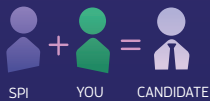


SMART SOURCING

BY SYSTEMS PERSONNEL



"WE MANAGE A SEARCH ASSIGNMENT LIKE YOU MANAGE A PROJECT"
... and you get the best candidate for the job!

1. NEEDS ASSESSMENT

We identify your organization's unique team fit, technical fit and strategic fit.

NETWORK

Systems Personnel runs four executive networking groups with over 1,000 members.

TARGETED RECRUITING

SPI identifies and solicits passive candidates from your industry.

RESEARCH

SPI employs a team of researchers who use the industry's best tools to find candidates.

2. TEAM BASED RECRUITING

A team of recruiters utilizes SPI's proprietary systems to find candidates you won't find on your own.

DATABASE & CONNECTIONS

SPI's database includes over 130,000 active candidates. We lead our industry in social connections.

3. CANDIDATE RECRUITMENT FUNNEL

100
CANDIDATES

EMAILED AND CALL

Candidates who can do the job or can lead us to the person who can do the job.

50
CANDIDATES

PHONE INTERVIEW

Candidates who can do the job. We screen for your needs and culture match.

15
CANDIDATES

FACE-TO-FACE

Interviews at SPI office for local candidates, or via Skype for out-of-town candidates.

3-4
CANDIDATES

Best Contenders Submitted After 2 Interviews



Interview and screen candidates. Press hot buttons.

4. FIRST INTERVIEW

Debrief for candidate recommendations.



Targeted references. Technical & personality testing.

5. DEBRIEF & FINALISTS CHOSEN

Schedule second interviews with two finalists.



Prep to accept Job. Benefits review to determine minimum salary.

6. PREP FOR FINAL INTERVIEWS

Final interview using SPI behavioral questions.



Drug/Background and Employment Verification.

7. FINALIZE AND BROKER OFFER

Verbal acceptance, start date and coaching on counter offer.



8. FORMAL JOB OFFER



OFFER ACCEPTED!

Congratulations! You've hired a great resource using the Smart Sourcing process.
Your satisfaction is guaranteed.