

## Flagship Talent Solutions

*DECREASE hospice costs...INCREASE hospice performance!*

How we compare.....

### Our Hospice TalentPro Approach

### Traditional Recruiters/Headhunters

Four-tiered AFFORDABLE Flat Fee	Typical fees from 20% - 35% of salary + bonus
Installment payment plans available spread over 3 months to help you budget	Fees agreement typically paid in lump sum based on terms of search
We offer an industry best 12-month talent guarantee	Talent guarantees range from 3 to 6 months, on average
We assess each candidate we submit for consideration at no additional cost	If they assess at all, it is at an additional fee
We create a Success Profile to provide a baseline measure of candidate Job Match	They use your job description ONLY
We provide you selection & hiring support	None provided
We will support your internal recruitment efforts, even if you use a different recruiter	You're kidding, right? No such support offered
Our approach will decrease your costs	They will increase your costs



### Flat Fee Structure: Simple & Affordable!

- Four-tiers
  - For base salaries under \$100k
    - Flat Fee = \$8,500
  - Base salaries from \$100k but below \$150k
    - Flat Fee = \$10,000
  - Base salaries from \$150k but below \$200k
    - Flat Fee = \$15,000
  - Base salary \$200k+
    - Flat Fee = \$20,000

### Installment Plan Options: Better Manage Your Challenging Hospice Budgets!

- First installment due upon search assignment (one-third)
- Second installment due NET30 days from new hire start date (one-third)
- Final installment due NET60 days from new hire start date (one-third)

### Talent Guarantee: Increase Hospice Talent Retention!

- *If the new hire's employment is terminated for **any reason** within 12 months of the new hire's start date, we will backfill the position at **NO ADDITIONAL FEE!** Other recruiters will guarantee their placements for a 3 to 6-month period, and will pro-rate the fee for a search to backfill.*

### Our Assessment Approach...It is ALL Added Value!

- We assess each candidate...at no additional fee to you!
- We work with you to create a position Success Profile...at no additional fee to you! The assessment results are compared to the Success profile to determine the Job Match percentage.
- We assess in three areas:
  - Cognitive (reasoning) Ability: can the candidate learn your job quickly? Can they make good decisions? Can they solve problems?
  - Interests: Does the candidate's interests align well with the reality of your job?
  - Behaviors: does the candidate demonstrate behaviors that align with your work culture and core values?
- By assessing these three areas, we can better determine:
  - Will the candidate's behaviors align with your work culture and core values?
  - Will the candidate help drive your business goals and desired culture, or will they be an obstacle?
  - Will the candidate thrive in your organization, or just survive?
  - Will the candidate Stay, Commit, Perform, and Grow with your organization?

## **Selection & Hiring Support: Hire the Right Hospice Talent!**

- We provide you behavior-based interview questions to assist you in the interview process. We do this for each candidate based on their assessment results at no additional fee!
- We will provide FREE training to your interview team in the techniques of Behavior-Based Interviewing!
- Our goal is to assist you through the recruitment, selection, and hiring process as an added value!!!
- Even if you use a different (and more costly external recruiter), we can provide you the same assessments and interviewing support at a very affordable investment!

## **Our Mission**

1. Decrease our hospice clients':
  - a. Cost-to-Hire
  - b. Time-to-Hire
2. Increase our hospice clients':
  - a. Employee Engagement
  - b. Employee Performance
  - c. Employee Retention
  - d. Organizational Effectiveness

## **Other Hospice-Specific Discounted Offerings**

- Leadership Coaching & Development
- Sales Performance Coaching
- Succession Planning & High Potential Identification/Development
- Other HR-Related Special Projects

## **For More Information**

Call: (800) 530-4189  
Email: [jeff@flagshiptalent.com](mailto:jeff@flagshiptalent.com)  
Website: <https://flagshiptalent.com/contact/>

Schedule Meeting: <https://calendly.com/jparsons-8/company-introduction-discussion>

