

## **Excelsior's Service Offerings**

**Contingency Search** – The old tried and true no expense until a placement is made.

- **No up-front expense to company**
- **Multiple vendors**
- **Lots of resumes**

**Retained Search** – Both parties are invested in the outcome. For HR you can focus on something else and not have to review multiple resumes from multiple vendors. For accounting, the price might actually be cheaper dollar for dollar without the “time value” component factored in!

- **Billed partially up-front**
- **Single vendor**
- **More precise search**
- **Potentially cheaper in time and money**

**RPO or Outsourced Search** – Let an agency handle the recruiting side in its entirety. HR has plenty of “people things” to do and fast paced and growing companies have better places to spend time and money.

- **Outsourced recruiting function (no benefits and other employee type expenses saves money)**
- **Service based on needs**
- **Work directly with Hiring Manager**

**Contract or Temporary Staffing** – For that quick ramp up with very little downside, please ask us more about what this service entails.

- **Flexible hours**
- **Specific staffing requirements**
- **Reduced payroll expenses**
- **Add or cut with flexibility**
- **Opportunity to hire direct during or end of contract**