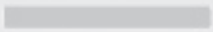
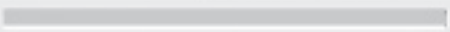
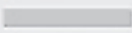



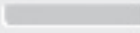
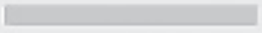
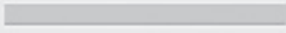

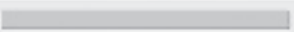
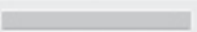
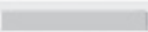
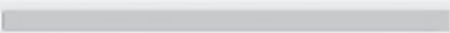
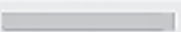

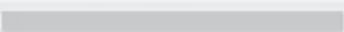

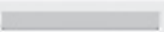



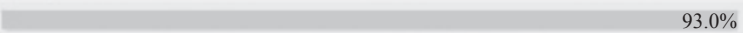
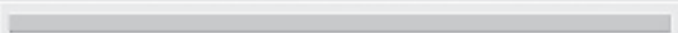
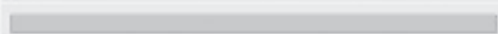
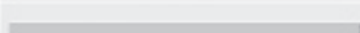
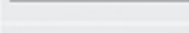
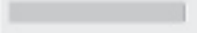
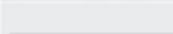


Complete Summary of Responses

1.) How do you rate the importance of talent acquisition as an overall function in your organization?		
		Response %
Our top priority		23.6%
Extremely Important		67.7%
Important		6.8%
Somewhat Important		1.9%
Not Important		0.0%
2.) Your company views temporary/contract employees as an important part of its overall workforce.		
Strongly Agree		9.9%
Agree		39.8%
Neutral		34.2%
Disagree		11.8%
Strongly Disagree		4.3%
3.) Approximately what percentage of your workforce is made up of temporary/contract employees?		
0 - 5%		55.6%
5 - 10%		26.5%
10 - 25%		11.7%
25 - 50%		5.6%
> 50%		0.6%
4.) During workforce planning, we take into account our temporary workforce needs.		
Strongly Agree		8.7%
Agree		47.2%
Neutral		27.3%
Disagree		14.3%
Strongly Disagree		2.5%
5.) Our company typically experiences significant fluctuations in our temporary/contract labor force throughout the calendar year.		
Strongly Agree		5.6%
Agree		30.2%
Neutral		19.8%
Disagree		36.4%
Strongly Disagree		8.0%

6.) Having a structured business process is important to managing third party agencies that provide temporary/contract labor.		
		Response %
Strongly Agree		25.8%
Agree		56.0%
Neutral		15.7%
Disagree		0.6%
Strongly Disagree		1.9%
7.) Our company has considered or would consider outsourcing our temporary/contract labor management process.		
Strongly Agree		6.3%
Agree		17.1%
Neutral		31.6%
Disagree		35.4%
Strongly Disagree		9.5%
8.) Which departments at our company generally hire temporary/contract labor services? (Check all that apply)		
Accounting/Finance		36.2%
Customer Service		23.5%
Human Resources		18.1%
IT		56.4%
Manufacturing		21.5%
Marketing		12.8%
Operations		43.0%
Sales		4.7%
Warehousing		19.5%
None		6.7%
9.) What is the most important result of a sound recruitment process?		
Low Cost		1.9%
Timely Placement		5.1%
Quality Placement		93.0%
10.) What are challenges your company faces as it relates to talent acquisition? (Check all that apply)		
Supply of qualified candidates		84.6%
Timeliness for positions to be filled		62.4%
Cost associated with talent acquisition		45.0%
Scalability to support hiring demand changes		22.1%
Appropriate recruitment technologies with metrics to track performance		24.2%
Recruiting coverage across all geographies		20.8%