



# Our Payment Solutions...

We offer bespoke packages for our clients and a range of flexible payment solutions to suit all needs.

	FOUR <b>CLASSIC</b> 18% BELOW £40K 20% ABOVE	FOUR <b>ADVANCE*</b> 14% BELOW £40K 16% ABOVE	BEST VALUE FOUR <b>ENHANCED**</b> 23% BELOW £40K 25% ABOVE
THOROUGH JOB BRIEF TAKEN	✓	✓	✓
FINAL CANDIDATE LIST SHORTLISTED	✓	✓	✓
OFFER MANAGEMENT	✓	✓	✓
AFTER CARE	✓	✓	✓
REFERENCES***	✓	✓	✓
REBATE PERIOD	12 WEEKS	12 WEEKS	24 WEEKS
EXTENDED PAYMENT TERMS****		✓	✓
Q&A INTERVIEW VIDEO INTERVIEW			✓
FOCUSSED CANDIDATE PROFILE			✓
COMPREHENSIVE PSYCHOMETRIC TESTING			✓
BESPOKE JOB SKILLS TESTING			✓
BESPOKE BRANDED COMPANY BROCHURE			✓

AVAILABLE AS SEPARATE BOLT-ONS

\*50% paid on agreement of terms, 50% extended payment terms \*\*33.3% on assignment, 33.3% on shortlist, 33.4% on start date. \*\*\*Where applicable. \*\*\*\*Standard 14 days.

**Get in touch**

**Lancashire:** 01204 326 444    **Manchester:** 0161 834 3479  
 enquiries@4recruiting.co.uk  
 4recruiting.co.uk

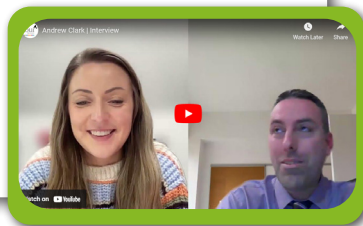
# Our Bolt-On Options

Tailor the perfect package to suit your specific hiring needs with our range of beneficial bolt-ons.

## Q&A VIDEO INTERVIEW

**£500**  
per shortlist

Screening and first stage interviews are time consuming. Save yourself precious time and avoid the hassle of diary coordination. Simply provide us with a list of key questions and we'll conduct all the interviews and share the recordings with you to watch back whenever suits you.



## FOCUSED CANDIDATE PROFILE

**£500**  
per shortlist

We create a personalised profile for each candidate focusing on the key areas you require alongside their CV. If you choose to bolt-on the Q&A video, we embed this in the document, making it easier to understand the pro's and con's of each candidate at a glance based on your requirements.



## PSYCHOMETRIC TESTING

starting  
**£125**  
per person

Utilising tried and tested expert DiSC profiling will provide you with a deeper understanding of a candidate's behavioural adaptability and emotional intelligence - transforming your talent search! Our testing packages start at £125 for a basic DiSC profile or you can benefit from the full 'Leader' and 'Core' packages with feedback for only £500.

## JOB SKILLS TESTING

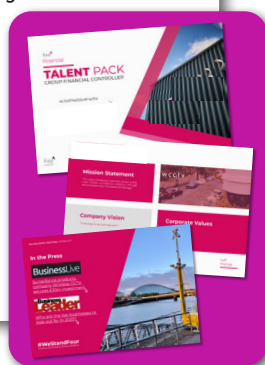
**£100**  
per person

Save yourself time and money by rapidly evaluating a candidates' cognitive ability. Create a bespoke testing package which can include verbal reasoning, numerical reasoning, problem solving, leadership, emotional intelligence and many more. These tests will easily identify the candidates that are best suited to your company culture and the role.

## COMPANY BRANDED BROCHURE

**£500**

We work with you to design a bespoke brochure to highlight all the great things about your business. From mission and values to recent media coverage, we can include anything you like to ensure the brochure positions you in the best possible light with your candidates.



## Get in touch

Speak to your consultant to discuss any of these bolt-ons in more detail or to tailor a bespoke package just for you.

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