

ARE YOUR HIRING PRACTICES SECRETLY ROBBING YOUR BOTTOM LINE PROFITS?

HOW MUCH DOES IT COST TO HIRE ONE PERSON?

FACT: Statistics show your net worth to your organization in personal production is 500% to 600% of your annual salary! Let's assume that you and an administrative clerk assigned to "handle" your professional employments needs currently earn \$180,000 per year. That translates into personal production of \$900,000 to \$1,080,000 annually. At only \$900,000, your combined time is worth over \$432.69 PER HOUR. Suppose you advertise for a manufacturing engineer, with an earning range of \$85,000. You then receive 200 resumes for this position.

CONSIDER HOW MUCH TIME IT TAKES TO:

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| Compose, correct and amend the advertisement written by Human Resources | 20 Minutes |
| Screen 200 resumes at an average of 10 minutes each, deleting 100. | 2,000 Minutes |
| Review remaining resumes at an average of 15 minutes each, deleting 50 | 1,500 Minutes |
| Qualify 50 resumes at an average of 30 minutes each, deleting 30 | 1,500 Minutes |
| Check out 20 applicants at an average of 30 minutes each, deleting 15 | 600 Minutes |

Though you've not yet personally interviewed a single qualified candidate, you HAVE INVESTED OVER 90 HOURS! This equates to \$38,942.31 in the hiring process!!! These figures don't include the COST of the ads or the time Human Resources spent collecting and forwarding paperwork, quoting a standard job description, and perhaps, discouraging the very individuals you hoped to interest to your company and the vacant position.

BUT WAIT THERE IS MORE TO CONSIDER.....

Assume that of the 5 remaining applicants, you invite 4 to your facility for in-depth interviews, with you and your staff. You spend approximately 4 hours with each candidate or 16 hours X \$432.69 per hour or an additional \$6,923.04. So far you have "invested" \$45,865.35 **AND** you still haven't hired anyone.

However, you **HAVE** narrowed your field down to 2 final candidates and through painstaking efforts on your part, you're optimistic that these individuals are qualified. But, will either on accept the job? Will he or she move to your location? Do their references check favorably? Have you done everything reasonable to impress the candidate of your choice with the opportunity you have to offer. . . .And **AVOID** a candidate turndown? **YOUR WORK MAY JUST BE STARTING!**

- ❖ OUR fee for a **QUALIFIED and REFERENCED CHECKED** engineer in this scenario and hired for \$85,000 annually would be approximately \$21,250.00.
- ❖ By calling us, you would have **SAVED \$24,265.35** .

AND PLEASE DO NOT FORGET....

- ❖ Your peace of mind
- ❖ Our no risk 180 day replacement guarantee
- ❖ You can do what you do best, run your business
- ❖ An outside 3rd party that **TRULY** cares about you

YOU DECIDE . . . HOW MUCH DOES IT COST TO HIRE ONE PERSON?

OR PERHAPS . . . HOW MUCH *SHOULD* IT COST?

CLIENT GROWTH CONSULTANTS CAN HELP!

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