



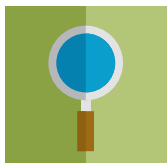
Recruitment Solutions

ATTRACT AND HIRE EMPLOYEES
WHO CARE MORE, WORK SMARTER
AND STAY LONGER

Engage²Excel™
RECRUITMENT SOLUTIONS

**We know that
unfilled jobs
are bad for
your business.**

**CONQUER TODAY'S HIRING
CHALLENGES WITH
RECRUITMENT SOLUTIONS
BY ENGAGE2EXCEL.**



THE CANDIDATE EXPERIENCE

We define the candidate experience as how job seekers perceive and react to an employer's sourcing, recruiting, interviewing, hiring, preboarding and onboarding processes.



Why Us?

**SIMPLY PUT, WE CREATE
BETTER EXPERIENCES FOR
YOUR HIRING MANAGERS
AND CANDIDATES.**

We recognize the difference between a job seeker and a motivated contributor who will improve company performance.

Our recruitment solutions team has spent more than two decades refining our processes, teamwork, tools and technology to help you attract and hire highly engaged employees.

We help you find employees who are motivated to contribute to your organization's success and are willing to apply discretionary effort to accomplishing the tasks that are important to the achievement of your organization's goals.

It's About You

WHETHER IT'S ONE HIRE OR 3,000, ENGAGE2EXCEL RECRUITMENT SOLUTIONS CAN HELP YOU QUICKLY ACHIEVE YOUR RECRUITMENT OBJECTIVES.

Our team takes the time to learn about you from brand messaging and organizational culture to understanding hiring needs and challenges. Then, we craft a recruiting strategy targeted at finding the best candidate(s) for your organization.

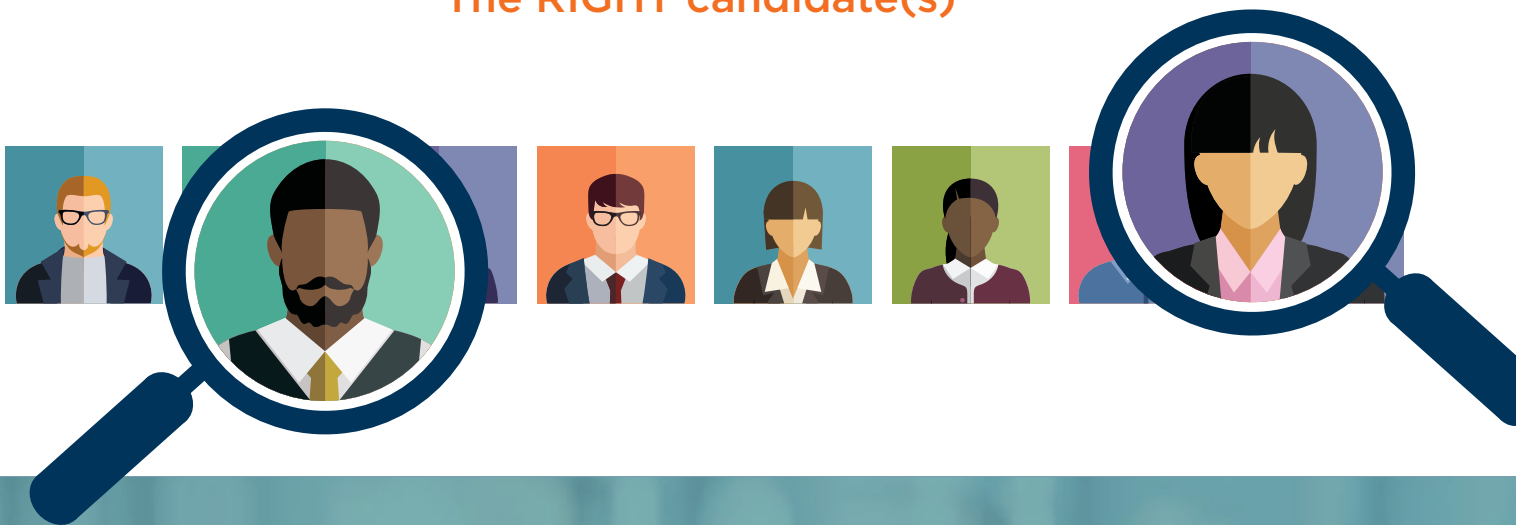
**Brand + Culture + Needs + Challenges
+ Goals + Position Details**



Your Recruitment STRATEGY



The RIGHT candidate(s)



How We Do It

WE DON'T JUST RECRUIT PEOPLE FOR THEIR SKILLS AND EXPERIENCE, WE HELP YOU FIND ENGAGED CANDIDATES WHO ARE MOTIVATED TO CONTRIBUTE TO YOUR ORGANIZATION'S SUCCESS.

Our scientific approach is backed by over 30 years of research and provides a positive candidate screening process and experience. From the moment a candidate is introduced to the organization and the job opportunity to speaking to one of our seasoned recruiters, the experience is second to none.

BRANDING & DIFFERENTIATION

Using a professionally written job description along with your branding and key messaging, we tell your story and what makes you an employer of choice.

SOURCING TALENT

Our talent pool runs deep and wide, across positions, companies and industries and across the globe. We think outside of the box to recruit and engage passive and active candidates who have not yet applied for a given job.

ATTRACTING TALENT

Beyond the traditional approach, we use today's best marketing channels (social media, paid ads, employment branding, video and more!) to bring your company and open position(s) front and center to potential candidates.

APPLICANT TRACKING

With our proprietary ATS Recruiting Machine™, the process is simple and efficient. From the online application experience to integrated video interviews, our tools are what you'd expect from a first-class applicant tracking system.

INTERVIEWING & SELECTION

We partner with your hiring team to prescreen and deliver you the candidates, allowing your team to focus on selecting the best candidate for the position.

HIRING & ONBOARDING

Provide your new employees with an experience like no other. Our preboarding and onboarding solutions welcome and engage new hires from the day they accept employment and through their first year.

UNDERSTANDING WHAT MOTIVATES APPLICANTS IS CRITICAL TO IMPROVING YOUR HIRING SUCCESS.

That's why our Trendicators™ research division regularly conducts nationwide surveys of active and passive job candidates.



Our Solutions

**INCREASE ENGAGEMENT
THROUGHOUT THE
ENTIRE CANDIDATE
JOURNEY WITH FLEXIBLE
RECRUITING SOLUTIONS
DESIGNED TO MEET YOUR
IMMEDIATE AND LONG-
TERM HIRING NEEDS.**

RPO Recruiting Solutions

This includes end-to-end recruitment support, a dedicated team, full-scale services from candidate generation to onboarding and full RPO services.

Project Recruitment

A flexible solution for expanding your capabilities that is ideal for hiring ramp-ups, seasonal hiring or moving to new locations.

Strategic Search/On-Demand

From one position to dozens, our flexible services provide the flexibility you need to hire individual roles without long-term commitments or high fees.

Hourly Contract Recruiting

If you simply need one or more extra “pairs of hands” to support your existing recruiting or sourcing efforts on an hourly basis, contract recruiting is your solution.

Recruiting Machine™

Our proprietary applicant tracking system (ATS) provides you with complete visibility into each stage of the recruiting process.

Onboarding Accelerators™

Immerse new employees in the culture and accelerate their engagement. Our Onboarding Accelerators solutions include Welcome Gifts and Sociables™ for Preboarding (an interactive online program that connects the new hires with their company and peers before day one).

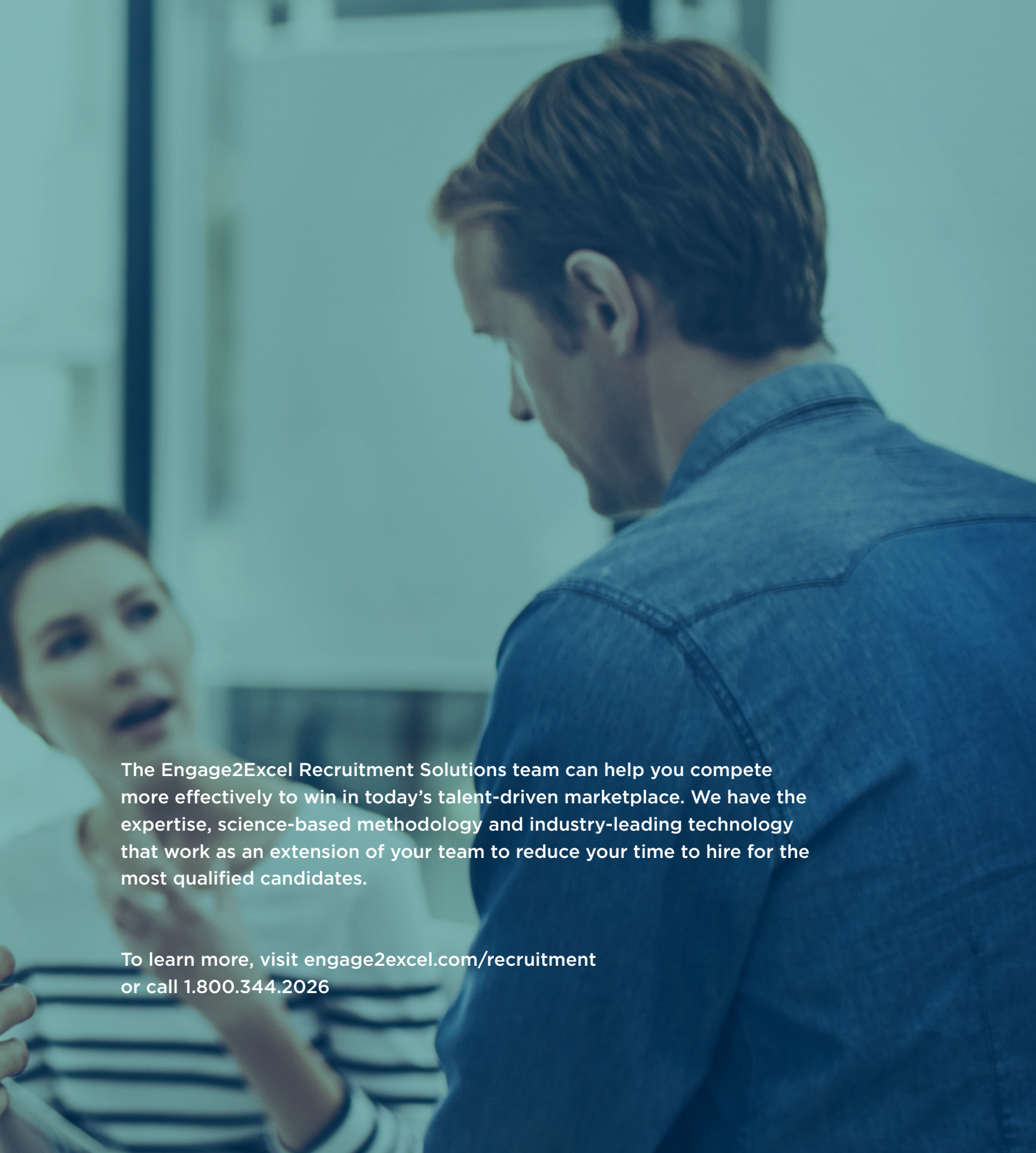
A Recruitment Partner You Can Trust.

LET US HELP YOU OVERCOME
TODAY'S RECRUITMENT
CHALLENGES AND DELIVER
EMPLOYEES WHO CARE
MORE, WORK SMARTER AND
STAY LONGER.



THE RIGHT EMPLOYEE

We define the right employee as the person who stands out from the crowd during the entire recruitment process. Not only are they the best fit for the job and your culture, but also motivated to contribute to your organization's success.



The Engage2Excel Recruitment Solutions team can help you compete more effectively to win in today's talent-driven marketplace. We have the expertise, science-based methodology and industry-leading technology that work as an extension of your team to reduce your time to hire for the most qualified candidates.

To learn more, visit engage2excel.com/recruitment or call 1.800.344.2026