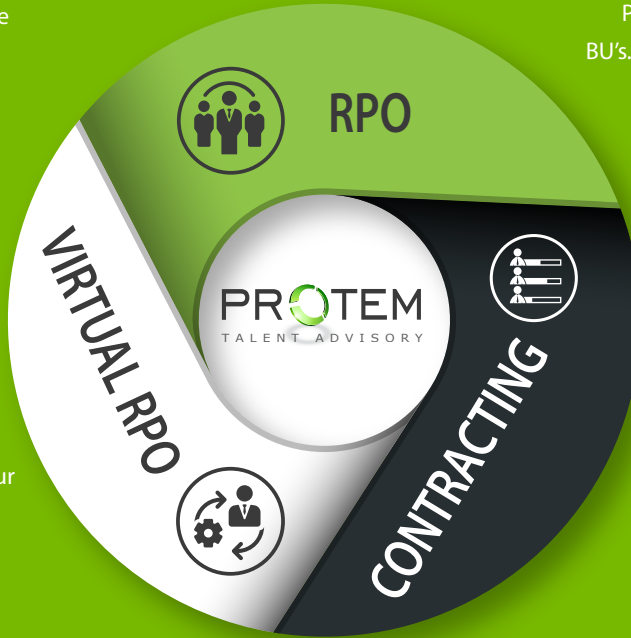


RPO SOLUTIONS



- ABILITY TO MEASURE RECRUITMENT ACTIVITY**
 Provides an opportunity to manage by the numbers (such as time to hire, candidate flow, screenings, interviews)
- REDUCTION ON FTE COST**
 Transferring FTE's to RPO reducing permanent Full Time Equivalent (FTE) costs
- COST REDUCTION AND ON DEMAND SERVICE**
 RPO can accommodate your needs on your timetable and minimize your recruiting costs. Access to spend loopholes and recruitment costs
- REDUCES RISK**
 Bringing contractors on board, this allows for the risk to lie with Pro Tem

- ACCESS TO RECRUITMENT PLATFORMS**
 Pro Tem has access to many recruitment platforms which allow for a wider reach

- STANDARDISATION AND CONSISTENT**
 Processes and templates used through all BU's. from Reports to interview guides/ packs
- IMPROVED AND RELEVANT REPORTING**
 Ability to better manage the recruiting efforts in real time by using information that matters
- COMMUNICATION**
 Keeping candidates, hiring managers and executives well informed
- BUILDING PIPELINES**
 Constant communication with hiring managers, planning, HR to keep abreast of future talent required, based on information, build an active pipeline of candidates

RPO



DEDICATED ON-SITE RPO

- Dedicated Talent Practitioner based at the client site
- All recruitment functions will be conducted at the clients premises
- No of consultants required at RPO site are dependent on the volume of work and client needs

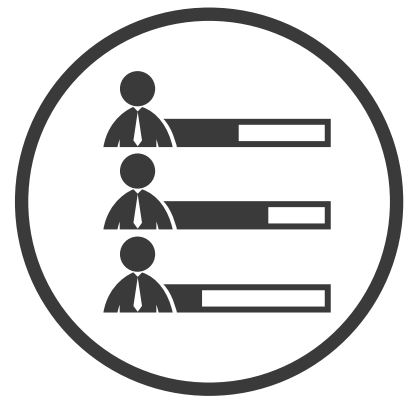
VIRTUAL RPO



VIRTUAL OFF-SITE RPO

- Talent practitioner will be based at Pro Tem offices
- Some recruitment functions will be performed on-site
- Talent practitioner will be on-site when interviews are being conducted and engage in face to face feedback with clients

CONTRACTING



CONTRACTING

- Candidate sourcing and screening
- Shortlisting and interviews
- Verification checks and references
- Placement of candidates on Pro Tem payroll (min risk)
- Timesheet, leave and payroll functions
- Independent exit interviews

