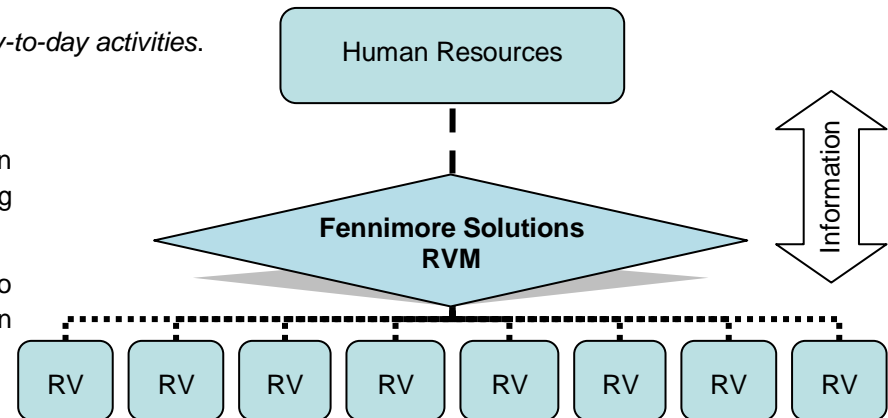


A Recruiting Vendor Management (RVM) program enables the Human Resources team to:

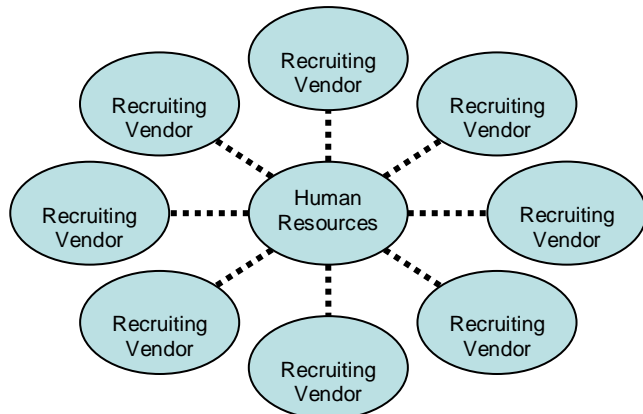
- Manage costs of services from staffing resources, and standardize the pre-screening and preliminary interview processes
- Improve utilization and productivity of both internal HR staff and Hiring Managers by eliminating engagement with multiple external staffing resources
- Manage external staffing resources for productivity and quality of performance

How it Works: Engage the services of Fennimore Solutions to manage all staffing firm day-to-day activities.

- Assign all vendor contract issues, negotiations, and relationships to Fennimore;
- Assign all outsourced requisitions to Fennimore for project leadership, coordination with HR and Hiring Managers, and vendor management of full cycle recruiting process from sourcing through interviewing and employment;
- Refer all emails and calls from recruiting firms seeking vendor relationships to Fennimore, which will perform initial screening, qualification, and vendor selection consistent with client criteria and corporate review standards.



Staffing Configuration 2: with RVM



Staffing Configuration 1: without RVM

Client Benefits:

- **Prioritize Time:** With all recruiting partners and candidates managed through one source, Internal HR team and Hiring Managers can focus on the selection process;
- **No Recruiting Firm Solicitations:** All business development calls from staffing firms are referred to Fennimore, eliminating time spent on cold calls from vendors;
- **One Invoice, One Payee:** All fees are a result of successful hires and are paid only to Fennimore, which then distributes payments to staffing firms through a standardized, shared fee agreement;
- **Performance Management:** Preliminary interviews are standardized, resulting in consistent and equal comparison of candidates. Staffing firm performance is also monitored, and reports are prepared for client review, assuring continuous improvement in vendor utilization.

Recruiting Partner Benefits:

- **Assignments:** Client requisitions are distributed to all approved firms, assuring each firm has opportunities to serve the client without need for solicitation;
- **Project Management:** Each firm has direct contact with Fennimore through all stages of assignments, assuring timely feedback, updates, and resolution of issues from initiation to final hire. Each firm receives project specifications with detailed information to ensure successful targeting and placement;
- **Fees for Services:** Prompt receipt, audit, processing, and payment of invoices to terms by Fennimore Solutions.