

SYSTEMS PERSONNEL

Improving **Lives** Through Employment

| RECRUITING AND STAFFING

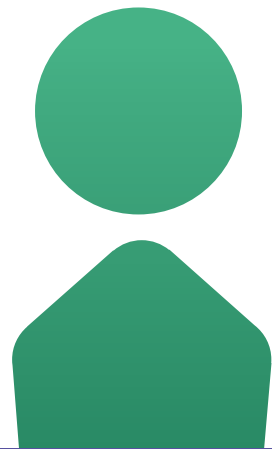


The challenges of hiring **weigh** on your shoulders



Studies show that hiring mistakes can cost you big!

Costs Include - recruiting, interviewing, training, lower productivity, lost time for other team members, lower morale, negative client impact, legal costs, opportunity costs



80%

of employee turnover is due to bad hiring decisions *Harvard Business Review

69%

of employers reported that bad hires lowered their company's productivity, adversely affected morale, and/or resulted in legal issues *CareerBuilder

\$250K LOSS

Estimated loss from a bad hire at a strategic level position. *Insight / Dice

1 in 5

hires are considered "bad" hires by management *CEB Global

\$150,000.00

Average turnover cost of a Sr. Accounting Professional, estimated at 90%-200% of salary *SHRM

Reducing Hiring Mistakes



Mistakes to be avoided

Hiring mistakes are easy to make and very costly

- INCOMPLETE STAKEHOLDER BUY IN
- INADEQUATE RECRUITING BUDGET
- SALARY BELOW MARKET
- NO INTERNAL CANDIDATES
- VAGUE JOB DESCRIPTION
- WEAK CANDIDATE ACQUISITION PLAN
- LOOSE SCREENING PROCESS
- POOR EVALUATION METHOD
- LACK OF TECHNICAL & PERSONALITY TESTING
- FAILURE TO USE BEHAVIORAL INTERVIEWS
- CUTTING CORNERS WHEN VETTING



Best Practices

Quality procedures are necessary at each step to avoid mistakes

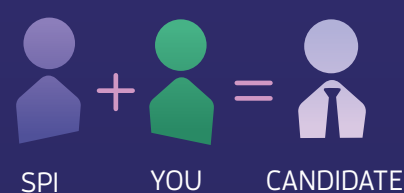
Systems Personnel guarantees our **Best Practices** and our **Results!**

Our custom-designed recruitment program **SMART SOURCING** is the most intensive process out there. **SMART SOURCING** is recruitment **done right**, guaranteeing stellar candidates, timely placement and cultural fit.



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

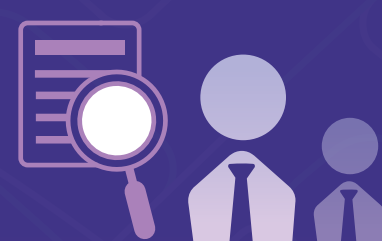
Schedule second interviews with two finalists.



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.

CANDIDATE VETTING

We go the extra mile to ensure you are getting what you pay for.



Personality & Technical Testing

We use a battery of profiling and testing tools to help you make a good decision.

Certification & Education Verification

All finalists are run through a third party verification process for credentialing.



Behavioral Based Questions

We provide you with interview questions designed to get you the information you need.



Finding Candidates

We find talented resources others cannot. After recruiting a pool of talent, we help you land the best.



Market Information

We help you revise your requirements and salary expectations to tap into the best candidates available.



Process Design

We will help you implement best practices and reduce quality gaps increasing your likelihood of a good hire.

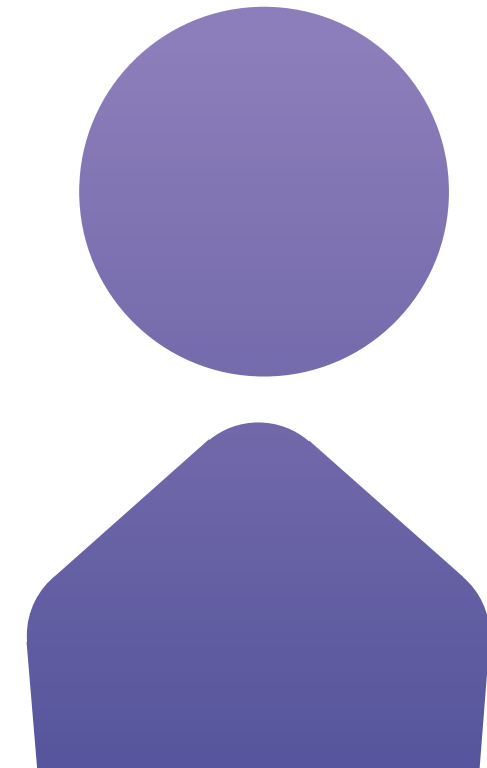


Advice and Guidance

SPI garners insight as the hiring process unfolds. We provide advice that guides you through your decisions and leads to a better outcome.

EXPERT HIRING CONSULTANT.

SPI guides you the entire way.
We will help you eliminate
hiring mistakes.





PROPRIETARY NETWORK

Systems Personnel, Inc. is the most highly networked agency in Western NY. Our ability to build you a better team is our way of improving your life as a leader.

Strategic Alliances

SPI founded and runs multiple networking groups for business executives. Membership totals over 1,400 professionals. Consider SPI your personal network connection, dedicated to helping you learn and grow by connecting you with other executives.

Placed Network

SPI has employed over 5,000 people in Western New York and has helped countless others improve their careers.

130,000 Active Candidates

Our database of candidates has been built over 20 years and is continually being updated to using state-of-the art tools and technology.

We are driven by one underlying mission:

IMPROVING **LIVES** THROUGH EMPLOYMENT.

We know what is at risk and we know what you need. We take your search personally, pushing harder than any team out there.

To SPI, improving **lives** looks like this:



Friends & Family

We help prep resumes, create job search plans and coach for interviews.



Community

We help students, feed the poor, and assist the impoverished.



Managers

We make leaders more successful by helping them build better teams.



Candidates

We uncover career opportunities job seekers wouldn't.



Teammates

We provide a stable progressive culture where people learn and grow while providing for their families.

When we asked our clients to **rate our service** as compared to their other vendors, this is what they said:

"I would say the quality was above other vendors as you really took the time to understand our needs, **not just send me random resumes and hope to find a fit as others do.**"

-Caroline M. Organ-Brock, Schechter & Polakoff

"Your process is above other vendors. It can be difficult to fill our positions. **Never once did I hear that it would be a problem or that there just isn't anyone out there for us.** I was actually told by another agency that they couldn't help us because of our pay scale. SPI has helped fill 2 assignments now and I look forward to our continued relationship. SPI is wonderful to work with."

-Rhonda Dieterle-Aakron Rule

"As always, service is great, expectations were met. I appreciate your professional, thoughtful approach. **I always know that your team listens and the goal is not only to find a "body" but to find a great fit for my team.**"

-Linda Kramer – Informatica

"I am very pleased to provide feedback about the team of contractors you have assembled for us. Each contractor is engaged, diligent, and has a focus of helping our team accomplish our end goal. They also have a positive energy and attitude so that we have a culture of teamwork and collaboration. **Projects become easier to execute, changes become easier to implement and problems become easier to solve with a great staff. Thanks.**"

-Mona Chitre- Excellus Blue Cross and Blue Shield

"Systems Personnel has been instrumental in delivering complex health information technology milestones. Specifically, they routinely source better candidates at more competitive rates than other vendors whom I engage. This has translated directly into higher project quality, delivered faster, at a lower overall budget cost. **Systems Personnel routinely outperforms other preferred vendors and therefore receives my highest recommendation as a hiring manager and project leader.**"

- Jeff Price-VCU