

Peapell & Associates

A Division of Jill Peapell Personnel Consultants Limited

PERMANENT PLACEMENT / EXECUTIVE SEARCH

Peapell & Associates, a wholly Nova Scotian owned company, is a full-service human resource consulting firm which has been operating since 1989. Peapell & Associates' emphasis is on providing cost-effective, specialized assistance in locating qualified, skilled personnel in a wide range of occupational areas, including:

- Sales & Marketing
- Management
- Accounting & Finance
- Information Technology
- Administration

ADVANTAGES OF RECRUITING THROUGH PEAPPELL & ASSOCIATES

Save Time & Money – Recruiting a new employee is a time-consuming and expensive process. Arranging and writing advertising copy, sorting through hundreds of resumes, answering telephone enquiries, choosing which candidates to interview, doing preliminary screening – all of these tasks take valuable time and detract from the essential task of getting on with business. Allowing Peapell & Associates to do this preliminary work for you can save you considerable time and money.

Confidentiality – There are many circumstances that may require that your job opening remain confidential. By recruiting through Peapell & Associates, confidentiality is assured. We can advertise and recruit applicants without your employees or other members of the business community even realizing that you are recruiting.

Professional Assistance – Screening and interviewing applicants can be a difficult job. If your firm does not have the time or skills to do it properly, costly mistakes can result. Hiring the wrong person, or not hiring the right person for the job, can cost your firm a great deal of money in lost profits. Peapell & Associates has the training and skills to recruit effectively. We can help find the best person for your requirements.

Access to Hidden Candidates – Peapell & Associates maintains a database of potential candidates who may not be actively searching for a new position, but who may nevertheless be interested in the career opportunity that your firm has to offer. These people may not respond to your company's advertisement in the newspaper, but they may be receptive to a new opportunity when presented by Peapell & Associates.

Access to Candidates Outside the Local Area – As the need for highly specialized skills increases, employers find they must look further afield to find qualified candidates. As a member of (ACSESS) the Association of Canadian Search, Employment & Staffing Services, the national body representing the staffing industry in Canada, Peapell & Associates has access to a wealth of candidates who may not be available locally. Peapell & Associates is able to forward the job description and candidate profile to our affiliates throughout Canada and the United States, who forward resumes of candidates that may be suitable for the position.

Cost-Effectiveness – All permanent placements through Peapell & Associates are conducted on a contingency basis. You do not pay unless you hire one of our candidates. It is cost-effective to give Peapell & Associates a chance to find the perfect candidate for your opening.

see over for Fee Structure and Terms & Conditions

FEE STRUCTURE

Our fees, payable when invoiced, are equivalent to a percentage of the employee's anticipated annual earnings in the first year of employment.

Professional Staff

sales representatives, accountants, engineers, managers, etc.

SALARY	FEE	GUARANTEE PERIOD
\$20,000 to \$39,999	20%	3 months
\$40,000 to \$59,999	25%	4 months
\$60,000 and over	30%	6 months

Secretarial and Support Staff

secretaries, word processors, bookkeepers, trainees, computer operators, draftspersons, etc.

SALARY	FEE	GUARANTEE PERIOD
\$15,000 to \$25,000	10%	3 months
\$25,000 and over	12%	4 months

TERMS & CONDITIONS

Replacement Guarantee

All applicants referred by Peapell & Associates are guaranteed for a period (see FEE STRUCTURE above) from the start date of their employment. If an applicant leaves your employ, for any reason whatsoever, within the guarantee period, Peapell & Associates will replace with a suitable candidate, free of charge, up to 100% of the initial placement fee. On the date the replacement candidate starts with you, a new guarantee (in full) will be issued. If, for any reason, you do not want a replacement at that time, a credit note (valid for eighteen months) will be issued. **To qualify for a replacement guarantee, full payment of the original fee must be paid within thirty days from the invoice date. Failure to do so nullifies your guarantee.**

Please note: Peapell & Associates are entitled to receive a fee when a referred applicant is hired within twelve (12) months of the latest referral date. This includes third party introductions where you will be liable for payment of our full fee if a hiring results.

**For more information, call us at (902) 421-1523.
e-mail: georgina@peapell.ca**

Permanent Staffing Made Simple!