

TALENT ACQUISITION SERVICES



USE OUR TALENT
TO GROW YOURS.

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WHY QUESTCO?

When you choose **Questco** to support your company's recruiting, we integrate our dedicated recruitment team into your existing structure.

Our experienced talent acquisition team scours thousands of industry lists, social media outlets, external sources, and our internal database to find the best candidates for your company.

Recruitment Solution

Questco emphasizes flexibility in our talent acquisition approach. We handle recruiting for all disciplines, and all positions, for any business, and do it nationwide. We work with all positions, in all sectors. Questco offers multiple options from job postings only to full-cycle recruitment.

Our services are based on *your* organization's needs, from executives to entry-level positions.

FULL CYCLE RECRUITING PROCESS:

When you select our most comprehensive service offering, your recruitment process begins with an intake call to discuss your current needs and gather information about the role including salary and requirements, as well as attributes that cannot be conveyed on a job description, such as soft skills required, organizational culture, and fit. Our dedicated team then begins their search for the best candidate in the market, not simply the best applicant.

We will then provide you with all interview notes on each candidate and then work directly with you on the remainder of the process to ensure it fits your needs exactly. Questco will work with your Hiring Managers to schedule interviews, perform reference checks, conduct background screenings, and extend offers.

This process is fully customizable and tailored to best meet your organizational needs. Once you have made your final selection, we will conduct a Credit Check, Background Check, Work and School Verification, and a 10 Panel Drug Screen on your final candidate – any additional checks and screens will carry an extra charge.

MORE THAN 80% OF THE CANDIDATES WE SUBMIT TO CLIENTS GET INTERVIEWS, AND MORE THAN 50% OF THOSE CANDIDATES RECEIVE JOB OFFERS.



BASIC JOB POSTING PROCESS

Some clients prefer to keep most of the recruiting process in-house, and outsource the specific task of job posting to Questco. When you select our Basic Job Posting service, we conduct a thorough intake call to fully understand the position. After the intake call, we will use your job description* to design a posting to attract the candidates and then we will send you all the applications we receive. From that point, your internal team runs your recruiting process to renew, screen, vet, and hire the right candidate.

FULL CYCLE RECRUITING

SAVE MONEY

Questco provides recruiting services at a total fixed cost instead of percentage fees that are prevalent in our industry. Our fees are 50-70% less than typical search firms.

SAVE TIME

Our custom-tailored approach will give you back many hours because we take on all the work of sourcing, filtering, and vetting your candidates.

EEO COMPLIANCE

Federal law requires that certain information needs to be collected and reported on your new hires. Our process supports compliance in this high risk area.

MILITARY VETERANS

If your company is looking to add Veterans into your organization, we have the insights, connections, and experience to find with the best Veteran candidates and assist you with recognizing your potential tax credit savings.

OUR PLACEMENT GUARANTEE

If the candidate is terminated for cause within the first 4 weeks of employment for non-exempt and 12 weeks for exempt, that position will be replaced at no cost.

BASIC JOB POSTING

PREMIUM SUBSCRIPTION

We will post your job through targeted & sponsored Indeed ads.

POSTING EXPERTISE

We will custom write your job posting to attract the most candidates.

RECRUITING PROCESS CONTROL

You are in full control of all resumes and the hiring process.



*If you do not have a viable job description, your service team will help you build one.

QUESTCO FULL CYCLE RECRUITING COSTS

ROLE	SALARY RANGE	MARKET PRICE (Typically 20% Salary)	QUESTCO CLIENT PREFERRED PRICE
Level 1 Non-Exempt	Up to \$14/hr/	Up to \$5,824	\$2,000
Level 2 Non-Exempt	\$15/hr. - \$24/hr.	\$6,240 - \$9,984	\$2,500
Level 3 Non-Exempt	\$25/hr. and up	\$10,400 & Up	\$3,200
Specialty Non-Exempt	See Recruiting Director for Details (Field Oil/Gas, CDL A, RN, etc.)	\$12,000 & Up	\$4,750
Level 1 Exempt	Up to \$100K	Up to \$20,000	\$6,750
Level 2 Exempt	Over \$100K	Over \$20,000	\$9,000
Multiple	If your business has cyclical resource demands due to seasonality or contract work, then we can customize a solution to meet your needs and spread the cost over an agreed upon period.		Custom

Cycling Recruiting includes: Credit Check, Background Check, Verification, and 10 Panel Drug Screen for ONE final candidate. Additional checks and screens will be extra.



Questco Basic Job Posting

ITEM	DESCRIPTION	QUESTCO CLIENT PREFERRED PRICE
Job Posting	Job posted on ZipRecruiter for 30 days. All resumes and applications will be sent to the client for the client to review, screen, and select	\$175 Per Post

Applicant Tracking System

ITEM	DESCRIPTION	QUESTCO CLIENT PREFERRED PRICE
ATS	Use our integrated ATS to post your jobs on the free versions of major job boards, manage all candidate interactions with, and seamlessly hire your top choice electronically.	\$750 Implementation Fee \$250 Monthly Fee



For more information contact us via phone at:
800.256.7823 via email: recruiting@questco.net
or visit us online at: questco.net

EMPLOYEE SCREENING

Questco provides a reliable way of verifying claims made by job seekers during the hiring process.

EXAMPLES OF OUR SERVICES

Criminal Checks

- Misdemeanors
- Felonies
- Sexual Offender
- Federal Offenses

Data Checks

- Identity/Residential Verification
- Motor Vehicle Reports
- Credit Reports
- Government Watch Lists

Drug Testing Services

- Alcohol Testing
- OSHA, DOT, and NIDA Compliant
- Electronic Chain Of Custody
- MRO Reviewed

Reference Checks

- Employment Verification
- Educational Verification
- Professional Licenses

SCREENING OPTIONS

Comprehensive Background Package	\$36.00
Basic Background Package	\$23.00
Verification Package	\$52.00**
Motor Vehicle Report	\$15.00**
Credit Report	\$15.00

11 Panel Drug Screen	\$53.00
5 Panel Drug Screen	\$48.00
Employment Verification	\$15.00 <i>(per employer)</i>
Education Verification	\$15.00 <i>(per school)</i>

**Limitations and additional costs may apply.

BACKGROUND CHECK PACKAGE

County Criminal Record Search

A county level criminal record search that searches for conviction information and open cases in any county identified by the Social Security Trace or identified by the individual subject to the background check as a county of residence.

National Criminal Database Search

This service provides a useful, broad-based search tool to complement county-level and state-level searches. The National Criminal Database is not comprehensive, however, It contains limited or no information pertaining to certain states and localities. Questco Crimcheck will only report criminal records found in the National Criminal Database if it can successfully verify the record at the original source (e.g., at the county courthouse where the conviction occurred).

Social Security Number Trace

A “Social Security Number Trace” is a report that seeks out names and addresses associated with a particular social security number. Additional data points generated through a “Social Security Number Trace” can help provide you with a more comprehensive background report.

Federal Criminal Record Search

A report that will search certain federal district courts in the United States. Federal district courts handle cases in which individuals are charged with federal crimes. This report searches for conviction information in any jurisdiction identified by the Social Security Trace or identified by the individual subject to the background check as a location of current residence.

United States Department of Justice National Sex Offender Search

This report searches the United States Department of Justice National Sex Offender database, which contains sex offender records from all 50 states, the District of Columbia and Puerto Rico. All search results will be verified by visiting the providing jurisdictions’ public registry website.

VERIFICATION PACKAGE

Education Verification

This report will seek to confirm attendance at a particular institution, along with the institution name, location, dates attended or dates of enrollment, and the highest degree obtained (i.e. diploma, GED or degree).

Employment Verification

This report will seek to confirm an individual’s dates of employment and title. At least three attempts to verify information over a minimum of three business days will be conducted. Please note, self-employment cannot be verified.

Professional License Verification

This report will contact the issuing authority to validate the subjects professional license status.



PACKAGE DESCRIPTIONS

MOTOR VEHICLE REPORT**

This report will provide available driving record information about an individual, such as driver's class of license, issue/expiration date, violation or citation history, accident history, suspensions, license restrictions and current status of the driver's license.

CREDIT REPORT

This report will provide consumer credit information from one of the three major credit bureaus. Questco only offers this service for end-users seeking credit information for employment purposes. A credit report provided for employment purposes will generally show delinquencies and collections activities. It will not contain a credit score.

10 PANEL DRUG TEST + OXY

A 10-panel drug test is a drug screening method used to identify ten different types of drugs present in the donor's body. This option tests for Marijuana, Cocaine, Amphetamines, Opiates, PCP, Oxycodone, Propoxyphene, Barbiturates, Benzodiazepines, Methaqualone, and Methadone. Before a test result is released, it is reviewed by a Medical Review Officer for accuracy.

DOT DRUG/ALCOHOL TEST

Dot Testing is conducted for both alcohol and drugs. The drugs that DOT tests look for include Marijuana, Cocaine, Amphetamines, Opiates, and PCP.

PHYSICAL FIT TEST

Pre-employment exams test job applicants to make sure they can safely perform the jobs they apply for. Because of this, they're an important part of workforce safety. This test checks vision, hearing, vitals and reviews the job description to ensure applicant can perform the functions that will be required of them.

DOT PHYSICAL FIT TEST

This exam is the basic Physical Fit Test with DOT regulations included. This test checks vision, hearing, vitals, and other DOT regulated physical fit requirements and reviews the job description to ensure applicant can perform the functions that will be required of them.

MASK FIT / RESPIRATOR TEST

Respirator fit tests are required for all tight-fitting respirators, including both supplied-air respirators and airpurifying respirators. The Occupational Safety and Health Administration (OSHA) requires fit testing before first use, if there are changes to use, and annual evaluations.



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PROUDLY SUPPORTING SMALL BUSINESSES
AND THE PEOPLE THAT ENABLE THEIR SUCCESS.

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