

How We Create Value	Description	How It Creates Value	Proof of Client Commitment	Deliverable (Take-Away)
I.Pre-Screening Questionnaire	Email marketing, sales or business development questionnaire to qualify candidate	Compare to Client's needs and wants of the candidate from talent to culture fit	Job Description, Personality Fit, Company Fit	Summary for Client Review prior to meeting Candidate
II.Individual Role Questionnaire	Face-to-Face Qualifying Meeting with Candidate	Unique Questionnaire specific for Candidate Role and Expertise	Job Description, Personality Fit, Company Fit	Completed Questionnaire sent to Client prior to meeting Candidate
III.Individual Talent Assessment™	25 Question interview with each person responsible for marketing, sales or business development	Benchmark for the individual and organization about what is taking place currently and uncovers areas of opportunity for new business	Recommend Interview with Client if Candidate scores 95% or Higher	Results sent to Client prior to meeting Candidate
IV.Talent Management Recommendations	Detailed Email sent to Client with candidate qualifications, salary expectations and interests in the position	Provides Client with comprehensive data and saves Client time in the interview data collecting and interview process	Agreement to review Top Three Candidates qualified for the position	Submission of top three qualified candidates for open position