



## Benefits to Clients

1. **Personal Attention to Your Needs**- Bloom Search's team members are trained in identifying the attributes and skills you are looking for. We get to know all our clients well, so we can find the best candidates to not only do the job but to fit into their company culture. We can do this through a client profile and by working closely with them on a regular basis.
2. **Excellent Testing**- We use the top testing software via our Applicant Tracking System with over 600 specific skill assessments. Behavioral, Industrial, Clerical, Personality, Skilled Trades, Technology and more!
3. **Interviewing**– BLOOM SEARCH understands that a successful placement is not based on technical skills alone. Thorough interviews are important to help determine attitude, reliability issues, work ethic, motivation as well as ability to perform a job well.
4. **Ongoing Recruiting Program**- Our search for qualified candidates is an on-going process that ensures that we have a good supply of skilled and interviewed candidates ready when our clients have a need for their skills.
5. **Social Security Verifications** are performed on all candidates.
6. **Pre-Employment Screening & Reference checks**– We check all available references prior to sending associates to our clients.
7. **Locations**– Bloom Search offers support on a National Basis. We are housed in Oak Park, IL and Bolingbrook, IL while proudly providing additional teams of remote recruiters throughout the USA!

## Services We Provide to Clients

1. **Long- & Short-Term Assignments**- Selected qualified candidates can be utilized as temporary employees for an unlimited amount of time. Some companies bring on temporary employees for their busy seasons. Others bring in temporary employees for projects. We send employees who can commit to staying for the expected duration of an assignment.
2. **Temp-to-Hire Program**- The Temp-to-Hire arrangement allows you to evaluate an employee's job performance and contribution to your company while they are working there. You can then make the decision whether to hire them as your regular employee. After the required number of temp hours are worked, clients can hire them onto their payroll.
3. **Contingency Direct Hire Recruiting & Placement**- Direct Hire placement works well for both you and the candidate. It provides smooth transition for the candidate who is already in a permanent position. It allows you to bring this person on board from day one. Clients that utilize our Direct Hire option will only pay a fee after they have identified a candidate, they feel is the best fit for their company.
4. **On-Site Partnership Program**- A partner relationship for larger companies with 50+ ongoing temporary associates allows for an on-site program. BLOOM SEARCH provides a full-time On-Site Supervisor to work with both client supervisors and temporary associates.
  - **Health Insurance Program** – Associates are immediately eligible for Health, Dental, Vision and Life Insurance. The coverage is affordable and available on the Monday following the first payroll deduction.
  - **Direct Deposit/Debit Cards** – Over 95% of all BLOOM SEARCH employees get paid through direct deposit of paychecks or debit cards. These services are available immediately to all BLOOM SEARCH employees. Our associates can receive a "debit card" and their paycheck will be placed into an account specifically for this debit card.
  - **Referral Bonuses & Affiliate Partners** – Provided if a current employee refers someone who works for Bloom Search or an affiliate, non- Bloom Search employee/business refers displaced workers, new business or candidates seeking employment.
  - **Online Registration for applicants**–This streamlines the application and initial screening process.
  - **Online Portal-Access** via our Employer of Records US Staffing– Allows online 24/7 access to associates pay history and W-2 information.