference and background checks, etc.) **\$2,546**
- Cost of a manager spending up to 40 hours doing the recruiting, interviewing, testing, orientations and paperwork (*not to mention the cost of not doing other productive and necessary tasks*) **\$1,250**
- Say you add a new employee to payroll at \$12/hour with all associated costs (*and remember, the cost of benefits is still rising regardless of the economy*) for first 90 days of employment **\$8,674**

Your total investment **\$12,470**

### When we spend that time and money, here's your cost

- Cost of manager's time spent to make a phone call to describe your needs **\$4**
- Since we recruit constantly, we typically can check our files and find one or several candidates who match your requirement and are already screened, interviewed, and tested (*by our staff, while yours were busy doing other productive work*) **\$0**
- Say you approve the addition of a candidate to our payroll at an hourly bill rate, paid to us weekly over first 90 days as hours are worked **\$9,984**
- If business conditions are right, you might choose to add the employee to your own payroll at the end of 90-day "probationary" period **\$0**

Your total investment **\$9,988**

*Favorite actual customer quote: "I don't know what the big deal is about using services—by the time I factor in benefits and everything else, you are only costing me a nickel!"*



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## The flexibility is smart business

### More than ever, you need to be able to adapt

- Need to move quickly? Add a temporary worker whose skills are equal to (*or better than*) your regular employees. To the temporary worker, staffing also offers the flexibility of diverse, challenging work without a long-term commitment.
- Have no crystal ball? Reserve the right to respond to demand and opportunities by keeping a pool of temporary workers. Because they have access to benefits and competitive wages (*our average clerical employee is earning \$13.59/hour*), temporary workers are not necessarily seeking permanent employment with you either.
- With no meetings, email, or water cooler conversations, **the typical temporary worker is productive over 90% of the work day**. That compares to an average of 50% productivity for full-time employees.

## Why dial our phone instead of another number?

- Average staff turnover in this industry is less than one year. Personnel Partners' average seniority: **8+ years**.
- Indiana employer base unemployment tax rate is 2.7%. Personnel Partners' tax rate due in part to the stability of our workforce: **1.7%**.
- **40%** of the candidates we placed on assignment last year were offered permanent employment by our clients.
- Average number of applicants walking through our doors weekly: **78**. Percentage of those NOT added to our database: **19%**.
- Over **25%** of our candidates are referred to us. Nearly **20%** of our new applicants have never been to a staffing service.
- Percentage of our placement staff who are Certified Staffing Professionals: **100%**
- Average length of time spent in our office by one who ends up eligible for placement: **90 minutes**.
- Repeat customers account for **70%** of our job orders.