

# H<sup>2</sup>R = High-Hit Recruiting

The **PeopleWare** Difference



**O**ur unique process – H<sup>2</sup>R, or High-Hit Recruiting – has resulted in a ratio of candidates presented-to-hired that is among the highest in the technology staffing industry. This means that employers receive only the best-qualified candidates to review. And job-seekers only interview for jobs for which they are truly qualified and really desire.

Here's how the H<sup>2</sup>R process works:

**Assessment** Working closely with the designated hiring manager or HR contact, we conduct an efficient assessment, identifying all of the requirements for a given position, including the company environment, the specific makeup of the technology team, and all policies and procedures related to interviewing and hiring.

**Sourcing** We put our extensive resources and tools to work identifying the strongest candidates for the position.

**Vetting** We learn everything we can about candidates' professional situations, job requirements and goals. We lock down important details such as rate/salary expectations, location preferences, work status, logistics and references.

**Presentation** Once we're fully satisfied that identified candidates meet all requirements for the position, we submit their names to the employer, along with a summary of their qualifications and résumé, for consideration.

**Facilitation** When an employer is ready to interview our candidates, we make all the arrangements to guarantee a smooth, substantive interview process: We assist with scheduling and logistics; provide information to prepare the candidate for the interview; set expectations for the interview process and followup; and obtain and share client and candidate feedback.

**Review** Post-interview, we work with the employer and candidate to establish and facilitate next steps such as additional interviews, background checks and more.

**Start** We help coordinate all aspects of the hiring process – offers, logistics, paperwork and documentation – to ensure that both the candidate and the employer are off to the best possible start.

**Follow-up** We stay connected with both candidate and employer, assisting with questions and helping with any outstanding items. For contractors, we also manage payroll, health, retirement and other benefits.

**H<sup>2</sup>R = High-Hit Recruiting =  
A win-win for all**

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