

JobGiraffe Pricing and Guarantees – 2017

Our fee – a percentage of the employee’s starting annual salary – is **only** due if you hire one of our candidates. In addition, any direct hire JobGiraffe candidate includes a 100% satisfaction guarantee.

DIRECT HIRE PRICING

Full Fee - 25% Fee

- Included is an unconditional 90-day free trial period
- Should the employee terminate for any reason within the first 180 days (six months) of employment, a prorated portion of the fee will be refunded or credited to your next placement providing your payment is received within 90 days of the employee’s start date

Option 2 - 20% Fee

- Included is an unconditional 30-day free trial period
- Should the employee terminate for any reason within the first 180 days (six months) of employment, a prorated portion of the fee will be refunded or credited to your next placement providing your payment is received within 30 days of the employee’s start date

Option 3 - 18% Fee

- Included is an unconditional 30-day free trial period
- Should the employee terminate for any reason within the first 90 days (three months) of employment, a prorated portion of the fee will be refunded or credited to your next placement providing your payment is received within 30 days of the employee’s start date

Option 4 - 15% Fee

- Included is an unconditional 30-day free trial period

TEMP-TO-HIRE

Equal to a 15% Fee Over 90 Days

- Equivalent to a 15% direct hire fee, the Temp-to-Hire option allows you to select the candidate of your choice, but start the candidate on the payroll of JobGiraffe rather than the payroll of your firm
- After 13 weeks (approximately 90 days) your firm may convert the candidate to your own direct hire payroll free of charge

TEMPORARY and CONTRACT STAFFING SERVICES

Hourly Bill Rate Quoted at Time of Listing

- JobGiraffe will provide top talent for both short and long-term temporary assignments
- JobGiraffe can also provide talent for contract assignments lasting up to 24 months
- All assignments include a minimum 8-hour guarantee



JobGiraffe Additional Services – 2017

In addition to Direct Hire, Temp-to-Hire and Temporary recruitment and placement services, JobGiraffe offers various other products and services to assist businesses of all types and sizes with their recruiting, staffing and HR needs.

RECRUITING and STAFFING SERVICES

Resume and Candidate Screening

- Post your job description to our Job Board and start receiving applications through our website
- Have an experienced JobGiraffe consultant prescreen your resumes
- Receive pre-screened resumes directly to your inbox

Employment Ad Writing and Job Posting

- JobGiraffe will write your recruitment advertisements for internal or external job boards
- Your open position will be posted directly to JobGiraffe's website which receives over 5000 unique visitors weekly
- Premier job sites including Indeed and Career Builder are automatically included
- Your job post will also display on over 200 leading job boards at no additional cost by leveraging JobGiraffe's aggregation contacts
- Receive unscreened resumes to your inbox
- Resume and Candidate Screening (as listed above) is also an option for an additional cost

Job Post SEO, Cost Per Click and Online Job Board Optimization

- Understand the importance of improving your SEO and learn how to achieve better SEO results
- Increase the effectiveness of Cost per Click (CPC) and Pay to Post job advertisements across multiple platforms
- Get the most out of online platforms such as CareerBuilder, Indeed, Glassdoor and more!
- JobGiraffe offers expert consulting billed by the hour or by the project

HUMAN RESOURCES

Education and Employment Verification and Background Checking

- Verify the education, work history and military service of any candidate you are considering for employment
- Confirm all degrees, internships, certifications and awards
- Check both personal and professional references

Software and Skills Testing

- Test any candidate's proficiency in over 1000 of the most popular software products for business
- Review and verify over 100 candidate skill sets and proficiency in 25 languages

Payrolling

- Utilize our payroll services for your full-time, part-time and seasonal staff

