

# The Lucky Thirteen

## 13 COMPANIES WHO ARE PROVIDING TRUE END-TO-END RPO

The following list was developed based on a survey of 17 national recruitment providers and their clients, research on the RPO market, and interviews with analysts and providers. To be included in the listing, companies had to offer full RPO (job description development, screening, sourcing, interviewing, and consulting with hiring managers, at a minimum), offer RPO services on a national basis, have at least one RPO client, and have placed at least 100 employees through RPO in the last year.

Company	Number of Employees Placed Through RPO (2003)	RPO Client(s)	URL (www)
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**BUYER'S CHOICE**  
**TOP 3 SERVICES:**  
 1. On-line tracking  
 2. Screening  
 3. Time savings

<b>Accolo</b>	112	BroadWare, Thales Navigation, JDS Uniphase	accolo.com
<p>Accolo provides complete RPO for one job, a block of jobs, or all jobs. In 13 days on average, they find, pre-interview, and introduce the person who will be hired, supporting companies across the U.S. and acting as internal recruitment departments. RPO services include: managing the recruitment process directly with hiring manager; acting as primary recruitment resource; promoting client's employment brand; managing applicant tracking; incorporating all applicant sources; taking jobs from initial profiling with hiring manager to closing process; assessing each candidate; driving diversity sourcing efforts and capturing, tracking, and reporting EEO data; and ensuring consistent follow through and closure for all applicants and candidates.</p>			

<b>Adecco Recruitment Management Solutions</b>	1,000+	confidential	adeccousa.com
<p>The RPO division of the staffing giant that serves global companies in the automotive, banking, electronics, logistics, and telecommunications industries, as well as local customers of all sizes and sectors looking for flexible staffing solutions. Adecco services include temporary recruitment, temporary to permanent recruitment, permanent recruitment, and staff-related services.</p>			

<b>BrassRing</b>	NA	Brown Forman	brassring.com
<p>In addition to recruitment software solutions and talent consulting, BrassRing offers recruitment process management, which includes handling recruitment administration, database searching, response management, interview scheduling, placing job ads, managing recruitment Web sites and recruiting campaigns, managing employee referrals, and taking responsibility for recruiting software systems.</p>			

<b>Hudson Resourcing</b>	NA	confidential	hudson.com
<p>Recruitment—Providing both contract and permanent services, they source, screen, and select mid-level professional, technical, and managerial talent. Outsourcing—Provide managed recruitment solutions, including complete talent acquisition outsourcing, vendor management, and on-site representation as appropriate. Human Resource Consulting—Offer human resources consulting to assess competencies for selection and development, manage careers, and support retention efforts. Performance and Training Solutions—Create customized, competency-based training, performance support, and employee development solutions.</p>			

## SPECIAL SECTION: RECRUITMENT

Company	Number of Employees Placed Through RPO (2003)	RPO Client(s)	URL (www)
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<p><b>Hyrian</b></p> <p>Hyrian provides nationwide, end-to-end RPO to <i>Fortune</i> 500 and Global 1000 companies. Their programs cover the entire recruitment process from job design, to requisition management, to sourcing, to applicant screening, to background checking and on-boarding, and even post-hire employee retention programs. Hyrian's "Distributed Recruiting" model combines supply chain, capacity planning, assembly line, and quality-control practices adapted from the manufacturing industry, for a scientific and proactive approach to large-scale, complex recruitment.</p>	5,000*	UnitedHealth Group	hyrian.com
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\* Has already doubled in 2004.

<p><b>Kelly Services (HRfirst Division)</b></p> <p>HRfirst, a Kelly Services Company, is a premier employment consulting and outsourcing organization. HRfirst specializes in flexible innovative recruitment solutions and technologies including employment outsourcing, high volume direct-hire recruiting programs, employment process and technology consulting, and employment services.</p>	NA	Pepsi	kellyservices.us
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<p><b>Kenexa</b></p> <p>Kenexa manages staffing operations for <i>Fortune</i> 500 and mid-sized companies. Kenexa can manage portions of the employment process or the entire staffing operation. Since the mid-1990s Kenexa has provided single-source accountability and performance-based service level agreements and fee structures to fully optimize the speed, cost, and quality of staffing operations worldwide. Kenexa's primary focus is on RPO and talent management rather than being a small percentage of the company's overall revenues.</p>	16,000	Microsoft, Corning, Pfizer	kenexa.com
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<p><b>Novotus</b></p> <p>Providing candidates for direct hires, interim (temporary) staffing, or temp to perm. Offering both complete RPO solutions and unbundled recruiting services, allowing clients to purchase the portion of the recruiting function they need.</p>	1,000	confidential	novotus.com
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<p><b>Recruitment Enhancement Services</b></p> <p>RES' services allow client companies to outsource any or all of their recruiting requirements (positioning, people, process, tools, and technology). The bundling of their capabilities is represented by their premier solution, TOTS (total outsourced talent solutions). They provide the following core competencies—full-service recruiting, staffing technology, hiring process re-engineering, and recruitment marketing/creativity—all under one roof. Based in Texas, they are an Omnicom Group Inc. company.</p>	5,500	Kellogg, Hershey, Comerica	resjobs.com
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<p><b>Resource Consulting Group</b></p> <p>Resource Consulting Group, the RPO specialty division of Manpower, offers a suite of custom services including: design, implementation, and management of entire recruiting program; on-site recruiting support; creation of customized recruitment strategies; design of on-boarding and orientation programs; creation of assessment profiles; selection and implementation of recruitment and hiring technology; and development of metric reporting for recruitment goals.</p>	813	Visteon	resourceconsultinggroup.com
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<p><b>Spherion</b></p> <p>Another staffing giant that also offers recruiting, outsourcing, HR consulting, and technology services. Their outsourcing arm includes customer development solutions, employment solutions (including workforce planning, acquisition, and optimization), and administrative services.</p>	NA	confidential	spherion.com
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<p><b>StratSource</b></p> <p>StratSource, a specialist in RPO, uses its rigorous tools and support services to manage the complete recruitment process—from resource planning to retained hire—fortifying the HR function with increased value, reduced costs, improved hires, and more control.</p>	3,200	UnitedHealth Group, Compaq, Nortel	stratsource.com
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<p><b>TalentFusion</b></p> <p>TalentFusion is a full-service RPO that applies leading technology, processes, and people to improve the performance of their clients' talent acquisition operations while driving down costs. Their proprietary methodology, TalentPath, combined with their eCommerce platform, TalentView, creates a recruitment solution that enables clients to achieve high productivity levels.</p>	250	Private financial institution, Bearing Point	talentfusion.com
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**BUYER'S CHOICE**  
**TOP 3 SERVICES:**  
 1. Screening  
 2. Sourcing  
 3. Support (both project management and recruitment)

**BUYER'S CHOICE**  
**TOP 3 SERVICES:**  
 1. Great online tracking technology  
 2. Metrics at the touch of a button  
 3. Sourcing the best talent available

**BUYER'S CHOICE**  
**TOP 3 SERVICES:**  
 1. Screening/research  
 2. Sourcing  
 3. Recruiter augmentation