



# Recruiting Options

- Are you attracting **“A” Players** into your company?
- Would you like to avoid a **Mis-Hire**?
- Do you want **Stronger Candidates** from your recruiting partners?

At General Placement Service, our mission is to provide recruiting services with ease and convenience. We strive to assist our clients by providing a service and using our expertise in the insurance industry. With our proven strategies to attract the “A” Players in insurance, GPS pays dedicated attention to providing timely and cost-effective recruiting. General Placement Services’ personal relationships lead to an ease of doing business, with excellent recruiting options at competitive rates.



## **Retained Search – 22% of annual salary**

Retained search leads to a faster fill with higher-quality candidates. Great for confidential searches or critical openings where a mis-hire is not an option.

- We attract a higher-quality candidate by marketing a client who is financially committed to filling the opening
- Exclusivity enables us to talk with more candidates and not be in competition with other search firms or recruiters
- We provide a Behavioral Assessment on all finalists to help you choose the best candidate
- You receive PRIORITY over all of our contingent searches
- 90-day replacement guarantee and 25% money-down

## **Exclusive Search – 23.5% of annual salary**

This is a contingent search and there is no fee until you hire the candidate we refer. The exclusivity gives our recruiters the ability to work with more candidates and market your company to a wider base – without competition.

- This is an option for confidential searches where we are in control of all outside recruiting efforts
- We can attract higher-quality candidates by marketing the exclusive arrangement we have with our client (gains candidates’ trust)
- We will submit our best screened candidates “A” Players as we find them
- 60-day replacement guarantee

## **Contingent Search – 25% of annual salary**

This is our most basic level of search. We want the “A” Players but find it more difficult to attract the best of the best. This is a good option for non-critical searches where a mis-hire is more acceptable.

- Our recruiters work quickly as we are in competition with other firms
- Confidentiality is not an option as we are not in control
- With all levels of search, we conduct full pre-screening and provide you with notes, recommendations and suggestions
- 30-day replacement guarantee

## **Our Recruiting Team**



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## **Contact us to discuss your current recruiting strategies!**

*We will help your team analyze your job description and your value proposition to potential candidates and give you advice for the best way to solve your recruiting needs. We will also give you the best available data for salary ranges, so your company is competitive against your competition in the market, and you can attract the best talent available.*

**(724) 836-2300**

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