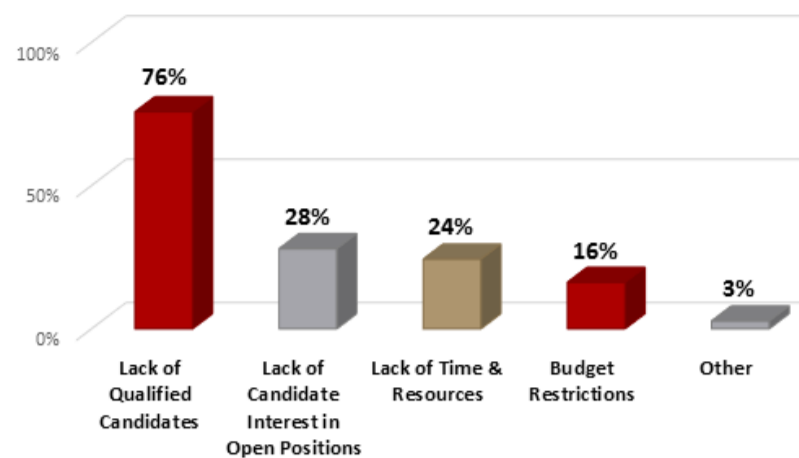


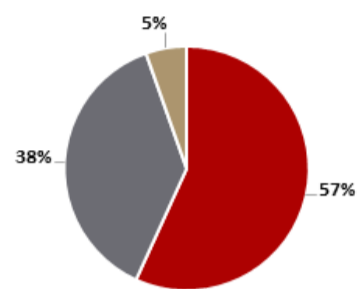
## HR LEADERS' RECRUITING CHALLENGES SURVEY

### WHAT ARE YOUR BIGGEST RECRUITING CHALLENGES?



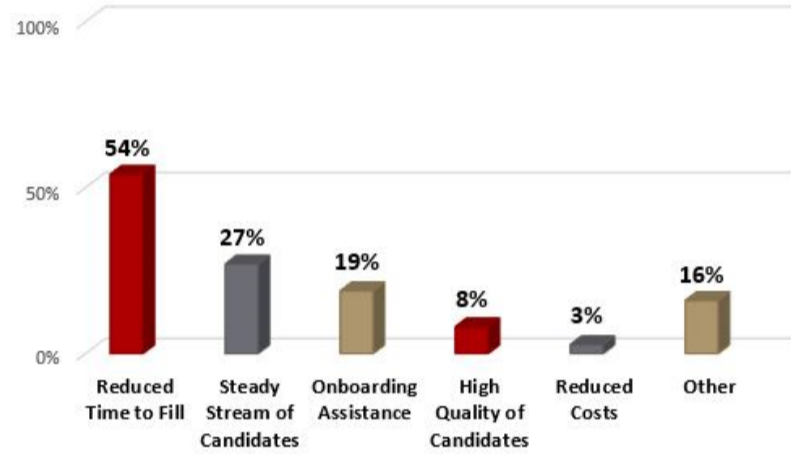
- **76%** OF RESPONDENTS SAY **LACK OF QUALIFIED CANDIDATES** IS THEIR BIGGEST RECRUITING CHALLENGE

### WHAT IS YOUR EXPERIENCE WITH RECRUITING AGENCIES?



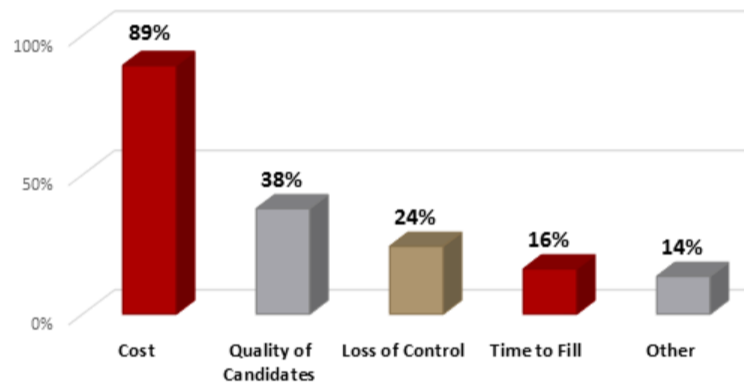
- I am currently using one
- I am not currently using one but I have in the past
- I have never used one

### WHAT DO YOU LIKE BEST ABOUT USING RECRUITING AGENCIES?



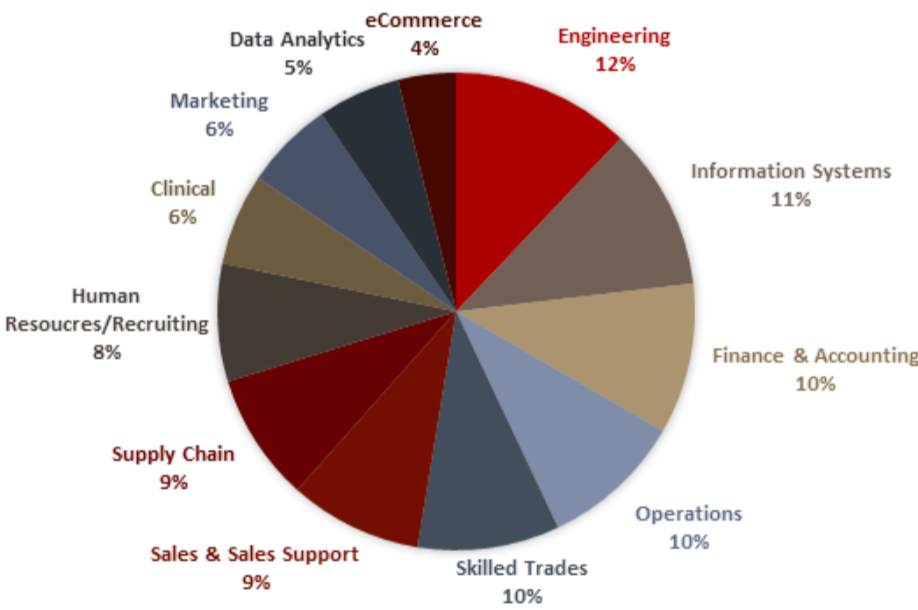
- **54%** SAY THAT **REDUCED TIME TO FILL** IS THE BEST THING ABOUT USING RECRUITING AGENCIES

### WHAT ARE YOUR BIGGEST CONCERNS ABOUT WORKING WITH AN OUTSIDE RECRUITING AGENCY?



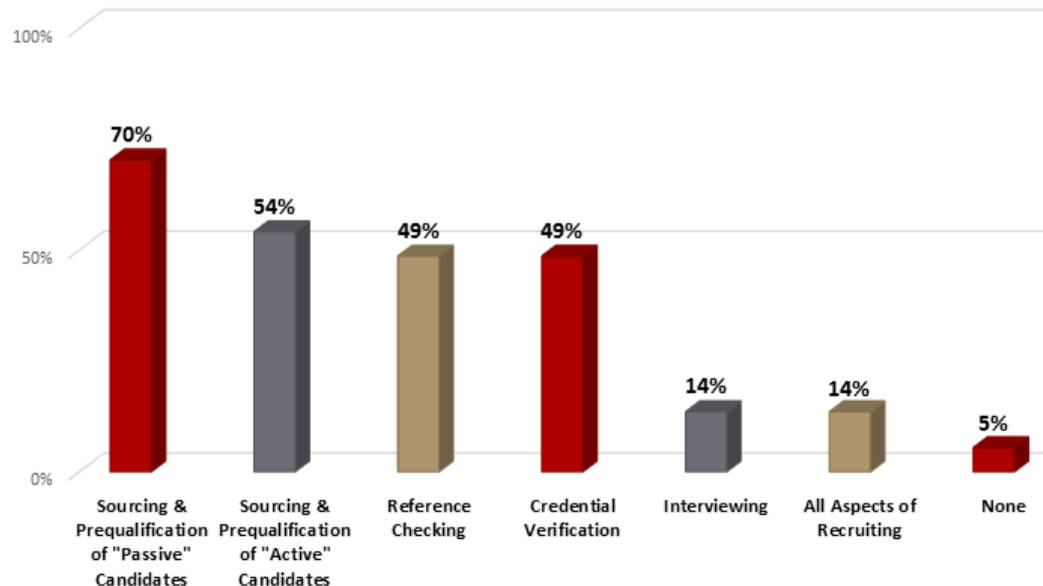
- **89%** SAY **COST** IS THEIR BIGGEST CONCERN ABOUT USING A RECRUITING AGENCY

### WHICH DISCIPLINES ARE THE MOST DIFFICULT FOR YOU TO FIND QUALIFIED CANDIDATES FOR?



**ENGINEERING & INFORMATION SYSTEMS** ARE THE TOP AREAS THAT HR LEADERS HAVE THE HARDEST TIME FINDING HIGH QUALITY CANDIDATES FOR

### WHAT ASPECTS OF RECRUITING ARE YOU COMFORTABLE OUTSOURCING TO AN OUTSIDE FIRM?



**MORE THAN HALF** OF RESPONDENTS ARE COMFORTABLE OUTSOURCING **SOURCING & PREQUALIFICATION OF CANDIDATES** TO AN OUTSIDE FIRM