

HR Anew STARS™ and HR Anew STARS Plus™ recruitment and hiring tools are an alternative talent acquisition solution to provide employers a competitive advantage.



◀ **Open the door to fresh thinking in your organization.**

- ▶ **Invite high performance: You can have an HR plan designed to find you STARS! We bring you excellent local, regional or national talent faster to help you build and maintain a sustainable team.**

Recruitment, Executive Search & Staff Augmentation services from HR Anew—transforming companies through smarter HR.

When the time comes to make additions to your staff, it is essential to choose from the best and most compatible pool of candidates. However, when you don't have an in-house recruitment staff, or your HR Department needs require an outside source, HR Anew is here for you.

HR Anew STARS™ and HR Anew STARS Plus™ recruitment tools are an alternative talent acquisition solution to provide employers with a cost-effective competitive advantage. Clients large and small are using HR Anew STARS™ and HR Anew STARS Plus™ to help them make the "best" hiring decisions to fit their business culture while saving money and time. You can too.

Open the door to fresh thinking in your organization. To discuss our Talent Development Tool Suite; Learning, Performance and Productivity Services; explore our options for Management Consulting, Human Resource Outsourcing, Recruitment and Hiring Services and more, call 410-381-5220, or visit hranew.com.

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TALENT RECRUITMENT AND HIRING



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HR Anew is a full-service management consulting, human resource outsourcing and professional services firm having expertise in:

- strategic management
- organizational change
- management and leadership development
- recruitment and hiring
- talent management
- talent development
- executive search
- staff augmentation
- workforce studies
- compensation design
- affirmative action plans
- employee benefits design
- exit interviews
- records management
- career counseling

Our services help employers retain a highly functioning workforce and are grounded in innovation, thought leadership and performance excellence.

► **How Better HR Happens: HR Anew STARS™ and HR Anew STARS Plus™ online recruiting tool**

Recruiting is both an art and a science. A science-based approach of talent discovery tools, skills testing and screening techniques provides employers greater advantages in the selection and hiring process. The art to our all-inclusive interview process is asking the right questions and being able to gauge if candidates are a good fit for the organization.

Our new, cutting-edge recruitment and hiring tools, HR Anew STARS™ and HR Anew STARS Plus™ delivers **Successful Talent Augmentation Recruiting Services** and a custom solution for just-in-time recruiting. This innovative system is customized to meet an employer’s specialized needs. It allows you to spend less time on recruitment and more time on your business goals by placing the excellent talent in the right positions. Here are some of the values offered through HR Anew STARS™ and HR Anew STARS Plus™:

- **Save Money:** A minimal \$500 to get started, HR Anew STARS™ and HR Anew STARS Plus™ is cost-effective for all employers, from small to large.
 - **Save Time:** HR Anew STARS Plus™ saves you time in every step of the recruitment process; allowing HR, hiring managers, or your executive staff to focus on the business at hand. No more slogging through hundreds of resumes to narrow the selection pool. Instead, use our team of knowledgeable and experienced recruitment consultants to locate highly qualified talent and deliver measurable value.
 - **Reduce Hiring Time:** At HR Anew, expert recruitment consultants can deliver potential candidates in as little as a week.
 - **Expand Your Hiring Team:** Form an alliance with HR Anew and we create a customized recruitment plan for each unique position for your business. We utilize traditional and innovative tools and resources, offer extensive expertise with a proven sourcing plan and experienced personnel to locate talent.
 - **Increase the Depth and Diversity of Your Pool of Candidates:** Gain immediate access to more than 1,000 employment advertisement and applicant database resources, including active and passive job seekers from various ethnic backgrounds through online job boards, résumé databases, social media networks, referral systems, direct mail campaigns, cold calling and more.
 - **Limit Hiring Mistakes:** Precise employee placements result in better performance and retention of the best-in-class personnel to build a sustainable team.
 - **Product Reliability:** When you use HR Anew STARS™ or HR Anew STARS Plus™ best practices as part of the recruitment process, you boost your ability to retain employees for long-term top performance.
- Receive an ongoing pool of the most qualified talent:**
- **C-Level Executives**
 - **Management**
 - **Professionals**



The HR Anew STARS™ Small Business Advantage

HR Anew STARS™ is not just for large organizations. Our fees are structured to accommodate the needs of small businesses, too; allowing small businesses to take advantage of HR Anew STARS™ and HR Anew STARS Plus™ many times over—a much more cost-effective option than hiring other recruiters.

At HR Anew, we understand how current job market and economic pressures can impact your organization and hiring needs. We offer a customized HR Plan to meet or exceed the changing needs of your business. It’s flexible, too. Our just-in-time services provide you with the option of a higher level when you need it.

HR Anew STARS Plus™

Select higher intensity screening, skills testing and all-inclusive interviewing through our advanced system HR Anew STARS Plus™. In collaboration with clients, we create a blueprint of the roles and responsibilities for each unique position, identify essential core competencies and create target profiles based on employees who are successful in an organization. This model is used as part of the recruiting process to ensure the candidate is a perfect match.

Services include:

- **Complete client intake**
- **Customized recruitment plan**
- **Talent sourcing**
- **Résumé screening**
- **All-inclusive interviews focused on work behaviors**
- **Client interview support**
- **Employment offer negotiations**
- **New employee processing**
- **Skills testing**
- **Reference checks**
- **Background investigations**
- **All-inclusive interview training for hiring managers**
- **Talent Development Tool Suite**