

EXECUTIVE BRIEF: Let's simplify and accelerate your hiring.

Quickly growing companies need three things to hire effectively: People, Process, and Systems.

When all three are aligned, your hiring outcomes are proactive, efficient and can take your organization to the next level.

Avancos provides a proven methodology to accelerate and simplify typical labor-intensive efforts such as creating job descriptions, identifying up to 80% of the talent pool, attracting talent and utilizing proven screening and assessment tools to sort candidates for who is most likely to succeed. The platform and our experienced know-how are uniquely designed to produce consistent, scalable and duplicable outcomes. By combining all of our services under one roof, your capacity, speed and access to talent become perfectly aligned and automated to your business demand.

How does it work?

When you become an Avancos Managed Services client, you experience an easy onboarding process to ensure your vision and expectations will be met. A dedicated Avancos project manager will guide you and your team through the audit process of capturing current state, future state, and then providing the tools to fill the gaps.

After onboarding and implementation is complete, you and your team will know exactly what to do, when to do it and how the Avancos platform will identify, attract, screen, assess and manage talent to and through your hiring process.

With the right people, process and systems in place, your team will know they are making the right hiring decision for the best hiring outcomes.

Talent Acquisition Made Simple.



Take the Gut Out of Hiring

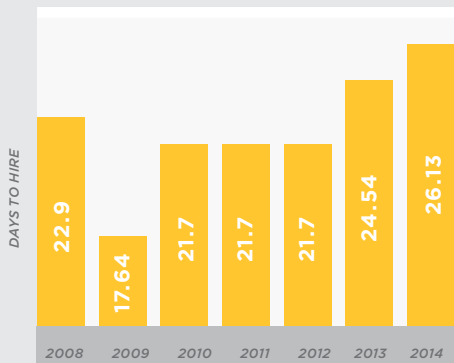
COST OF A BAD HIRE

- \$ Hiring Costs +
- \$ Total Compensation +
- \$ Cost of Maintaining Employee +
- \$ Disruption Costs +
- \$ Severance +
- \$ Mistakes, failure, and missed business opportunities =

\$186K

Based on a second-level manager who earns \$62K/year and has been terminated after 1 year. - Resoomay

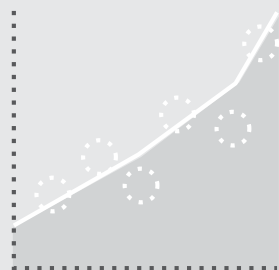
DAYS TO FILL



Due to a shortage of talent, days to fill open positions continues to increase

JOB GROWTH

67% of Job Growth comes from Small/Mid-Sized Businesses/Enterprises and is expected to continue through 2018



LIMITS TO GROWTH

57% were unable to find applicants with the relevant skills and experience.



74% of CEOs say that their unfilled positions limit the growth of their businesses

MADE SIMPLE

SMB CEOs are looking for ways to simplify, accelerate and accurately hire quality talent to grow their business **cost effectively**.



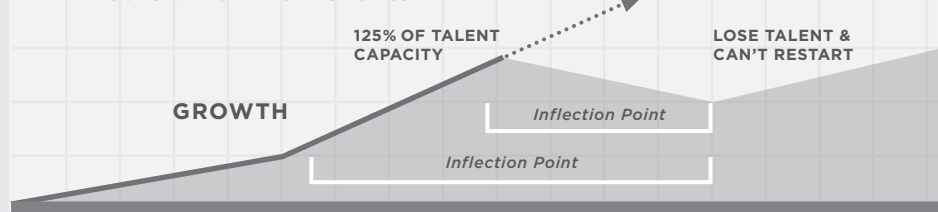
FACTS ABOUT SMBs

- SMBs are risk averse and can't afford to make costly mistakes, so they want assurances and proof the model and/or services work.
- SMB CEOs want an expert to advise them on how to achieve better outcomes with their people, process and systems.
- SMB companies are focused on speed, quality, flexibility and value.

INFLECTION POINT

COMPANIES ARE EXPERIENCING OR ABOUT TO EXPERIENCE INFLECTION POINTS

- More than 125% capacity of Executives and HR occupied
- More than 8-12 weeks to fill key positions
- Mid-Level/Senior Executive turnover at 15% within 18 month term



THE OPTIONS AND WHY THEY DON'T WORK	HEADHUNTERS	<ul style="list-style-type: none"> • Cycle to understanding client's business is too long • Priorities are flash point driven
	TEMP AGENCIES	<ul style="list-style-type: none"> • Lowest quality of candidates • Volume over longevity
	ONLINE SEARCH TOOLS	<ul style="list-style-type: none"> • Tools are designed for headhunters • Use by your team pushes them to exceed >125% of their capacity
	IN-HOUSE RECRUITER	<ul style="list-style-type: none"> • High risk of performance loss and single point of failure • Process and capacity problems causes bottlenecks
	MANAGED AT POINT OF NEED	<ul style="list-style-type: none"> • Not enough skills, time or experience
	MANAGED BY HR	<ul style="list-style-type: none"> • Not enough time, expertise, skills and/or capacity

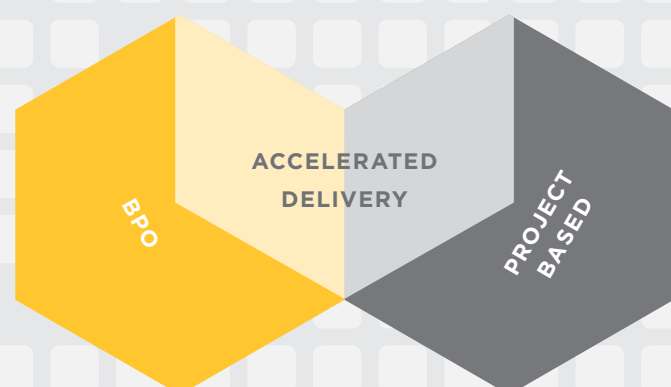
AVANCOS ALIGNS EFFORT WITH DEMAND

Avancos delivers consistent, repeatable, scalable processes and outcomes.

Talent Acquisition. Made Simple.



HOW IT WORKS



- Proactive
- Just In Time
- Best Practices
- Cost Effective
- Capacity
- Speed
- Access