



Why Use R&P Group?

The single greatest **competitive advantage** any company has is **superior people**.

Your company grows and prospers because of excellent team members. Strengthen the edge you have over your competition, hire people who will make heroic contributions to your organization. That's what R&P Group brings to your company. And it's just one reason to work with R&P Group. But, why work with R&P?

- **Never Get Fired.** You will never be fired for selecting R&P Group as your recruiting partner. Why? **Your investment is guaranteed!**
 1. You are guaranteed you will have at least 1 qualified candidate you will want to interview in a fixed period of time – usually 60 days or less.
 2. You are guaranteed that if a candidate you hire does voluntarily leave or is discharged for good cause during the guarantee period, the search process will be repeated at no charge.
 3. We do your recruiting job, so you will have time to do your normal day-to-day. R&P Group will locate, recruit, and conduct all the initial interviews – then you select the best.
 4. You will not lose revenue or clients because critical jobs are open for extended period of time.
- **Card and Payments Industry Experts.** From your first job with R&P Group you are on your way to forming a Professional Partnership. Just as prudent companies utilize the services of outside professionals for high-level legal, accounting, marketing and other special needs, client companies view R&P Group in the same light: as skilled professionals. Go beyond filling your immediate open jobs.
 1. A **long-term partnership strategy** is one of the extras that consistently keep you ahead of your competition. Client Companies partner with R&P Group to help with workforce planning and strategic human capital management as well as candidate right-of-first-refusal in addition to recruiting and hiring.
 2. **Over 73% of our searches are with repeat clients** and another **18% are referrals** from existing clients. Just think about the time you will save.
- **Confidentiality**
 1. **Client Confidentiality.** Since organizations with an opening are vulnerable, R&P Group observes strict confidentiality. Confidentiality keeps competitors from being tipped off to management shake-ups, new product and market initiatives and can protect against employee, stockholder and supplier apprehension. R&P Group is acutely aware of and respectful of your potential vulnerability.
 2. **Candidate Confidentiality.** Top-notch executive talent is a scarce commodity. An experienced recruiter's network is able to quickly cast a wide net that includes the best candidates. Most are employed and many will deal only with a recruiter. The top talent, industry leaders appreciate the worth of third party representation, confidentiality, and professional mediation. Recruiting superior candidates is intricate and best performed by a discreet professional.
- **Fair Pricing.** R&P Group's fair pricing is money well spent and time well saved.
- **Values Rule.** Confidentiality, honesty and integrity provide you with piece of mind.

www.RandPgroup.com