

Our Services...Explained



Full-Service Recruiting

When you engage our firm to fill your open position, that is considered a “full-service” engagement. 330Talent will source, interview, and conduct due diligence on candidates specifically for the position you have asked us to fill. We acquire potential candidates from many sources during this process. All our candidates receive an **FQHC Readiness Assessment Score**, a proprietary process only available to our clients. Unlike traditional recruiting firms, 330Talent charges a **flat-fee** of \$14,500, regardless of title or salary, for a full-service engagement, and only if we are successful in filling your position.

TalentFlash Bi-Weekly Newsletter

Every two weeks, 330Talent publishes a free email newsletter to key decision makers at health centers across the country. The newsletter, called TalentFlash, profiles 5 high-quality candidates we have discovered in recent months. TalentFlash gives health centers another option to procure talent without having to engage a firm on a full-service search. With TalentFlash, when you see a candidate you like, you request a profile of that candidate to determine if you want to conduct an interview. If you interview the candidate and then subsequently hire them, you pay a much lower fee of only \$9,500.

TalentFlash Advantage

Some health centers have a desire to see profiles of candidates within hours of our interview for a variety of reasons including gaining a **competitive advantage** over other health centers in their service area. TalentFlash Advantage is a membership program that allows you to see profiles on every candidate we interview in **real time**. Also, members get access to our database of candidates 24/7 on top of an even further reduced rate of only \$7,500 for any candidate hired through this program. Membership is \$350 per month and comes with additional benefits including the **TalentKeeper** and **TalentBox** programs.

The Table of Truth

This table provides a comparison on our services so you can make an informed decision:

Service/Benefit/Feature	Traditional Recruiting Firm Full Service 25% of Salary	330Talent, LLC		
		Full Service \$14,500	TalentFlash \$9,500	TalentFlash Advantage \$7,500
Full-Service Recruiting	✓	✓		
FQHC Readiness Assessment Score	Not Offered	✓	✓	✓
Receive FQHC candidate profiles every two weeks	Not Offered		✓	
Receive FQHC candidate profiles in real time	Not Offered			✓
Access to database of FQHC candidates 24/7	Not Offered			✓
Receive TalentKeeper service every quarter	Not Offered			✓
Receive TalentBox service twice a year	Not Offered			✓

Savings Example

Director of Finance – annual salary of \$125,000		
Traditional Recruiting Firm	25% of salary	Fee = \$31,250
330Talent	Flat-fee	Fee = \$14,500
		You Save \$16,250!