

# The Ceremity Talent Sharing Difference

FREELANCER SITES	RECRUITMENT AGENCIES	HR DEPARTMENT
<ul style="list-style-type: none"> <li>1 Hiring managers must recognize the exact talent they need, or else risk <b>making the wrong hire.</b></li> <li>2 <b>Freelancers are often not fully dedicated to one project.</b> Often causing delays, impeding on project's progress, and increase project cost.</li> <li>3 Ample <b>supervision and project delay costs</b> are often not factored in and are overlooked in the freelancer's total cost.</li> </ul>	<ul style="list-style-type: none"> <li>1 Recruiters use online databases to <b>keyword match candidates without thoroughly testing them.</b></li> <li>2 Recruiters are <b>incentivized to learn their client's likes and interview processes</b> to better prepare their candidates.</li> <li>3 The hiring companies often must spend an <b>extensive amount of time</b> sifting through candidates, interviewing, and <b>participating in the process they are paying the agency to complete.</b></li> </ul>	<ul style="list-style-type: none"> <li>1 Typically, HR <b>can't adequately test IT professionals</b> because they do not possess a technical background.</li> <li>2 Full time hires <b>require greater total cost</b> due to benefits and onboarding costs that are often unnecessary for project-based hires.</li> <li>3 IT team <b>downsizes yield layoff costs and knowledge loss</b> when projects ramp down.</li> </ul>

## TALENT SHARING

- 1 **Free consultation to assess talent need** and provide guidance.
- 2 An extensive IT talent pool both in the USA and in Europe. Providing you the best value through Ceremity's **Blended Teams option.**
- 3 **Industry leading testing process** that ensures that candidates' skills, project relevance, and culture fit are suitable for your organization.
- 4 **Month-to-month "sharing" model and incentives** for longer term projects. "Share" our talent for as long or short as you need.
- 5 Our Temporary Consultants are **fully dedicated, reduce your company's talent costs, and are fully under your control.** There are no surprises with us.