

# Transforming the way companies recruit

Scope of Services for New Clients



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# ADDRESSING YOUR NEEDS

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Companies come to KAS when they need sales or marketing recruiting done the right way and done quickly. Our solutions have been known to **reduce recruitment cycles by over 35%** and multiple dedicated account managers means that clients will always have an open line of communication with KAS. Getting the job done correctly for you is our priority.

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*The executive recruiting team at KAS took the time to understand our idea candidate profile and went and found them. They were tremendous at providing consistent follow up and qualifying candidates...Their recruiters made everything feel simple.*



KEVIN KIRBY  
DIRECTOR OF T-MOBILE'S USA SALES

## PRODUCTIVITY AND PROVEN EXPERIENCE

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KAS AVERAGES 245 ANNUAL PLACEMENTS IN THE BELOW DISCIPLINES

SALES

SALES MANAGEMENT

DIGITAL MARKETING

ACCOUNT MANAGEMENT

SALES DIRECTOR LEVEL

SOCIAL MEDIA MARKETING

BUSINESS DEVELOPMENT

VP OF SALES STAFFING

CONTENT SPECIALISTS

INSIDE SALES

SEARCH ENGINE AND PPC

OUTSIDE SALES

DIRECTOR OF MARKETING

CHANNEL SALES

VP OF MARKETING

SALES SUPPORT

PRODUCT MARKETING

# YOUR TRUSTED RECRUITING PARTNER

From small business to global multinational corporations, KAS Placement has become the recruitment vendor of choice for many of the brands you see every day. We are a one-stop supplier for all sales, sales management, and marketing hiring needs.

For the past 12 years, KAS Placement is an award-winning executive recruiting firm. For our ability to attract top applicants to clients' jobs, Forbes nominated us to be an America's Most Promising Companies, Time Out New York named us one of the top three headhunters in the city of New York and we currently possess the most robust sales and marketing database in the industry.

Companies from 30 countries utilize our services and applicants from all professional levels reach out to our headhunters to discuss their next job.

Due to robust candidate resources and a behavioral science based interviewing methodology, KAS has become one of the quickest, yet most accurate outsourced recruiting solutions that exist.

We are a leading innovator in our field. Because of our efforts, many of the world's top business sources have recognized our ability to carry out effective, streamlined recruitment processes.

These sources include AOL, Business Insider, Chicago Tribune, Forbes, Houston Chronicle, US News, Globe and Mail, Fox Business News, Entrepreneur.com, Recruiter.com, Yahoo! Finance and others.

**Entrepreneur**

**WALL STREET  
JOURNAL**



One of our strengths is in developing and maintaining long-term client relationships. We accomplish this by taking the time to get to know your company, understanding your recruitment strengths and weaknesses, and helping you develop messaging that both fits your company personality and attracts better applicants.

Our client list includes Fortune 100s, VC backed entities, international companies, start-ups and large corporations, including HSBC, Forbes, Travelocity, and Intel, Sara Lee, Institutional Investor, Budweiser, EXL, Converse, St. Arnold Brewing Company, General Motors, Caterpillar, Mitsubishi Forklift Trucks, and several others under NDA.

# PROCESS TIMELINE

Better recruiting. Superior applicants.

▶ Week 1

▶ Week 2 - 3

▶ Week 3 - 5

## INTRODUCTORY KICK-OFF CALL

Before we begin recruiting, an **introductory video or phone** call takes place in order to introduce you to your team of account managers.

We will reiterate your needs, provide specific candidate deliverable dates and formally commence the staffing process.

Analysis of local competition.

Necessary improvements to corporate branding recommended and implemented.

## APPLICANT PRESENTATION

**Prescreened candidates will be presented in groups. This will allow you to better compare applicants based upon potential revenue generation, salary demands, job aptitude and corporate fit.**

Your account managers will provide notes regarding key points from the initial interview with KAS.

Initial Skype or phone interviews take place.

Short-listing of applicants

## INTERVIEW PROCESS

Short-listed applicants will go through in-person interviews. This allows you to gauge candidates' experience, ability to perform in the role and suitability for the team.

You will also be encouraged to explain your value proposition, including training provision and employee benefits

Final negotiations will take place.

Reference and background checks are completed.

Employee start date is determined.



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## CLIENTS THAT USE KAS

Over 90% of the companies we partner with use our recruiters again. Our dedicated account managers ensure that clients are happy before the interviewing process, during the hiring cycle and while our candidate is employed at their firm.

We have a commitment to superior customer service, smarter recruiting methods and focused, productive and knowledgeable recruiting staff.

Regardless of level of service or size of company, we do our absolute best to have you leave our project successful and feeling like you got what you paid for.



# 94%

of clients return to have us execute future open job mandates

HSBC

Forbes

Travelocity

Intel

Sara Lee

Institutional Investor

Budweiser

Google

EXL

Converse

T-Mobile

St. Arnold Brewing

General Motors

Caterpillar

Mitsubishi Forklift Trucks,

# SUCCESS RATES

97%

## PROJECT COMPLETION

On average, KAS PLACEMENT completes over 95% of projects we engage

300+

## ANNUAL PLACEMENTS

KAS's sales management, business development, sales, account management, marketing, marketing director recruiters are in high demand due to high produc-

30

## COUNTRIES

Currently, KAS serves as the recruitment vendor for multinational organizations from over 30 countries.

36%

## REDUCTION IN HIRING TIME

Companies that use KAS Placement recognize up to a 36% reduction in their recruiting cycle.

92%

## CANDIDATE LONGEVITY

90% of applicants referred by KAS Placement remain at their place of employment past 1 year.

86%

## REVENUE LEADERS

By the end of their first year, 88% of the individuals whom we placed were in the top 10% in sales within their company.