



## Recruitment Services

Recruitment and retaining of good talent has become extremely challenging and complex. Finding the right resources to fill critical roles defines your teams' impact and ultimately the difference between success and failure of your company.

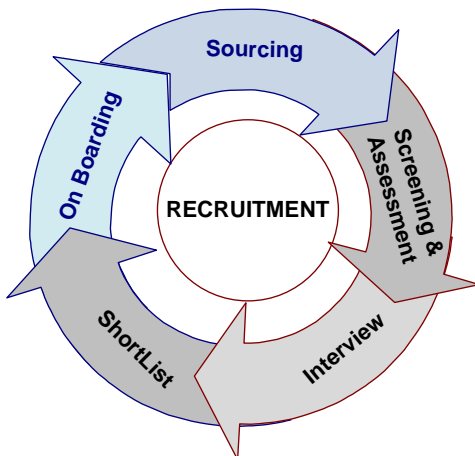
Source Pundit extends the reach of your HR department. Our "On Demand" recruitment solutions streamline your hiring needs, reduce costs and deliver a quality pipeline of candidates.

### Top Challenges in Recruiting

- Inefficiency and lack of timeliness in managing the sourcing process
- Inability to access candidates for skills and behavior
- Cut back on recruitment expenses

"My recruiters were spending 60% of their time sourcing and only 40% with candidates and closing for open positions. **Smartsource** from Source Pundit gave us more time with candidates and helped us close on open positions. Not adding any additional resources giving us a significant cost saving"  
- HR Manager- Client company

### HOW WE WORK



1. Experienced recruiters working offshore start your candidate sourcing process. This includes working the job boards, social networking sites and our internal database. Through our "[SmartSource](#)" process we screen for A and B level candidates.
2. The onshore/offshore recruitment team works on candidate talent and behavioral assessment. This includes skill testing and a comprehensive interview looking for key "fit" elements with your organization. Suitable candidates are presented for client interviews and if selected managed thru the on boarding process. You can also track your recruitment results online using our applicant tracking system. This entire recruitment cycle is managed by our "[eZRecruiter](#)" process.
3. We guarantee you 35-50% cost savings on your current recruitment spend. We take the Quality/Hire metric as seriously as Cost/Hire and commit to maintaining agreed to quality standards on the recruitment processes.

#### We have expertise in the following processes:

- Active & passive candidate recruiting
  - Name generation-researching competitors/other companies for similar talent skills
  - Candidate sourcing- using job boards, networking sites, forums, blogs and the internet
  - Candidate assessment/screening- using set format interviews and tests
  - Applicant tracking- managing candidate thru different stages of recruitment
  - Post offer activities and on-boarding- background check, references etc
- Niche job boards/networking sites recruiting. This includes linked in, jigsaw, spoke, zoominfo etc
- Pipeline building- sourcing and recruiting to provide steady candidate flow using traditional and alternative sourcing methods

Source Pundit is a Technology Sourcing & Recruitment Company.

1, Commercial Complex, Pocket H&J  
Sarita Vihar, New Delhi- 110044, INDIA  
Phone: +91-11-30894187

[www.sourcepundit.com](http://www.sourcepundit.com)

Contact: [sales@sourcepundit.com](mailto:sales@sourcepundit.com)

201 S Central Ave, Suite 203  
St. Louis, MO, 63141. USA  
Phone: +1314-260-7056

## SERVICE OFFERINGS- AN OVERVIEW

	Name Generation	Smart Source	eZ Recruiter
Competitor/Platform Analysis	●		
Job Posting		●	●
Email campaigns	●	●	●
Active search		●	●
Passive Search	●	●	●
Social Networking	●	●	●
Resume screening		●	●
Candidate screening			●
Interview/Technical assessment			●
Offer Analysis			●
Intake- Background check			●

### Why choose us?

- EXTEND the reach of your HR team- gain scale & flexibility
- CUT costs up to 40% on your recruitment spend
- HIGH QUALITY sourcing with acceptance rate >80%
- NO retainer/contingency fees
- AGREED performance metrics driven delivery
- FASTER Time to Hire - candidates provided within 48 hours
- MULTIPLE sourcing channels- job boards, internet sites
- ZERO Risk model- pay only when we hit performance metrics

#### COST

- Assuming a full time recruiter cost of \$25/hr (loaded), save 54%.
- Assuming a retainer cost charging on salary of average cost/hire (\$75K/yr) , save 73%

#### QUALITY

- Sourcing is graded by your HR team. Our average score is >80% acceptance i.e. for 100 resumes sourced >80 are graded as suitable candidates ready to be called for screening.

#### EFFICIENCY

- We source and screen for you and build your candidate pipeline. This gives your recruiter time to interview and close on "ready" candidates. Improve productivity by >40%.

Source Pundit is a Technology Sourcing & Recruitment Company.

1, Commercial Complex, Pocket H&J  
Sarita Vihar, New Delhi- 110044, INDIA  
Phone: +91-11-30894187

[www.sourcepundit.com](http://www.sourcepundit.com)

Contact: [sales@sourcepundit.com](mailto:sales@sourcepundit.com)

201 S Central Ave, Suite 203  
St. Louis, MO, 63141. USA  
Phone: +1314-260-7056