

## ABOUT DELECT-US

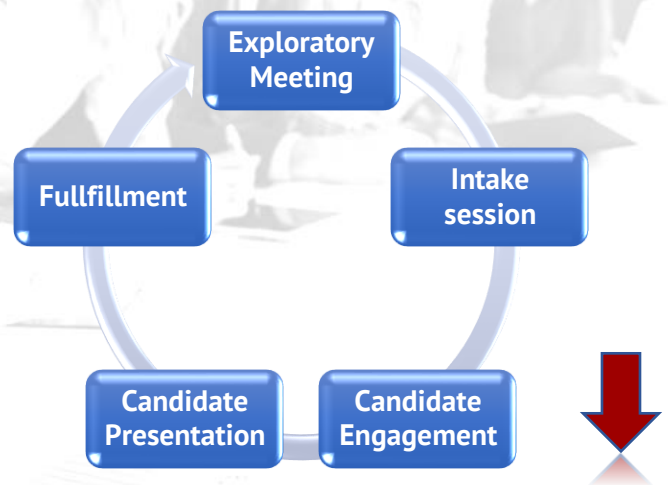
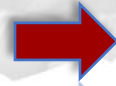
We're not just a talent management solutions company; we're your strategic partner, guided by a commitment to authenticity, innovation, and reliability. Boasting over two decades of expertise in Talent Acquisition, Executive Search, and Recruitment Solutions, we don't just offer solutions – we craft sustainable, tailored strategies. What sets us apart is our knack for creating bespoke solutions and fostering authentic partnerships that cater to your unique needs.

## OUR COMMITMENT

WE GO BEYOND MERE TRANSACTIONS; WE INSPIRE INDIVIDUALS AND ORGANIZATIONS TO ELEVATE THEIR EFFECTIVENESS AND EFFICIENCY, FOSTERING A REALM OF GREATER CHOICE IN THE WORLD OF WORK—A REALM THAT BENEFITS ALL STAKEHOLDERS. AS PIONEERS IN STAFFING, EXECUTIVE SEARCH, AND RECRUITMENT PROCESS OUTSOURCING, OUR BUSINESS POSITIVELY IMPACTS THOUSANDS OF LIVES ANNUALLY, AND WE EMBRACE OUR GLOBAL RESPONSIBILITY WITH CONSCIOUSNESS

### THE "SELECTED" METHODOLOGY

- S**trategic-Consistently Identifying Exceptional Talent
- E**fficient- Ensuring Results with Precision
- L**everage- Leveraging the latest Technology
- E**valuation- Analyzing Trends and Metrics
- C**reative- Unconventional Approaches to identifying Top Talent
- T**ailored- Crafting Solutions for Best-in-Class Service
- E**xperts- Talent Discovery, Talent Matching and Talent Advisory
- D**iversity- Embracing Inclusivity



## OUR SOLUTIONS

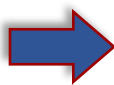
- DIRECT HIRE
- RECRUITMENT PROCESS OUTSOURCING
- STAFFING/ CONTRACT
- CONSULTING SERVICES

## WHAT OUR CLIENTS ARE SAYING?

*Delectus has worked with my company's executive staff, front line leaders, and HR staff, and trust me, the services they provided were commendable. Delectus always managed expectations and delivered on talent throughout the company over the last 5+ years - J. Bairan, Senior Director of Human Resources*

*Delectus was a consultative Partner for our Talent Acquisition Team during extreme growth. Delectus was a talent partner supporting our business and was a true anchor to our team supporting all lines of business and candidate delivery supporting our global growth. J. Wohlgamuth, Senior Manager, Talent Acquisition*

## THE DELECTUS DIFFERENCE



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 WWW.DELECTUSRPO.COM  
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- Customized Solutions:** Delectus offers tailored talent solutions designed to fit the unique needs and culture of your organization.
- Strategic Recruitment:** Our strategic approach ensures a precise match between candidates and your organizational goals and cultural alignment, fostering long-term success.
- Technology-driven Efficiency:** We integrate cutting-edge technology such as AI to streamline and enhance the efficiency of the recruitment process.
- Transparent Collaboration:** Experience clear and open communication, regular updates, and collaborative partnership throughout the recruitment journey.
- Industry Expertise:** Benefit from our industry expertise, as our professionals navigate the unique challenges and requirements to secure top-tier talent.

**Delectus:** the selection of a person satisfactory to oneself for a position involving trust and confidence in the other's character, capacities, or responsibility

Our methodology provides a holistic and client-centric approach to talent management, delivering strategic, efficient, and tailored solutions that leverage technology, creative approaches, and expert guidance, while embracing diversity for long-term organizational success

### 1. **STRATEGIC:** Consistently Identifying Exceptional Talent

Delectus focuses on strategic talent identification, ensuring that clients consistently access top-tier candidates aligned with their organizational goals.

**Benefits:** Clients can build a high-performance team that strategically contributes to the success of their business objectives.

### 2. **EFFICIENT:** Ensuring Results with Precision

The methodology emphasizes efficiency, streamlining the talent acquisition process to deliver precise and timely results.

**Benefits:** Clients experience a streamlined recruitment process, saving time and resources while achieving optimal outcomes.

### 3. **LEVERAGE:** Leveraging the Latest Technology

Delectus harnesses the power of cutting-edge technology to enhance the talent acquisition process, ensuring clients have access to the most advanced tools and platforms.

**Benefits:** Clients gain a competitive edge by leveraging technology for efficient talent sourcing, assessment, and management

### 4. **EVALUATION:** Analyzing Trends and Metrics

The methodology involves in-depth analysis of trends and metrics to make informed decisions, allowing clients to adapt their talent strategies based on data-driven insights.

**Benefits:** Clients can make strategic talent decisions backed by data, leading to more effective workforce planning and development.

### 5. **CREATIVE:** Unconventional Approaches to Identifying Top Talent

Delectus employs creative and unconventional approaches to identify and attract top talent, going beyond traditional methods.

**Benefits:** Clients can discover unique and high-potential candidates who may not be accessible through conventional recruitment channels.

### 6. **TAILORED:** Crafting Solutions for Best-in-Class Service

The methodology is tailored to meet the specific needs of each client, providing customized solutions that align with their organizational culture and goals.

**Benefits:** Clients receive personalized and effective talent solutions that fit seamlessly into their business environment.

### 7. **EXPERTS:** Talent Discovery, Talent Matching, and Talent Advisory

Delectus offers expertise in talent discovery, matching, and advisory services, ensuring clients have access to knowledgeable professionals throughout the entire talent management lifecycle.

**Benefits:** Clients benefit from the guidance of experts at every stage, leading to well-informed decisions and successful talent outcomes.

### 8. **DIVERSITY:** Embracing Inclusivity

The methodology prioritizes diversity and inclusivity, promoting a workforce that reflects varied perspectives and backgrounds.

**Benefits:** Clients can build a diverse and inclusive workplace, fostering innovation and creating a positive organizational culture.



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*"Delectus is proud to be a registered government contractor, holding certifications as a Women-Owned Small Business (WOSB), Minority Business Enterprise (MBE), and Women's Business Enterprise (WBE). These certifications underscore our commitment to diversity, inclusion, and excellence in providing services to government entities."*

**Delectus:** the selection of a person satisfactory to oneself for a position involving trust and confidence in the other's character, capacities, or responsibility

## DIRECT HIRE:

Contingency	Container	Retained
Offers a cost-effective solution with the client paying fees only for successfully hired candidates, making it a low-risk option.	Provides a flexible and transparent payment structure, allowing clients to manage costs based on the progress and successful outcomes at different stages of the recruitment process.	This solution ensures dedicated attention to critical searches, fostering a collaborative and committed partnership between Delectus and the client to secure top-tier talent.
This solution operates on a "no-placement, no-fee" basis. Delectus sources and presents candidates to the client, who incurs fees only upon successful placement.	This solution is a tiered approach based on deliverables. Clients pay in stages, aligning with specific milestones and achievements throughout the recruitment process.	In this solution, clients engage Delectus exclusively for their executive-level or high-priority searches. The fee is paid upfront to initiate the search, with the remaining balance due upon successful placement.

## RECRUITMENT PROCESS OUTSOURCING- RPO:

Project-Based	Selective	On Demand
RPO for specific projects or hiring campaigns	Also known as partial RPO, Outsource specific components of the recruitment process	It is suitable for businesses with varying recruitment needs throughout the year.
This solution is scalable and flexible, allowing companies to access additional recruitment resources for short-term or seasonal hiring needs.	This solution allows you to outsource specific areas of the recruitment process such as sourcing, screening, or onboarding, while retaining control over other aspects.	This solution provides organizations with the flexibility to scale their recruitment efforts up or down based on fluctuating hiring demands.

## STAFF AUGMENTATION:

Temporary	Temp to Perm	Contract
This solution provides flexibility for employers in managing workforce fluctuations without the long-term commitment of permanent positions.	The temp-to-perm staffing model combines elements of both temporary and permanent employment. Initially, workers are employed on a temporary basis.	In the contract staffing model, workers are hired for a specific project or timeframe, but unlike temporary staffing.
In the temporary staffing organizations hire workers for a specific period, often to address short-term needs, projects, or seasonal demands. These temporary employees, also known as temps, are employed by Delectus and are not on the client company's payroll.	After a predetermined trial period, the client company may choose to offer permanent employment to those individuals based on their performance and fit within the organization. This model allows employers to assess a candidate's suitability before making a long-term commitment.	Contract staffing is common in industries with project-based work, and it provides companies with specialized skills for a defined duration without the responsibilities associated with traditional employment.