

Direct Hire Recruiting Temporary Staffing



We provide temporary and direct hire staffing services for insurance organizations handling Property Casualty and Workers' Compensation insurance throughout the entire country.

We are able to assist you by providing temporary, temporary-to-hire, or direct hire staff for any level position within your organization. The thorough process we use to select qualified individuals will exceed your expectations.

Read more at:
[www.thebestirs.com/
employers](http://www.thebestirs.com/employers)

- 3 A letter from our President
- 4 How are we different?
- 6 What does turnover do to a company?
- 8 What does a bad hire cost?
- 9 Direct Hire Recruiting Temporary Staffing
- 10 A look at one of our best clients
- 11 What does it takes to get the job done?



A Letter from the President

At TheBestIRS, we understand your employees drive your company. Insurance recruiting and staffing is a unique industry since needs can change in an instant. We understand the urgency when you may need high-quality, readily available insurance claims professionals. Partnering with TheBestIRS guarantees you will be fully staffed at all times.

At TheBestIRS, we have no interest in being a cost to your business. We strive to be an investment to improve your human capital. A service is only as good as the people who provide that service. By utilizing TheBestIRS you will see how skilled and knowledgeable our recruiters are in scouting talent and you will witness the unparalleled dedication our staff provides to your staffing and recruiting needs.

Our services are provided on a contingency basis, so engage us in your next search and evaluate the return on your investment.

Best of Success,

Brad Dunlap
Owner
TheBestIRS

Partnering with TheBestIRS is the best decision you can make for the recruitment of top insurance professionals for your company. You will gain access to our extensive network of qualified candidates from the very first day.

	TheBestIRS	Internal Resources
Constantly recruiting for candidates	✓	?
Utilize every available resource	✓	?
Focused on providing only the best talent	✓	?
Guaranteed placements	✓	?
Recruiting and industry experts	✓	?
Access to qualified candidates through unresctricted networking	✓	?
Build your brand with a trusted third party source	✓	?

These days, the majority of recruiters rely heavily on the internet to capture talent. This works just fine to find someone who types 60 words per minute. Unfortunately, insurance professionals are not a commodity and companies cannot fulfill their staffing needs by picking the lowest hanging fruit on the internet.

There are more insurance job vacancies than qualified candidates. TheBestIRS has access to the insurance industry's best employees, who are not on the internet job boards

What does TheBestIRS bring to the table that your internal resources cannot provide?

- We recruit full-time
- Unmatched manpower
- Sophisticated technology allows for moving large volumes of candidates through the hiring process quickly
- Expertise in the insurance employment marketplace in each insurance community nationally

50% of job candidates have declined a job offer because they received another timelier offer.

Potential hires must be moved through the hiring process quickly, otherwise they are going elsewhere.

“TheBestIRS is awesome to work with. They got me a great position that I would have never applied for.”

A candidate will hear of a job opportunity with a company and will dismiss it if they have heard bad things from a friend or colleague. We have the opportunity to hear them out and offer our own feedback. We are able to get a candidate to reconsider a job opportunity.

When a bad hire occurs and the position has to be filled by internal means, that is time and money out of your pocket. We get it done right or we replace the employee for FREE.

What does internal turnover mean for your company?

- Client Dissatisfaction

When you have to replace employees, customers are losing their partner and their main contact to your company.

21% of companies admitted their sales dropped because of empty positions.

- Interruption of Work

Employees get stressed when they are forced to pick up extra work. Their productivity will affect the department's flow.

41% of companies have seen a decrease in productivity when a position has been recently vacated.

- Employee Morale

Your staff will begin wonder if they are next to be let go. An unstable work environment lowers morale when they begin to worry about their position instead of focusing on the job they need to do.

33% of your employees' morale is negatively impacted because of a bad hire.

Time is money. So, when time is spent doing a task that must later be repeated, many employers do not resonate a dollar amount and it is written off as a non-expense. In reality it is a large expense to your company.

How do you evaluate your time spent replacing an employee?

25%
of Temporary
IRS Staff will
convert from
Temporary to
Permanent

90%
of our placed
temporary
talent would
be welcome
back for future
assignments

92% of
our business
is from repeat
customers

103 is
the average
number of
days one of
our Temporary
employees
is on an
assignment

“Partnering with TheBestIRS is the smartest investment our company has made.” - IRS Client



20 Years

Owner

Brad Dunlap, is the owner of TheBestIRS and has been the driving force of the company for over 2 decades.



15 Years

Recruiting

Our recruiters are what make TheBestIRS stand out from the rest. Tom is no different. In fact, he sets the standard for our recruiting department.



8 Years

Account Manager

Kimberly has been ensuring client success for over 8 years and her team will continue to be available whenever our client's staffing needs arise.

Where does your money go when you make a bad hire?



“Our flexible workforce is exactly what our clients need and what our candidates want.”

It's easy and free to compare the quality of our candidates to your in-house staff or a competitor.

The value of our service is proven since 92% of our business is from repeat clients.

Allow us the opportunity to prove our value - it is what we want to do!

Direct Hire Recruiting for all traditional insurance disciplines:

- Claims
- Underwriting
- Loss Control
- Risk Management
- Management Personnel

We complete 100's of Direct Hire placements every year.

Our temporary staff is primarily claims focused:

- Workers' Compensation
- Commercial Lines
- Personal Lines
- General Liability

We have over 1,000 temporary claims professionals employed in 48 states.

TheBestIRS handles the benefits administration, workers' compensation, unemployment and taxes. Imagine the time savings and money involved in that alone! Just one call and *The Search Is Over!*

Are you worried that a temporary position is undesirable? According to the American Staffing Association, 9 out of 19 temporary employees would refer a friend or relative to temporary or contract work.

Are you worried that temporary staff won't work in your organization? Well, according to the ASA, 90% of businesses say staffing companies offer them the flexibility to maintain production, even during their busiest months.

TESTIMONIALS

“ Hands down, best temp we have ever had. If any of you have any temp needs now, or in the near future I highly recommend her (unless I need a temp... then hands off).”

“ You guys did an absolutely outstanding job in helping us meet this deadline – thank you for galvanizing your team!!”

“ You guys are awesome. I really appreciate this. You have been such a great vendor for temps over the many years that I have used you.”

Evaluating the cost of a bad hire is like buying a coffeemaker. When it breaks and you have to buy a new one, the real cost is the price and energy spent buying the wrong ones until you find the right one.

Our clients love the guarantee they receive with TheBestIRS. When candidates do not work out, we replace them for free. Enjoy your new found hiring freedom by partnering with TheBestIRS. Plus, we work in all 50 states so we can service you wherever you need staff.



What does it look like to get the job done right?

We are 2 time winners of Inavero's 2014 Best of Staffing® Client and Talent Award!

85% of our clients give us a 9 or 10 out of 10 satisfaction score. That is an approval rating over 3.5 times the industry average.

Over 80% of our candidates give us a satisfaction score of 90%+, which is 2.5 times the industry average.



Temporary Staffing Direct Hire Recruiting



The Search Is Over.®

TheBestIRS



Workers' Compensation
Property and Casualty
Commercial Lines
Personal Lines
Catastrophe