



You recently added a new employee to your creative team who seemed to be full of innovative ideas. Now it appears he was not as talented and knowledgeable as you first thought. After the money spent on what turned out to be the wrong hire, you have to start the hiring process all over again.

Finding the right candidate can be difficult, which is why temp-to-hire is the perfect way to give you that extra set of hands, while leaving you clear of the traditional costs like salary and benefits. While the contractor works for you, he or she is maintained as an employee of CM Access. This creative solution allows you to test the waters with a potential new employee. If the pairing is a perfect match then the process to take the candidate on as a full time employee with your firm begins.

### **Some facts on temp-to-hire**

- A bad hire could cost your company more than \$150,000. More than four out of 10 organizations said it costs at least three times an employee's salary to terminate a bad hire when adding up recruitment, training, lost productivity and severance expenses.<sup>1</sup>
- 80 percent of clients say staffing firms provide a good way to find individuals who can become full-time employees, according to the American Staffing Association.<sup>2</sup>
- Temp-to-hire attracts job seekers at all experience levels in a range of areas including graphic design, interactive design and marketing.<sup>3</sup>
- If your company downsized during the peak of the recession and now is cautiously re-hiring, temp-to-hire is a great way to start that trend without the burden of payroll costs to your business.<sup>4</sup>

CM Access takes a personal approach to recruiting and placing qualified creative, marketing and interactive professionals in contract, project and full-time positions.

With the talented professionals in CM Access's candidate pool why look anywhere else? Give CM Access a call today at 800-330-4110 to learn more about the custom solutions we can offer your company.

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<sup>1</sup> <http://partnerit.com/2009/06/bad-hires-can-cost-you-eliminate-hiring-decision-risks/>

<sup>2</sup> [http://www.americanstaffing.net/staffingsmarts/s\\_facts.html](http://www.americanstaffing.net/staffingsmarts/s_facts.html)

<sup>3</sup> <http://www.ajc.com/business/non-employee-labor-a-848635.html>

<sup>4</sup> <http://www.middletonjournal.com/news/middletown-news/temp-hiring-seen-as-a-sign-1293988.html>