



Talent is  
Everything

# Talent is Everything

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Foundational to MarketStar's recruiting process is our "Talent Is Everything" principle.

Success comes in identifying, attracting and hiring the right candidates that live and breathe the image and culture of our Clients. The benefits are:

- Job fit (on-brand and on-profile)
- Personnel more likely to succeed in their roles
- Customer satisfaction



**Energetic & Engaging**  
**Knowledgeable**  
**Brand Enthusiast**

# Attracting and Keeping The Right Sales Champions

## Hire the Right People

MarketStar's infrastructure and tools enable us to recruit, hire, and retain better employees who embody our Client's Brand:

- Passionate
- Adept
- Seasoned
- Aware
- Honest
- Altruistic
- Intelligent

## Competitive Benefits

In addition to paid vacation and personal leave time, we also offer qualifying employees:

- medical and dental insurance
- vision benefits
- long term disability benefits
- Section 125 flex benefits
- life insurance
- 401(k) retirement program
- employee stock purchase plan



## Positive Culture & Work Environment

We enable employees to find balance in their personal, family, spiritual, and work life and create a culture where performance and excellence are rewarded.

## Defined Predictable Career Path

We attempt to promote from within, and through our performance management system to identify and reward top performers.

## Recognition Programs

Our commissions and bonuses are easily calculated and documented. We reward stellar performers each quarter with our RockStar Award and provide on the spot rewards for sales and service excellence.

# Finding the Right Candidate



1

Job description is developed, validated and sourced through our networks, both nationally and in local markets

2

Finalization of Predictive Index “Pro” for screening as well as custom behavioral-based interview guides are created to ensure great job and employee fit

3

Candidates are sourced and screened through our applicant tracking system and digital interviews are conducted using HireVue

4

Qualified candidates are interviewed by recruiter and all PI and pre-employment assessments are evaluated

5

Qualified candidates have live interviews with MarketStar management, with an emphasis on past experiences and behaviors




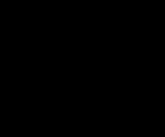




6

Offers are made, drug and background checks are completed, and the new team member is cleared to start



marketstar<sup>®</sup>

# Excellent Training from Day 1

 <p><b>DAY 1 DIRECTIVE</b> SYNOPSIS &amp; TIMELINE</p>			<p><b>DAY 1 WELCOME EXPERIENCE</b></p> <p><b>8AM - 10AM</b></p> <p><b>THE GOAL:</b> PROVIDE AN EXCEPTIONAL WELCOME TO MARKETSTAR FOR NEW EMPLOYEES</p> <p><b>MANAGERS:</b></p> <ul style="list-style-type: none"> <li>• MEET NEW EMPLOYEES AT THE FRONT DOOR</li> <li>• ESCORT THEM TO THEIR DESKS</li> <li>• INTRODUCE THEM TO THEIR TEAMS</li> <li>• SET-UP THEIR EMAIL ACCOUNTS</li> <li>• ESCORT THEM TO DAY 1 BOOTCAMP @ 10AM</li> </ul>
 <p><b>BOOT CAMP</b> ELITE TRAINING WELCOME</p>			<p><b>DAY 1 BOOTCAMP</b></p> <p><b>10AM - 2PM</b></p> <p><b>THE GOAL:</b> PROVIDE AN PRACTICAL FOUNDATION TRAINING FOR NEW EMPLOYEES</p> <p><b>TRAINERS:</b></p> <ul style="list-style-type: none"> <li>• INTRODUCE DAY 1 DIRECTIVE &amp; WELCOME PACKET</li> <li>• INTRODUCTION TO MARKETSTAR</li> <li>• TRAINING ON PARTNER 101, DIRECT 101 &amp; SOFT SKILLS</li> <li>• HIGHLIGHT OF TIMECARD, BENEFITS &amp; EXPENSES</li> <li>• BRIEF NEW EMPLOYEES ON DAY 1 MISSIONS</li> </ul>
<p>marketstar</p>			<p><b>DAY 1 MISSIONS</b></p> <p><b>FIRST TWO WEEKS</b></p> <p><b>THE GOAL:</b> PROVIDE AN OPPORTUNITY FOR NEW EMPLOYEES TO EXPERIENCE MARKETSTAR</p> <p><b>NEW EMPLOYEES:</b></p> <ul style="list-style-type: none"> <li>• TAKE THEIR MISSION LOG BOOKS AND BEGIN</li> <li>• TRACK DOWN THE QR CODES AROUND THE BUILDING</li> <li>• SCAN &amp; READ THE MESSAGE - INTERACT WITH POC</li> <li>• RECEIVE VITAL INFORMATION FROM THE POC</li> <li>• RETURN TO TRAINING FOR STAMP FOR COMPLETING</li> </ul>

## OUR MISSION:

TO ENCOURAGE, EQUIP & ENGAGE NEW HIRES ON DAY 1 & BEYOND



Thank You