

Recruiting & Staffing Services

by Staffing Proxy

Recruiting Services

- No upfront fee for recruiting services
- Full-time, part-time or temporary staff
- Deliver your brand, culture and vision by tailoring each job posting
- Customized job posting aligned with your brand, culture and vision
- Reduced hiring cost and improved applicant quality by conducting in-depth analysis and benchmarking of the salary, job title and location before posting any position
- Selecting the most qualified candidates through aptitude, skills, and personality assessments
- Putting your mind at ease by providing employment, education, background verification, and drug screening
- Complete in-depth supply & demand analysis
- 90 day guarantee, after placement
- **Cost** - 10% of the annual salary after the candidate accepts the offer

HR & Compliance Resource

- People management
- Compliance & risk management
- Education and Training
- Enrollment and On-boarding
- HR Hotline
- HCMS - Human Capital Management System - A centralized system with on-demand access to HR and Compliance tools and resources, in addition to a Learning Management System
 - Content Library: Access HR or Compliance laws and policies by categories and at the state level.
 - HR Apps: HR Self- Assessment Tool, Performance Review Builder, Employee Cost Calculator, and Salary Benchmarking
 - Compliance Apps: FMLA Advisor, OSHA Log and ACA Reporting
 - Notice Generator: Generate customized notice and track federal deadlines such as COBRA.
 - Handbook builder: Customize and upload content to create your branded version
 - LMS (200+ courses): Create a development and training path for employees by accessing over 200 training courses.
 - Monthly training webinar series: Join the weekly virtual training classes about HCM
- **Cost** - 0-50 emp - 4320 pts. /yr , 51+ emp - 5400 pts. / yr.
- **Optional Services** - HR Hotline - Support from HR professionals - benefits, compliance, employment law, discipline, terminations, Hiring, workers' comp, more.
- **Cost** - 1800 pts / yr , per license

Booking this Practice Service is easy. Visit the Inner Circle dashboard on phonakpro.com, call your Phonak Representative or email practiceservices@phonak.com.