



# WE HELP BUILD YOUR TEAMS ON YOUR TERMS

**TIME-BASED RECRUITING®** ▶ HIGHER QUALITY, LOWER COST

**SPECIALIZING IN TECHNOLOGY, NATURAL PRODUCTS/CPG & MORE**

## RECRUITING REINVENTED

With our Time-Based Recruiting®, you pay no commissions or big retainers, simply the time it takes to find great talent.



### THE CREATIVE ALIGNMENTS ADVANTAGES

- We align with your company and work as an extension of your team.
- We are flexible and able to scale with your changing needs.
- Affordable for emerging brands – often half the cost of traditional recruiters.
- We are transparent, presenting candidates authentically and honestly.
- Our experienced industry-specific recruiters collaborate to tap into the best talent.

### PROOF STATEMENT

**\$9,106** AVERAGE COST PER HIRE 

**\$9,303** AVERAGE SAVINGS 

Per Hire vs. Traditional Contingency Firms

EQUAL TO ONLY **9.9%** OF A FIRST YEAR SALARY   
(sounds better than 20%, right?)



### CASE STUDIES

#### CLIENT A

AN ENTERPRISE CLASS CLOUD STORAGE PROVIDER

EQUIVALENT % OF FIRST YEAR SALARY: **7%**  
AVERAGE COST PER HIRE: **\$7,500**  
TOTAL SAVINGS VS 20% CONTINGENCY FIRMS: **\$583,000**

**POSITIONS FILLED:**

- |                                          |                     |
|------------------------------------------|---------------------|
| DevOps Engineer                          | Support Engineer    |
| QE Solutions Test Engineer               | Sales Trainer       |
| QE Systems Test Engineer                 | Program Manager     |
| Full Stack Web Developer                 | Solutions Architect |
| Automation Engineer                      | Operations Support  |
| Software Engineer (various specialities) |                     |
| Feature Quality Development Manager      |                     |

#### CLIENT B

A FAST GROWING DAIRY BRAND

EQUIVALENT % OF FIRST YEAR SALARY: **8%**  
AVERAGE COST PER HIRE: **\$8,700**  
TOTAL SAVINGS VS 20% CONTINGENCY FIRMS: **\$230,000**

**POSITIONS FILLED:**

- |                            |                      |
|----------------------------|----------------------|
| CEO                        | Comptroller          |
| President                  | Digital Director     |
| VP of US Sales             | Brand Manager        |
| Senior Director of Finance | Office Administrator |
| Supply Chain Analyst       | Executive Assistant  |
| Health Care Practitioner   |                      |
| Social Media Manager       |                      |

#### A FEW OF OUR HAPPY CLIENTS



“The Creative Alignments team is rock solid and does a great job accelerating our hiring success during critical growth phases of our company. Anyone looking to scale an organization rapidly, without sacrificing hiring quality, would be well served by working with CA.”

– Dave Cahill, VP of Strategic Alliances, SolidFire