

## ...Our Approach and Process...

- Planning
- Sourcing
- Contact
- Recruitment
- Interview
- Negotiation
- Acceptance
- Partnership

## RPO Services Introduction:

The Gartner Group, one of America's leading research firms, estimates that 85% of all U.S. companies are outsourcing some part of their HR functions. Why? Because successful managers recognize that in today's global marketplace the true competitive advantage is excellence. And since no company has the resources or time to develop excellence in every area of its operations, the best alternative is to partner with best-practices outsource providers.

Recruitment Process Outsourcing (RPO) is an especially effective option for many companies because it can have such an immediate and profound impact on their growth and profitability. By enhancing the capabilities of in-house recruitment teams, RPO can accelerate a company's ability to attract and retain a full complement of top-performing employees at every level, dramatically increasing the human capital necessary for marketplace success.

RPO as implemented by Forest Solutions & Designs, LLC enables our clients to increase speed and quality of hiring, improve retention and training, and reduce costs. Our clients enjoy the benefits of our best-practices processes, which are integrated into their operations through our collaborative approach, and our on-site professionals who work as members of the client's team.

## Our Services Include:

- Talent acquisition analysis
- Recruitment process design
- Applicant tracking system
- Hiring Administration
- Employment branding
- Behavioral and Tech Interviews
- Career fair management
- EEO - OFCCP data management
- Workforce planning
- Hiring manager training
- Vendor management
- Career portal design and hosting
- Requisition Management
- Sourcing
- Response Management
- Screening and Assessments
- Scheduling
- Back ground checks
- Video branding
- Exit Interviews
- Management Reporting & Analysis

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