

# Staff Management | SMX's Recruitment Placement Solutions

## YOUR TOP TALENT SOLUTION

### RECRUITMENT PLACEMENT SOLUTIONS

Staff Management | SMX's Recruitment Placement Solutions connects you with top candidates for your hiring needs. Whether you're looking for contract, temp-to-hire, seasonal, project or direct hire candidates, our team has the industry expertise to source top talent for your unique staffing needs across a variety of labor segments. We can also provide dedicated recruiting support without having to commit to our full onsite solution. If you already have great talent, we can still help your business with payrolling support even for 1099 independent contractors. By leveraging our solutions, you take the guesswork out of recruiting. We'll deliver right-fit candidates, right when you need them.

### CENTRALIZED RECRUITING SUPPORT TEAM

Does your operation need recruitment and onboarding support but doesn't have the need or volume for our full onsite solution? Our dedicated recruitment support team can still provide you with the best-fit workers you need.

#### With this solution, you'll get:

- A fully customizable solution that fits your business needs
- Ability to scale up and down to match demand
- familiarity with any market across the U.S.
- Dedicated team members for 100% requisition coverage
- More cost-effective
- Quick turnaround and on-demand hiring support
- Not competing with other accounts within the same market
- Extensive outreach through multiple recruiting channels
- A large candidate pool with talent across the U.S. for any type of role

### DIRECT HIRE AND PLACEMENT

Do you need direct hiring support for highly skilled, specialized or challenging roles? Or does your team not have the bandwidth to effectively recruit? Our team can help find the best talent for your operation.

#### With this solution, you'll get:

- An expert front-end recruitment team to find and screen talent
- Interview coordination and offer extension support
- The perfect candidate matches for your organizational goals and needs
- An improved candidate experience to help set you apart in your market
- Talent intelligence and wage analysis support
- Customized interviewing guides
- Background checking and pre-employment support

This solution is perfect for businesses with lower-volume needs, high-skilled or specialized roles.



## EMPLOYER OF RECORD / PAYROLLING SUPPORT

Do you already have great talent but need payrolling support? Our Staff Management | SMX team can help with our employer of record and payrolling solution.

### Our employer of record and payrolling support can:

- Provide a dedicated support team
- Manage all onboarding and employee setup
- Receive timecards for organizations wanting to utilize their own system
- Provide timekeeping capture for organizations without a system in place
- Process and issue payroll
- Provide W2's (not applicable to 1099 independent contractors)
- Ensure compliance with all local and federal employment regulations

## INDEPENDENT CONTRACTOR COMPLIANCE (AGENT OF RECORD)

Independent contractors are great solutions for many organizations needing special project work or other assistance. But the legal and compliance process of setting up a contractor, testing and vetting their compliance can often be complicated and risky. Since the fines for misclassifying an independent contractor could potentially cost you thousands, you want a trusted partner. Our Staff Management | SMX team can help.

### With our Independent Contractor Compliance solution, you get:

- A robust legal team with expert compliance knowledge
- Rigorous criteria for contractor testing, vetting, and record-keeping
- Consulting services to assist on how to become a legitimate independent contractor
- Full document management, including contracts and employment agreements
- Streamlined and single-source invoicing

Our compliance solution can help control costs, reduce risk, and improve the overall contractor workforce experience.



**1500+** PLACEMENTS  
SINCE 2020



**60%** AVERAGE  
RETENTION RATE

Whatever support your company requires; our team is ready for the challenge

**WANT TO LEARN MORE ABOUT ALL OF STAFF MANAGEMENT'S WORKFORCE SOLUTIONS?**

Visit [staffmanagement.com](https://staffmanagement.com) to get in touch with our team.