

# EFFECTIVE RECRUITING

TO GENERATE SUCCESSFUL CANDIDATES

**THERE'S A REASON WHY  
INTEGRITY ASSOCIATES ARE  
AMONG THE MOST-COVETED  
ACROSS THE U.S.**

When we recruit talent for our clients' open positions, it's not enough that our associates can perform the work for which they're hired. We look beyond fundamental job skills to find associates who will succeed within your culture.



## HERE'S HOW WE GENERATE THE MOST SUCCESSFUL JOB CANDIDATES:

### THOROUGH JOB COMPREHENSION

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We first **walk a mile** in our associates' shoes. Site visits and time spent where our people will work provide us with first-hand knowledge of your culture. From our personal experience, we generate effective psychometric modeling for each position.

### CREATIVE RECRUITMENT MARKETING

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We put **big ideas** into even the smallest marketing campaigns to attract the right talent through traditional, digital and social media. We develop marketing strategies based on our comprehensive job knowledge.

## PENETRATING, EXPLORATORY INTERVIEWS

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**Behavioral exploration** helps us understand personalities, not just abilities. We seek the softer skills that can transform qualified associates into successful employees.

## A HIGHLY SCALABLE STRATEGY

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Whether you need 1 or 1,000 workers, our custom recruitment strategies deliver associates **primed to succeed**.

## TESTING FOR SUCCESS

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We perform behavioral, psychographic, fundamental skills, drug and background testing. Our proprietary process allows the cream to **rise to the top** and succeed.


## WE STAND BEHIND OUR ASSOCIATES

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**Our associates get it right**—every time. We offer an 8-hour guarantee on every associate we place with you. If work is performed unsatisfactorily on day one, you won't be invoiced.

## WE'RE READY TO WORK WHERE YOU ARE.

Our central teams have deep, local market knowledge that allows us to work with companies in all 50 states, even if we don't have an office in your backyard.



WE GENERATE OPPORTUNITIES FOR PEOPLE TO EXCEED THEIR OWN EXPECTATIONS AND ADVANCE CAREERS, COMPANIES, AND COMMUNITIES.

LET'S TALK.



You need a strong, scalable workforce. We can help. Let's build a team that exceeds your expectations. The opportunities are **endless**.

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