

Staffing and Recruiting Deliverables

Tier 1 provides the base services of:

- Placing the ads for client
- Receiving & forwarding responses directly to client

Tier 2 provides the above plus:

- Receiving Ad-Job Board-Other responses
- Screening responses for applicability
- Sorting responses as to: 1) Meets requirements
2) Closely meets 3) Does not meet

Tier 3 provides the above services plus:

- Completed "Selection Decision Maker" showing:
 - Strengths, development areas, numeric rating on client-defined job factors
 - Job factor rating bar chart, overall percentage ranking
- Basic HR recruiting consultation up to 4.0 hours
- PHRST time per ad

Tier 4 provides the above services plus:

- Individual-Unit-Org weighting
- Phone interviewing of top three candidates
- Additional selection decision based upon interview
- Concise written narrative of PHRST's top three phoned candidates
- Additional 1.0 hour HR recruiting consultation time per ad (up to total of 5.0 hours)

Tier 5 provides the above services plus:

- Additional 1.0 hour HR recruiting consultation time per ad (up to total of 6.0 hours)
- Administration of recruiting test battery specific to the job description
- 16PF** indicating personality factors and outcomes relative to employment
- ERI** indicating potential for success on specific job
- Kenexa Prove It!** indicating specific job skills potential

Tier 6 provides the above services plus:

- In-person or video interview
- Prepare and communicate job offer
- Recruitment negotiation
- Background and reference checking

Additional and expanded
HR services are tailored
for specific client needs

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Select Staffing and Recruiting



PHRST offers *a la carte* human
resource management through select
Professional Human Resource
Service Teams

est. 1984

Select Staffing and Recruiting

What Is Needed

Today's dynamic organizations need top-notch, professional sources and resources to bring the best and most qualified candidates available. Fluidity of employees and quickly shifting employment trends demand outsourced expertise to fill inside personnel needs.

State-of-the-Art

Combining select staffing professionals whose only business is staffing with PHRST's networked HR management capability enables PHRST to provide blue, grey, white and high collar candidates nationwide. Our team approach enables us to provide local "touch" with site-specific knowledge, skill and ability to fulfill your needs. We offer a progressively more value-packed tiered approach tailored to clients needs. And we provide permanent, part-time, temporary and temp-to-perm, candidates.



Knowledge, Skill & Ability

A simple job-specific requisition from our clients starts the process. Depending on the tier of service, our practitioners take it from there. Tested processes and proven expertise provide select candidates with minimal distraction to worksite location managers. Our a la carte approach allows clients to select the level of service to best fit their needs.

When, Where & For How Much

Placement time varies with the tier of service selected and the specific job order. PHRST's practitioners enjoy stellar reputations for timely placement. Local presence and national locations enable staffing professionals to work on-site if clients require or to function remotely ensuring confidentiality and efficiency. Favorable pricing is achieved via the tiered approach. Contact PHRST with project parameters to determine our fee.

About PHRST

Strategic Human Resource Management

PHRST stands for **P**rofessional **H**uman **R**esource **S**ervice **T**eams. Our service model enables us to provide you with HR experts in all 7 areas of HR:

- Employment Practices
- Management Practices
- Health, Safety & Security
- Compensation & Benefits
- Employee & Labor Relations
- Human Resource Development
- Staffing/Recruitment Practices

PHRST works with clients on an a la carte basis across industries, around the world, for profit or not and regardless of organization size. We service public, private, and government entities, and we are effective at all organization levels. Our approach is client-centered, worksite interaction, where we provide user-friendly, practical approaches intended for prompt and effective implementation. We work 24/7 to meet client needs. Our value and success are built upon best practice insight, sound experience, education and hands-on know-how. Organizations count on **PHRST** for knowledge, skill, ability, ethics and integrity.