

***55 Ways Sound Advice's  
Recruitment Process Outsourcing (RPO) Team can help your organization:***

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|--|---|
| Applicant Tracking                               | Job board optimization and management                               |
| Background checks                                | Job board selection, posting, and mining                            |
| Benchmark processes against best practices       | Job fair/events representation                                      |
| Blog selection, posting and monitoring           | New hire surveys  |
| Candidate Management                             | Newsgroups selection, posting and monitoring                        |
| Candidate relationship marketing                 | Newspaper advertising   |
| Client satisfaction surveys                      | Post Offer/On-boarding Activities                                   |
| Cognitive and behavioral testing                 | Pres-screening  |
| Conduct needs assessments                        | Proactive/unique sourcing programs                                  |
| Conduct phone and/or face-to-face interviews     | Professional/social networking selection,<br>posting and monitoring |
| Consult on your current staffing process         | Provide real-time updates after each interview                      |
| Contract(s) negotiations                         | Recruitment industry best practices research                        |
| Create stages of the interview life cycle        | Recruitment Sourcing  |
| Create/support employee referral program         | Reference checks  |
| Custom Metric Reporting                          | Requisition Management  |
| Define desired hard/soft skills success criteria | Results tracking  |
| Design interview guides                          | Retention surveys   |
| Direct/indirect sourcing                         | Schedule interviews   |
| Diversity sourcing                               | Seamless on-board processing  |
| Drug screening                                   | Skills Assessment   |
| EEO/AA compliance                                | Skills based computer testing                                       |
| Employee satisfaction surveys                    | Sourcing program design and implementation                          |
| Enhance your requisition intake processes        | Survey Administration   |
| Ensure timely execution of the hiring process    | Talent Management Consulting  |
| Exit surveys                                     | Talent pipelining   |
| Hiring manager surveys                           | Test administration   |
| Increase quality of candidate pool               | Vendor management   |
| Internet data mining                             |   |

For more information about our Recruitment Process Outsourcing (RPO) services or any of our other service offerings, please contact us at 877.707.7227 (877.707.SACS) or 212.679.7227, visit us on-line at [www.sa-cs.com](http://www.sa-cs.com), or email us at [rpo@sa-cs.com](mailto:rpo@sa-cs.com).