



# THE DANIEL ADAMS GROUP

A DIVISION OF SERIOUS BUSINESS, LLC

Providing Proven Outstanding Candidates To The Pulp & Paper Industry Since 1986

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**“...Those not  
fired with  
enthusiasm soon  
will be...” -  
Anonymous**



## My Message...

Wow! Can you believe all the hiring that is starting to happen. We've just finished our busiest and most successful two months in our history.

Thank you for the great number of responses we received on our Hiring Survey. It bears out what we are seeing. Many, many of our clients see hiring taking place over the second half of 2010. Even clients that don't have plans to hire had a wish list of certain skill sets they wanted to be made aware of. If you have a wish list, let us know! We'll send out the results in a few weeks for those of you that responded to it. Again, thanks for taking the time.

Finally, thanks for the suggestions on how to make our website friendly for you to use. We've updated it and invite you to take a look. Same address, [www.sbi2.com](http://www.sbi2.com). Take a look and let us know your reaction.

## Contact Us

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## THE PROPER HIRING PROCESS

We received a very positive response to our “How To Attract The Best Available Candidate” article written last month. This month, we continue the series with providing a model of what an elite Agency uses for a process to attract these types of candidates.

We made the case why it is desirable to use one Recruiting Agency instead of several. For those of you who missed this thought provoking article, please email or call us at 207-221-5762 and we'll send you out a free copy.

Let me make this very simple. If an Agency can't give you in writing a plan within five minutes, don't work with them. They are not doing the work needed to bring the best available candidate to you. Recruiting is expensive. You deserve to have this process followed on your behalf.

If you are getting turn downs and counteroffers accepted, the Agency is not following this process. The only turndowns should come if the candidate is accepting another offer. So, here is a process to use as a checklist with your Agency of Choice:

Click on <http://www.sbi2.com/hiringprocess.html> to view The Hiring Process.

## NEXT ISSUE

In our next issue we will identify the five biggest mistakes companies make in the hiring process. Take a look and see where you stack up.