



**PeopleOps**

**Escalon** ✓  
And done.

[www.escalon.services](http://www.escalon.services)

## Recruiting Support Services

**Flexible recruiting process management and administrative support tailored to your needs.**

Attract top talent with our start-to-finish recruitment support services, a powerful alternative to contingent or retained search that can cost as much as 1/3rd of the employees' first year salary. Our experienced team of recruiters will draft job descriptions, source candidates, conduct phone screenings, schedule interviews and coordinate travel logistics as needed. No more wasted time dealing with the consequences of unsuitable candidates and inaccurate job descriptions. Whether through our flat-fee process or hourly engagements, Escalon's Recruiting Done services reduces your cost- and time-to-hire while enhancing the overall recruiting experience. It's why we say, "Escalon. And done."

### 1-3 people

\$100/hour or  
\$12k/position

### 4-9 people

\$100/hour or  
\$11,400k/position

### 10+ people

\$100/hour or  
\$10,800k/position

## Escalon's Flat Fixed Fees

Escalon's RSS solution reduces time-to-hire, cuts the cost of hiring, and enhances the candidate experience.

## Industry Cost Comparison

Contingent Search Agency - (15-25%) of annual salary  
In-house Recruiter - \$72k base salary + bonus/ commission  
Retained Search Agency - (30-50%) of annual salary

## Escalon's "Five S" Process

### 1. Setup

Our recruiting solutions set you up to get the best hire, quickly. We start by establishing specifics from your hiring managers to create explicit job descriptions, screening and scoring criteria, interview questions and more.

### 3. Screening

Let us be your gatekeeper. Our recruitment support services handle phone screenings and provide initial candidate ratings so you have a curated list of prospects ready for the first round of interviews. By allowing us to narrow down your pool of candidates, we spare you the time and effort of sorting through potentially hundreds of unwanted resumes. Your Recruiting Done associate sets up objective scoring criteria, based on the hiring manager's specifications as to what is important in a candidate and from the requirements listed in the job description. The score is then automatically generated when a candidate fills out an application or when the associate enters information from a resume.

The phone interview or candidate screen makes sure the candidate's qualifications, experience, workplace preferences and salary are aligned with the position and organization. This saves managerial time and further eliminates unlikely candidates. It also strengthens the search because we are already talking to the best prospects.

### 2. Sourcing

Our proprietary sourcing capabilities find ideal candidates, whether they're actively looking for a position or passive job seekers. Our recruiting team builds a strong candidate pipeline by sourcing from select job boards and social media platforms, identifying candidates that otherwise wouldn't be found.

### 4. Scheduling

Our full-service recruitment support team works with your hiring managers to provide candidate assessment and guidance and will even schedule interviews to move the process steadily forward.

### 5. Selection

Ready to make an offer? Our veteran hiring team will help you make the best selection, taking into account the candidate's experience, skill and cultural fit. We can also assist in offer negotiation.

See why over 5,000 clients have come to Escalon for their Essential Business Services.  
Visit [www.escalon.services](http://www.escalon.services) today.