

October 2015

## From The Desk of Marcia Cerrone:

### Top Traits of Good Recruiting Firm:

In today's world there are many staffing agencies to pick from. It is really important to find the right one that best fits your company's needs.

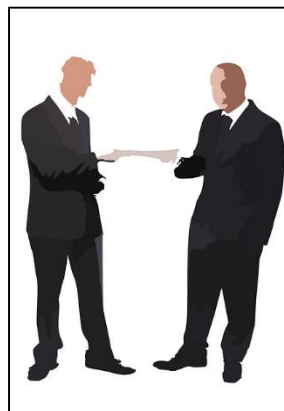
First and foremost, do they have the ability to understand your need? Do they ask the right questions to help them understand the need? Focusing on the job description is often not enough. It's important to understand what your goals are for the assignment and for the business relationship. Does this agency have knowledge and experience in your industry? This is important if you are looking for temp-hire candidates?

Second, is the experience and professionalism of the recruiter. How long have they been placing staff? Who are their other clients? Do they see your company as a customer or client? Do they work to understand your company and your goals? Do they communicate often and with a focus on your goals? Do they handle problems directly and professionally?

Thirdly, would be their process, particularly how they assign and manage their temp staff. All agencies have access to the same or similar candidates. Do they provide adequate information to the temp? Do they have standards for performance? Do they pay attention to safety?

An additional factor to consider is the experience and success of the agency with temp to hire and direct hire placements. A high ratio of temp to hire placements and a strong direct hire practice is indicative of the quality of the agency's staff, processes and capability.

Contact me for more information or about our services at Reitman at [Marcia@reitmanpersonnel.com](mailto:Marcia@reitmanpersonnel.com) or call 203 488 6944.



**REITMAN is a full service firm placing temporary, temp-hire, project and direct hire staff since 1998.**

**Our success is built on our commitment to staffing as a professional practice, our rigorous placement process and the tenure, experience and commitment to client goals of our staff.**

### Recent Placements And Current Engagements

**Safety Engineer** – Biofuel  
Manufacturer - Direct Hire

**Medical Assistant** – Medical Practice  
–Completed

**HVAC Tech**-HVAC /Oil Company –  
Temp-hire

**Administrative Assistants** -  
Housing Authorities- **Completed**

**Quality Inspector** - Machine Shop –  
**Completed**

**Electro Mechanical Assembler** –  
Circuit Board Manufacturer – Temp-  
hire

**Purchasing Assistant**-Entertainment  
Industry Services Co- Direct Hire