

Professional Placement Services

Superior Candidate Matches for Performance Success

Finding and hiring the best person for a position in your company can feel like throwing a dart while blindfolded and hoping you hit the target. How do you know you are choosing the top candidate for the job? How can you be sure this person will fit well in your corporate culture? How can you see through the initial polish to the true potential of a candidate?

Price Associates' combination of experience, resources and a scientifically validated assessment and evaluation process helps our clients make informed hiring decisions—creating confidence their choice will match both the technical criteria and the soft skills necessary to do the job well. We take care of the entire search procedure. Our team focuses on finding the best talent match for the position, company culture and vision. We bring the top candidates to you and, once you have made your choice, we work with you to ensure their success.

The Price Associates Model

Price Associates' strategies are specifically geared toward identifying highly qualified middle and upper management, sales and IT candidates. Our process goes beyond

evaluating the traditional hard skills needed in a position. We can accurately measure a candidate's soft skills related to the job benchmark including the behaviors, motivators and thinking patterns crucial for superior performance.

More than just placing a candidate, Price Associates' goal is to maximize the candidate's contribution to the company through ongoing interaction with our client and the newly hired candidate.

The Process

Finding the right candidate for our clients involves a systematic process to ensure an effective job match. Our team will:

- Develop the job benchmark—using a scientifically validated process, we create an accurate and insightful picture of the position.
- Use our extensive database and network—through clearly defined searches, we pull from the top professionals available.
- Identify prime candidates—our candidate assessment goes beyond the resume, using the same criteria as the job benchmark to ensure an excellent job fit.

"We hired Price Associates to recruit candidates for our Human Resource Manager position. They did everything that was necessary to bring us highly qualified finalists to interview for the position. Within 30 days, they had over 1700 inquiries, identified 70 qualified candidates and then filtered this down to five finalists that we considered for the job. It was the easiest hiring process we'd ever experienced!"

— **Ray Wahlert, President,**
Pacific Steel & Recycling

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“With unemployment at 2.8% in the Treasure Valley, we were struggling to find qualified construction project managers. Price Associates expanded our search beyond the Boise area. Using their unique job benchmarking and candidate assessment process, they brought us candidates with both the technical experience and the hard-to-pinpoint “soft skills” essential for success in the position and with our company. We were able to hire a prime candidate in record time!”

—Jerry Frank, President, Petra, Inc.

- Check references, prior employment, education history and perform initial telephone screening—saving you time and effort. Screening includes an in-depth background check (for the past seven years) including Social Security verification, driving record, federal and county criminal search, plus credit check for C-level executive positions.
- Recommend up to 10 prime candidates—our screening process ensures you only interview top prospects.
- Provide interview questions tailored to the position—taking into consideration both the job benchmark and the candidate, we can suggest questions that will address the most important issues quickly.
- Furnish a customized New Hire Orientation kit—by assessing both the job and the candidate, we can create a personalized coaching path for your candidate to promote superior performance in the position as rapidly as possible.
- Offer ongoing support—we include an initial talent de-

briefing with the manager and candidate within 30 days of the hiring date.

- Follow up at 90 days—we check in with the employee and manager.
- Reduce your risk—our four-month 100% satisfaction guarantee promises we will refill the position at no extra cost, if necessary.

Powerful Results

Price Associates has a proven track record—our scientific yet customized approach allows us to find the very best match for your company. Our clients have reported tremendous results including:

- Rapid placement—often within 45 days
- Less turnover
- Reduced long-term hiring costs
- Superior overall job matches
- Successful new hires

The Price Associates team is looking forward to helping you with your next candidate search. Please contact us today for more information.

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