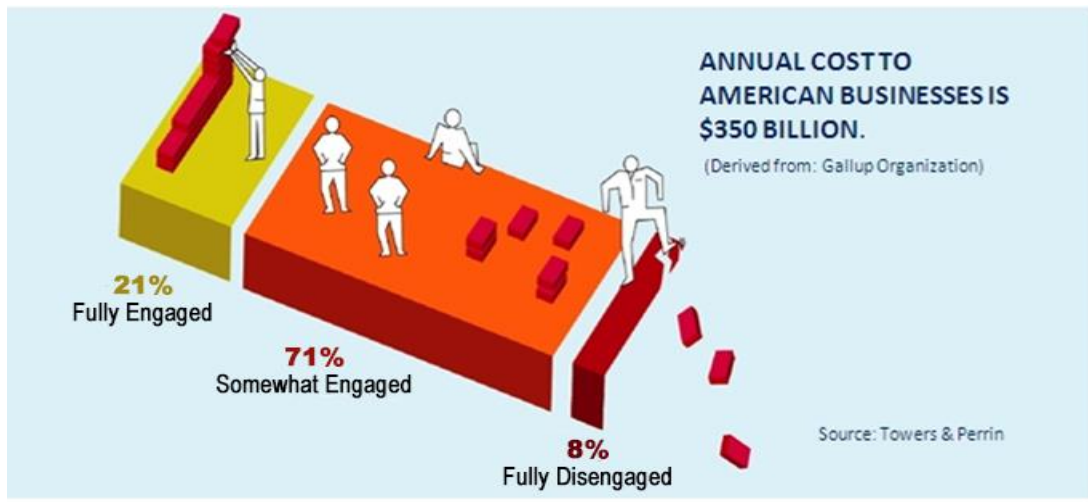


## RoleFit Survey - Strategic Talent Acquisition & Workforce Profit Optimization

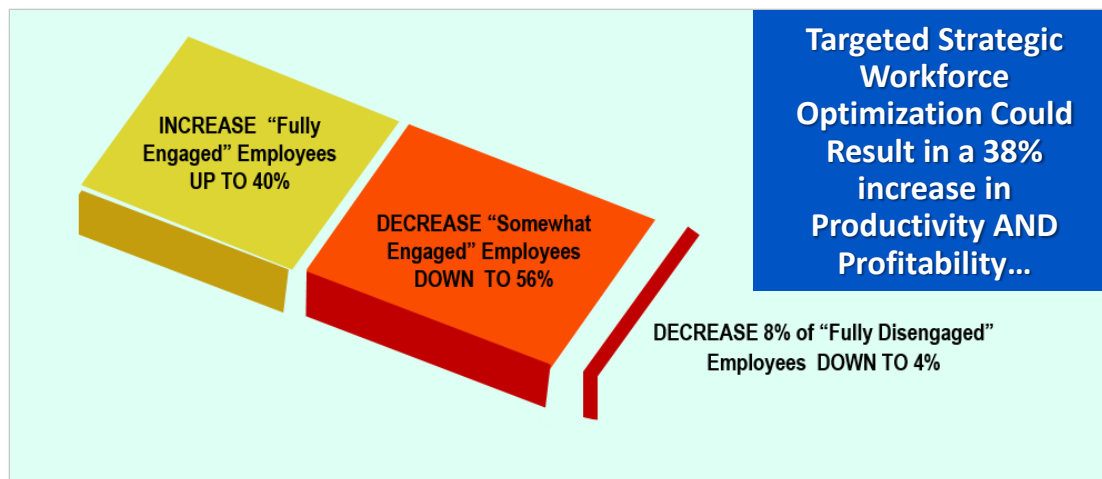
### Why Talent Acquisition Needs to Change

#### CURRENT STATE FOR CROSS-INDUSTRY WORKFORCE & EMPLOYEE ENGAGEMENT:



#### HOW ACQUIRED INSIGHTS CAN ASSIST YOUR ORGANIZATION:

- Save Time
- Save Money
- MAKE More Money



## The World is Consumed by Change ... And In Recruiting, Even More So...

### 1. Market Force #1 - Economic Forces:

- Competing for in-demand roles;
- Many organizations around the world are now actively hiring again;
- The “Post & Pray” approach to recruiting **DOES NOT PRODUCE RESULTS**.

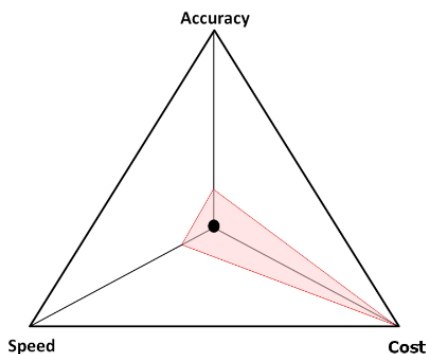
### 2. Market Force #2 - Social Forces:

- Employers are frustrated by the bottleneck of spammed resumes;
- Job Seekers often have a tainted view of job boards, recruiters & processes;
- 51% of final candidates fail their background check; Status quo isn't working.

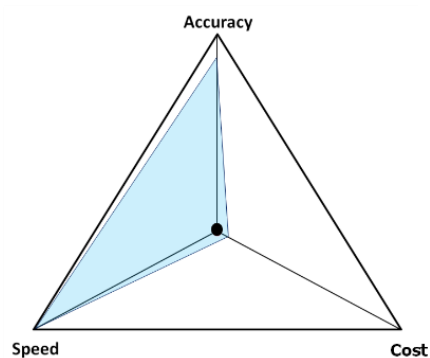
### 3. Market Force #3 - Technology Forces:

- Employers use “*same old*” approach to posting jobs/positions;
- Applicant Tracking Systems use “same old” approach to processing resumes;
- Organizations are hungry for meaningful change that produce measurable results.

**These 3 Forces have collided to create a unique window of opportunity...**



With the Status Quo you  
ALWAYS have to make  
compromises



With Acquired Insights' Intelligent  
Staffing Solutions, you can have  
the best of all three

## ***THIS IS ABOUT MUCH, MUCH MORE THAN JUST RECRUITING...***

...While recruiting is where organizations “Guard the Gate” for profitability and shareholder value, the value of Acquired Insights extends **FAR BEYOND** just recruiting

...In a way that is job-specific and competency-based and provides valid, reliable, easy-to-use, real-time decision support for many HR activities, including but not limited to:

- 1. Early Leadership Identification;**
- 2. Strategic Succession Planning and Management;**
- 3. Career Pathing, Mentoring and Coaching;**
- 4. Employee Engagement & Satisfaction;**
- 5. Training & Development Needs Analysis;**
- 6. Reductions In Force\*;**
- 7. Outplacement Counseling & Programs\***

## **Why The RFS™ is Different and Has Higher Value**

Unlike Others, If Clients Use our Full Service Recruitment Process Outsourcing Solution, We Offer:

- 1 Year Replacement Guarantee\*
- FAST Implementation
- Competency-Based
- Job-Specific
- Accurate
- Reliable
- Legally Defensible
- 3<sup>rd</sup> Party Validated
- Via Cloud

\* Depends on Clients' Requirements

## **Real World Numbers, Real World Costs...**

Research and International Recruiting Cross-Industry Consensus Suggest:

1. It currently takes 21 – 22 weeks of lapsed time to staff an open position
2. Each open position takes an average of 86 hours of effort to fill
3. 50% of the 86 hours (i.e., 43 hours) is used to create the Candidate short list
4. A corporate recruiter's annual fully loaded Salary is approximately \$60,000
5. With 2,000 hours in a billable year, a corporate recruiter's hourly salary is approximately \$30 per Hour

6. Therefore the average MINIMUM\* Internal Cost (Labor ONLY ) to staff an open position is approximately: 86 Hours X \$30 per Hour = \$2,580
7. The RoleFit Survey™ compresses the first 43 hours used to create an applicant short-list into just minutes
8. This saves an average of 43 Hours X \$30/Hour OR \$1,290 PER HIRE  
*...How Many People Does Your Organization Hire Every Year?*

### **One Solution to Multiple Organizational Problems**

The RoleFit Survey™ will serve as a valuable complement to our existing assessment tools we have used for many years – in fact, it consolidates the best elements of several assessment tools into one that is very fast and easy to use. This alliance and **The RoleFit Survey™ will enable our clients to have real-time decision support for both external hires and internal promotional decisions that will have immediate and ongoing benefit to their organization and shareholders.** Robert Young, Psy.D, and Partner at Humber, Mundie & McClary.



### **Contact us for additional information**



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