

The Permanent Candidate

When the inevitable need for an experienced employee should arise – Creative Staffing Solutions, Inc. has the candidate! Just call us with all the job specifications and we will have your new employee on the job in no time flat.

Job Specifications

- Job Description
- Required Knowledge
- Education
- Work Schedule
- Salary Range & Benefits Package

Creative Staffing Solutions, Inc. works on a standard fee schedule that is based upon an employee's annual base salary. Our fee does not reflect the employees "total package" in regards to overtime and bonus compensation.

Annual Salary	Percentage
\$ 0.00 to \$11,999	12%
\$12,000 to \$14,999	15%
\$15,000 to \$19,999	20%
\$20,000 to \$24,999	25%
\$25,000 and Up	30%

Our Permanent Guarantee

Our firm offers a thirty day unconditional guarantee. Should you select and hire a Creative Staffing Solutions, Inc. candidate and that candidate fails to work thirty days, we will replace that candidate at no additional fee to you!

Creative Staffing Solutions, Inc.
6811 Hickory
Tinley Park Illinois 60477

Creative Staffing Solutions, Inc.

An Extension of your Human Resource Department

Specializing in both Permanent and Temporary Staffing



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Welcome to Creative Staffing Solutions, Inc.

Creative Staffing Solutions, Inc. would like to thank you for your time and interest in utilizing our quality personnel.

In today's fast-paced workplace, we here at Creative Staffing Solutions, Inc. realize TIME IS MONEY. In order to help you save both TIME & MONEY, we have put this brochure together as a quick reference guide of our prices, policies and procedures.

If there are any questions that you still may have, please don't hesitate to contact us! Creative Staffing Solutions, Inc. is here to work for you and we will do what it takes to provide each and every client with the quality personnel it takes to survive in the modern business sector!

Temporary Staffing

In recent years the Temporary Workforce has grown exponentially to reach record highs. Due to the increasing demand for quality temporary employees, many high quality, previously permanent candidates, have joined our Temporary Workforce. Whether it be to handle seasonal fluctuations in business production, alleviate the need for internal payrolling, compensate for vacation, maternity or personal leaves by current employees, or as an audition for a possible permanent candidate, the benefits of using temporary employees in today's economy have proven to be invaluable to small and large companies alike.

How to find the perfect temporary candidate for your company:

- Determine a concise job description, duration of assignment and candidates' pay range.
- Contact Creative Staffing Solutions, Inc. with the above information. Our *temporary staffing specialists* will be able to match these job requirements with any possible candidates for you!
- Once we have found a suitable temporary employee, simply let us know when you would like to have him/her start, and we'll do the rest!

So, what are the rates?

- Simply, let a sales rep know exactly what you're looking for, and they will be happy to supply you with a quote.
- If your company utilizes *6 or more Temporary Employees*, be sure to ask about our *reduced rate programs*.
- Creative Staffing Solutions, Inc. will also offer a reduction in our permanent fee structure for companies currently utilizing our temporary workforce... simply ask for details when placing your permanent job orders.

How do I convert a temporary employee to a permanent employee?

- I currently have a Creative Staffing Solutions' Temporary Employee and I would like to make him/her a full time employee. What does it cost? The fee associated with your buy out will be determined upon how many hours the temporary employee has completed.
- The following table contains Creative Staffing Solutions, Inc.'s buy out schedule. (Please note all percentages are based upon the candidates annual salary.)

Light Industrial	
Hours Worked	Fee Percent
0 - 480	Standard Fee
481 - 720	10%
721 +	None

Office Support	
Hours Worked	Fee Percent
0 - 480	Standard Fee
481 - 960	10%
961 +	None

Contract Staff	
Hours Worked	Fee Percent
0 - 1040	Standard Fee
1041 - 2080	15%
2081 +	None