

ARE YOUR EMPLOYEES HOLDING BACK THE PROGRESS OF YOUR BUSINESS?

It seems counter-intuitive that the very persons who should be the champions of your cause and the core of your team could be preventing you from moving forward, but such is often the case. Consider these facts:

- Staffing accounts for the majority of your overhead expenditures.
- A bad hire that gets fired costs money, time, productivity and can even damage your brand. A bad hire that stays on the job can cost even more — as a less than optimal situation can drag on for years.

These are exactly the things that were crippling my business a few years ago. With offices throughout New York and New Jersey, I was perfectly positioned for the next phase of growth, but was constantly frustrated by the lackluster performance of many employees. Instead of relying on them to help me market and move forward, it seemed as if I was constantly putting growth plans on the back burner and spending valuable time and energy managing personnel issues.

I tried all of the conventional avenues in an ongoing quest to find the perfect group of “needle in a haystack” employees, but every effort proved fruitless. No combination of job boards, help wanted ads, employment agencies or multiple interviews was providing me with candidates that had the experience, aptitude and attitude that I was looking for.

So, rather than throw in the towel, I simply decided to build a better mousetrap. My wife and Human Resources Manager set about creating a system that would search out prospective employees and then screen them according to a rigorous set of criteria, in an effort to match not only experience and skills, but personality and attitude with the requirements of the job.

This was the genesis of Painless Hire. After a lot of trial and error we have created a one-of-a-kind system that is changing how businesses find employees, and the quality of employees they are able to find.

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According to the National Association of Colleges and Employers, the average time from interview to offer is 22.5 days.¹ By accessing multiple job boards and professional networks simultaneously, Painless Hire is often able to set up interviews in as little as two weeks. The system is designed to find that 'needle in a haystack' candidate who meets all of a client's requirements. Painless Hire's unrivaled screening and testing protocol measures experience, aptitude and attitude in correlation with the job requirements clients specify. This combination of savvy technology and intelligent employees running the show enables Painless Hire to deliver exceptional results at a fraction of the cost of traditional hiring services. A variety of personalized procedures are performed to match clients' specific needs, including interviews, background checks, reference checks, and more.

¹ National Association of Colleges and Employers. (2011). 2011 Recruiting Benchmarks Survey. *NACE Research*. Retrieved from http://www.naceweb.org/uploadedFiles/NACEWeb/Research/Recruiters/RBS_ExecutiveSummary.pdf