

VALUE PROVIDED	RETAINED	PREMIUM	STANDARD	STARTER	CUSTOM
Job Placements (per quarter)	–	UNLIMITED	5	3	–
Create Employee Value Proposition: Identify key company information to attract top talent.	✓	✓	✓	✓	Hourly rate
Interview Process: Recommend an interview and selection plan. Identify legal interviewing and questioning methods.	✓	✓	✓	✓	Hourly rate
Write Recruitment Ad: For web and social media use.	✓	✓	✓	✓	Hourly rate
Ad Placement: Use identified sources to place ads.	✓	✓	✓	✓	Hourly rate
Sourcing Candidates: Use direct sourcing, networking, social media, cold calling, trade shows, and industry-specific events to source passive candidates.**	IN-DEPTH	IN-DEPTH	BASIC	BASIC	Hourly rate
Review Resumes: Carefully and effectively narrow down the potential candidates to those who are a good match on paper.	✓	✓	✓	✓	Hourly rate
Conduct Initial Phone Screen: Further narrow down the talent pool by conducting initial phone evaluations.	✓	✓	✓	✓	Hourly rate
Email & Chat Support: Responsive and accessible communication channels for clients and candidates throughout the recruitment process.	✓	✓	✓	✓	Hourly rate
Skills Assessments (per quarter): 1800+ skills tests to ensure relevant competencies are met.	✓	UNLIMITED	20	9	Customized based on role

** Sourcing Basic includes inviting applicants to apply through the job site utilized by the client. Sourcing In-Depth includes sourcing applicants using direct sourcing, networking, Social Media (LinkedIn, Facebook, X, etc.), cold calling, trade shows, and industry-specific events (additional fee).

RECRUITMENT PACKAGES CONTINUED

VALUE PROVIDED	RETAINED	PREMIUM	STANDARD	STARTER	CUSTOM
ATS Optimization. Streamline the applicant tracking system (ATS) to improve the recruitment experience for applicants and hiring teams. Implementation of an ATS is excluded.	—	✓	✓	✓	Hourly rate
Negotiation and Closing: Assistance in negotiating salaries, benefits, and other terms to secure the best candidates.	✓	✓	—	—	Hourly rate
Prepare Offer Letter: Assist client with the written offer letter, ensuring client's interests are protected.	✓	✓	—	—	Hourly rate
Management Level Placements: Specialized recruitment focused on sourcing and evaluating managerial candidates.	✓	✓	—	—	—
Interview Training: Conduct training for client team.	✓	✓	—	—	Hourly rate
Job Description Development: Create descriptions that outline roles, responsibilities, qualifications, expectations and advancement pathways for current or prospective employees.	✓	✓	—	—	Customized based on role
Salary Benchmarking: Conduct a thorough analysis of compensation levels within a specific industry, region, or job market ensuring the client attracts and retains talent.	✓	✓	—	—	Hourly rate
Develop Success Profile: Create specific, measurable goals that tie recruiting to your business needs and objectives.	✓	—	—	—	Customized based on role
PXT Select Profile: A performance assessment that provides data on how well the candidate aligns with a specific role.	✓	—	—	—	Per assessment
Extensive Interview: Conducted by the recruiting team to further decipher fit for the position, evaluate candidate's impact presence, body language, and decide whom to move forward to client interviews.	✓	—	—	—	Hourly rate

RECRUITMENT PACKAGES CONTINUED

VALUE PROVIDED	RETAINED	PREMIUM	STANDARD	STARTER	CUSTOM
Manage Decision Process: Collaborate with hiring team to facilitate decision making and select the best candidate.	✓	—	—	—	Hourly rate
Pre-Negotiate Offer: “Test close” the offer with candidate to increase likelihood of acceptance prior to official offer.	✓	—	—	—	Hourly rate
Advertising Costs: Expenses related to promoting job vacancies through channels such as online job boards, social media, industry-specific networks, and print publications.	✓	—	—	—	At cost
Background Check: Conduct reference checks, background check, and drug test (additional fee), as required.	✓	—	—	—	At cost
Executive Level Placements: Specialized recruitment focused on sourcing, evaluating, and placing candidates in director and C-suite level positions within an organization.	✓	—	—	—	—
Guarantee: 6-month replacement guarantee on placements.	✓	—	—	—	—



“Melissa at Ethos has hired some amazing talent for our company over the past few years. I always feel she’s truly invested in finding the perfect employee for the position we’re looking to fill. During the exploration phase she poses important questions and builds a success profile, which is a great tool to ensure we’re on the same page prior to starting a candidate search. Once the search is on she does an amazing job vetting, only presenting candidates who meet the expectations we’ve outlined. She’s a great communicator, and always gives intuitive honest feedback on each candidate she offers. I’m extremely pleased with the results, and will continue to turn to Ethos for all of our critical hiring needs.”

— Brian Alhanati
Vice President of CustomFab USA

