

## Talent Acquisition Service Model Comparison

Advantages and core capabilities	Virtual Recruiters Inc.	Onsite Contract Recruiter	In-house Recruit Function	Executive Search Firm	Remote Contract Recruiter	Staffing Company	Recruiting Research Company
Accountable & accessible	★★★	★★★	★★★★★	★★	★	★★	★
Communication with internal stakeholders	★★	★★★	★★★★★	★★	★	★★	★
Flexible cost model based on hiring needs	★★★★★	★★	★	★	★★★★	★★	★★★★★
Lower cost per hire	★★	★★★	★★★★★	★	★★	★★	★★★★
Higher caliber candidates recruited	★★★★★	★★★	★★	★★★★★	★★★★	★	★
Faster time-to-fill	★★★	★★★★★	★★★	★★★	★★	★★★★★	★
Direct (cold call) sourcing capabilities	★★★★★	★★	★	★★★★★	★★★★	★	★★★★★
Compliance program tools and support	★★★	★★★	★★★	★★	★★	★★★★★	★
Full life-cycle recruiting process	★★★★★	★★★	★★★★★	★	★★	★	★
<b>Rating Totals</b>	<b>30</b>	<b>26</b>	<b>26</b>	<b>20</b>	<b>19</b>	<b>19</b>	<b>17</b>

★ - inherent weakness    ★★ - typically meets expectations    ★★★ - typically exceeds expectations    ★★★★★ - core strength