



Recruitment Process Outsourcing



CDI-Talent Management’s Recruitment Process Outsourcing (RPO) solution is a state-of-the-art approach providing fully-outsourced recruitment services. We utilize the best people, processes and technology available to effectively manage a client’s entire recruitment process – from workforce planning through interview, selection/hire and on-boarding.

With CDI’s RPO solution, a client can delegate the recruitment process to a dedicated team who will own responsibility for the process from the time the requisition/posting is approved through the on-boarding of a new employee. CDI-Talent Management will manage each step of the process, including the people and technology.

Our clients can source our RPO solutions through two service offerings:

Services	Components
<p>Recruitment Outsourcing</p> <p>A fully-outsourced and customized engagement, utilizing RPO professionals as the client’s dedicated recruiting team and operating within the guidelines of a long-term partnership tailored to the client’s specific business model.</p>	<p>CDI Role:</p> <ul style="list-style-type: none"> • Owns responsibility for the process, from approved requisition receipt through on-boarding • Administers and manages process customized to each client’s needs • Uses preferred technology - client’s or CDI’s • Owns and manages dedicated recruiting team and remote recruiting support as needed <p>Contract:</p> <ul style="list-style-type: none"> • Multi-year, long-term partnership • Performance-based Service Level Agreements linked to CDI compensation <p>Pricing:</p> <ul style="list-style-type: none"> • Tailored to client needs • Variable, fixed or combination
<p>Project Recruiting</p> <p>A shorter-term, mission-critical model, that provides recruiting team support to deliver a specific skill set, against an explicit timeframe and/or within a definitive geography.</p>	<p>CDI Role:</p> <ul style="list-style-type: none"> • Administers and manages the client process • Uses preferred technology - client’s or CDI’s • Owns and manages recruiting team and remote support <p>Contract:</p> <ul style="list-style-type: none"> • Aligned with client time frame • Tracking Service Level Agreements <p>Pricing:</p> <ul style="list-style-type: none"> • Tailored to client needs • Variable, fixed or combination

CDI-Talent Management's RPO team engages with our clients, implementing a rigorous needs analysis. Based on this analysis, we are able to evaluate and recommend optimal solutions at every step of the hiring process.



Why CDI?

- **Scalability** – ability to build customized scalable recruiting solutions to meet clients' ever-evolving workforce needs, regardless of changing requirements.
- **Global Delivery Capability** – uniquely positioned to deliver a truly global solution for our customers through our in-country solution centers of excellence and our strategic global partnerships.
- **Common Methodology/Customized Solutions** – we utilize proven methodologies to implement and deliver customizable solutions for our diverse customers to ensure we meet their individual needs. Solutions are delivered on-site at the client or remotely, depending upon needs. We deliver through a high touch model using technology as a means to gain efficiencies.
- **Expertise in Hiring Knowledge Workers** – we excel in sourcing and filling critical talent needs for our customers. Our strong heritage in engineering, IT and Sales & Marketing recruiting solutions coupled with our ability to find passive candidates provide us an advantage over our competition in the war for talent.
- **Quality results delivered - every time**

To learn more visit: www.cdi-tm.com

CDI-Talent Management is a division of CDI (NYSE: CDI), a leading provider of engineering and information technology outsourcing solutions and professional staffing.