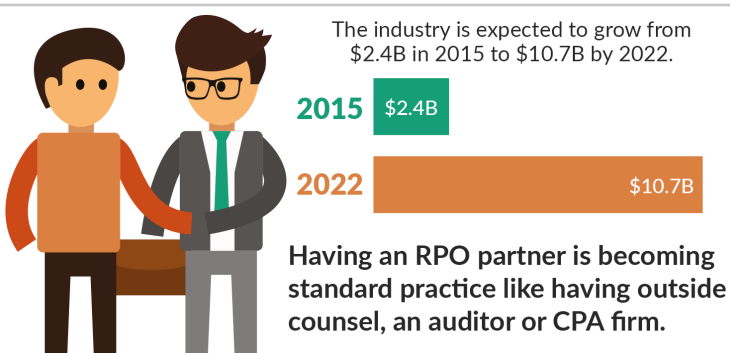


RPO 101

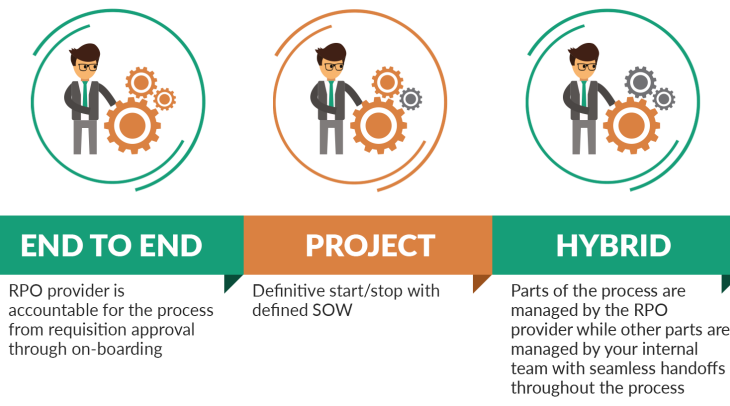
What is RPO?

RPO is where a company partners with an outside expert to design and execute a program that transforms your organization's talent acquisition function.

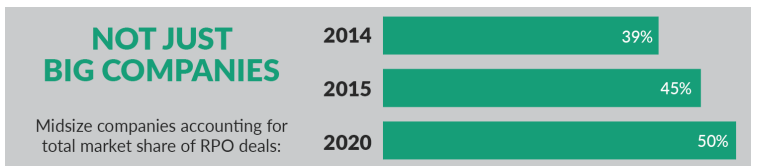
RPO is more than just "Recruitment Process"



Common Types of RPO



Common Benefits of RPO



Common RPO Misperceptions

- YOU HAVE TO GIVE UP COMPLETE CONTROL** **FALSE**
You actually gain control of your talent acquisition program through access to real-time data.
- YOU HAVE TO SIGN A LONG-TERM CONTRACT** **FALSE**
Short-term projects are welcome.
- YOU HAVE TO LAYOFF YOUR EXISTING RECRUITING TEAM** **FALSE**
RPO often supplements your existing recruiting program.
- RPO IS ONLY BENEFICIAL FOR COMPANIES WITH HUNDREDS OF HIRES ANNUALLY** **FALSE**
RPO can benefit companies with as few as 50 annual hires.
- RPO IS ONLY FOR ENTRY-LEVEL, HIGH-VOLUME POSITIONS** **FALSE**
Many firms specialize in professional-level, hard-to-fill positions.
- RPO IS A FANCY TERM FOR HIRING CONTRACT RECRUITERS** **FALSE**
RPO includes an account manager, recruiters and sourcers supported by a team of specialized experts - all designated and accountable to deliver results to your organization.
- RPO REQUIRES ME TO OUTSOURCE ALL OF OUR REQUISITIONS** **FALSE**
Sometimes companies opt to utilize RPO for a particular region, position types, expansions or start-ups.

Sources:

Nelson Hall and Everest Group various research reports
 Everest Group 2016 RPO Report and Credence Research 2016 Report
 NelsonHall 2016 RPO Report: Midsize = 5,000 employees and less
 Everest Group RPO Report 2015