

Recruitment & Retention Process Outsourcing

Locate and lock-down top talent with a full-cycle outsourcing partnership

RPO is a new name for something Decision Toolbox has been refining for years. Since 1992, DT has partnered with hundreds of large and small clients nationwide to fill thousands of positions across virtually all industries, disciplines and levels - at cost that equates to 7% of salary on average.

Now our RPO model is an "RRPO" and features both recruitment services and retention programs that will not only attract top talent into your organization, but ensure they remain engaged and inspired by the career they build with your company.



THE SIMPLICITY OF the DECISION TOOLBOX RRPO

- Decision Toolbox is the standard-bearer in low-cost, high quality outsourced recruitment because our services are transparent and time-tested.
- Decision Toolbox can *be* your recruiting department or *expand your existing* recruiting department.
- We can provide onsite staff if appropriate, but it is not necessary in all cases.
- You pay as you go, only for the work performed (and the results we produce). Our team scales up or down as your needs change.
- Through our partnership with Inspired Work, we provide a unique advantage in talent management, with retention and employee development beginning from the first day of employment.



THE COMPETITIVE EDGE

A recruit is almost always another company's casualty. Over 70% of America's workforce is considering a career change in 2007. Inspired Work is a national consulting firm founded on one premise: Work is the biggest relationship that most of us have. Their revolutionary programs transform the way people feel about their lives, their work, and their achievements. By providing Inspired Work services within recruitment process outsourcing, clients realize the following benefits:

- The client company is perceived as a highly sophisticated employer
- The probability of long term retention is increased
- The client company culture improves by having new hires initiate employment on the best footing possible
- In a very small number of cases, the new candidate may withdraw employment because the position was selected for the wrong reasons

Inspired Work programs are available in group and individual formats. Each is customized according to the unique needs of the audience.

TOTAL QUALITY

The central theme of the RRPO is **quality**; but quality that does not come with a premium price tag attached. Decision Toolbox takes the most efficient route to sourcing & screening the right talent for your openings, and Inspired Work ensures that your new team members engage on the best footing possible. As recognized experts in our respective fields, we help your organization to "do the right things, right the first time, every time" in recruitment and retention.

THE RECRUITMENT TEAM THAT WILL SUPPORT YOU

CREATIVE AND MEDIA

- A professional writer will develop the branded marketing tools for each position and collaborate with the Recruitment Partner to develop that position's screening tools.
- Our media specialist will plan and execute each position's ad/posting campaign.

RECRUITMENT

- A designated DT Recruitment Partner will source, screen, present, and coordinate the interview process all the way through offer negotiation and reference checking if desired, for candidate prospects for each position. Depending on the scope of your RPO contract, you may have one or several Recruitment Partners dedicated to your account.
- Our Director of Recruitment Quality will keep a close eye on each position's progress and work diligently to help correct problems at a very early stage.
- Thanks to our reputation and performance-based working model, DT hires and retains only top caliber recruiters.

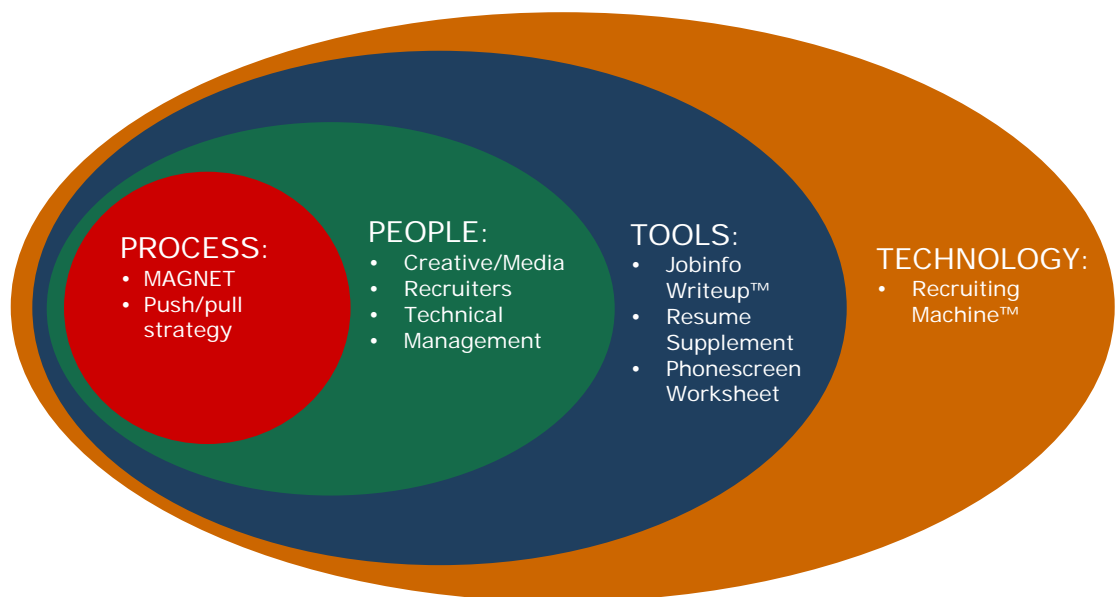
TECHNICAL SERVICES

- Our Tech Services team will set up a "vacuum-sealed" recruitment portal that we will use on your behalf, and ensure that you have 24 hour, real time access to data relative to the exact status of each open position and candidates presented.
- If you have an ATS and/or HRIS, we will build the necessary interfaces. If you don't, we can configure our recruitment platform - Recruiting Machine™ - to serve as your own ATS.



MANAGEMENT

- DT's Management team will huddle with you on a monthly, bi-monthly or quarterly basis to acknowledge successes and solve problems.
- DT Management plays a proactive role in continually enhancing our performance.



RECRUITING TECHNOLOGY: RECRUITING MACHINE™

Available to you and included in our RPO pricing is your in-house use of our own web-based recruiting platform/ATS, Recruiting Machine, including all hosting, maintenance, bandwidth, initial training, support and regular system updates.

	KEY RECRUITING MACHINE features include:
4	Job requisition creation and management
4	Automated job distribution/cross-posting to any number of major and specialty job boards (currently in development)
4	Job description library
4	Seamless integration with your corporate website to serve as your careers page as well as your intranet job portal (customizations will be required)
4	Automatic job-specific candidate ranking based on level of qualification
4	Automatic candidate source data capture so you know what to do more and less of
4	Employee referral tracking
4	Candidate prospect "CRM" functionality, to facilitate proactive sourcing
4	Flexible and powerful database searching
4	EEO / OFCCP compliant data capture and reporting
4	Job-specific phone screen and interview worksheet forms
4	Comprehensive job status and candidate activity tracking - you always know exactly where each position stands, at a glance
4	Flexible folder architecture - enabling the Recruiter organize prospects and activity his/her own way
4	Built-in follow-up/reminder system so Recruiters can easily prioritize each day and help prevent items from slipping through a crack
4	Company contact management - add/edit users, hiring managers & access levels
4	Exceptionally user-friendly, intuitive interface
4	Multiple reporting options
4	HR-XML compliant exporting to your HRIS (customizations will be required)
4	Access to the complete database of prospects sourced by Decision Toolbox on your behalf in the course of MAGNET searches
4	Hosted in a SAS 70 certified data center
4	And more. . .



INSPIRED WORK SERVICES

The Inspired Work Program

With over fifteen thousand graduates, The Inspired Work Program has proven that anyone can have a great relationship with his or her work. The program awakens the consciousness of being an effective worker through a process of self-definition, developing critical life skills, problem solving that leads to fulfillment in life and work.

The program provides the following benefits to new hires:

- They arrive with a compelling and up-to-date awareness of their capabilities
- They arrive with new insights in what must be learned to be fully effective
- They will be far more open to change, taking risks and engaging in “out-of-the-box” thinking

From a talent management perspective, the program’s greatest outcome is delivering new employees to your client company in a state of readiness that is far superior to the historic norm.

Leading Brand Personality

The Leading Brand Personality is a proprietary diagnostic process developed with over 20 years of branding experience. We use an exclusive Socratic method of immediately identifying the essence of an individual’s personality that is immutable and rarely ever discovered by conventional personality testing. The results are astonishingly accurate and are immeasurable in insuring the future success of the individual.



Leading Brand Personality is provided as a final step in the recruitment process for a senior executive. Inspired Work conducts an intake assessment and returns within seventy-two hours with a carefully crafted, one-page description of the individual. It is suggested the client use Leading Brand Personality as a decision making device for the top finalist. When the client is having difficulty making a decision between two candidates, using the brand personality process will clearly illuminate the right choice.

Additionally, Inspired Work offers leadership development, CEO training, coaching, presentation and sales training programs.

For in depth information, visit: www.inspiredworkservices.com

TYPICAL RRPO PRICING

Pricing is customized for the size and demands of your organization.

GENERAL	
Start Up Fee	\$7,500
OFFSITE HANDS-ON RECRUITMENT	
Per Position Recruitment Charge	\$3,000*
Contingency Bonus Upon Hire of DT Candidate	\$1,000 - \$5,000**
RECRUITING MACHINE	
Recruiting Machine monthly license fee	\$4,200***
Training and customizations requested & authorized by you	\$175/hour
*Based on a commitment of 60 positions over 12 months	
**Waived as long as the minimum volume commitment is met!	
RETENTION PROGRAMS	
Inspired Work Program*	\$1000/per person
Leading Brand Personality – individual*	\$3,000
Leading Brand Personality – 2 candidates simultaneously*	\$4,500



* Paid in advance to launch recruitment on a per position basis; based on a commitment of 60 positions over 12 months.

** Contingency bonus

Hired starting salary:	<60K	60-79K	80-99K	100-119K	120-139K	140K+
Bonus to DT:	0	\$1,000	\$2,000	\$3,000	\$4,000	\$5,000

*** Waived as long as the minimum volume commitment is met.