

# CONTRACT TO HIRE: YOUR PATH TO LASTING SUCCESS



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Edison Smart's temp-to-perm hiring solutions offer a flexible and cost-effective way to build a dedicated team. This strategy allows you to assess potential hires during a trial period while providing employees with a clear path to full-time employment, minimizing hiring risks for your company.



## **COST-EFFECTIVE HIRING**

Save time and resources by avoiding immediate full-time hires. Maximize your hiring budget while securing top talent.



## **EFFORTLESS TRANSITIONS**

Our Temp-to-Perm program starts with a temporary placement, letting you seamlessly transition candidates to permanent roles. Gain real-world insights into performance and cultural fit before making a lasting commitment.



## **MINIMIZE HIRING RISKS**

Reduce hiring risks by evaluating candidates on the job, ensuring a great match for your team. Make data-driven decisions to build a stronger, more cohesive team.



## **FLEXIBLE OPTIONS**

Our Temp-to-Perm solutions offer flexible terms, adjusting the timeline to meet your needs. Tailored solutions to fit your unique hiring goals.



## **QUALITY ASSURANCE**

Our thorough screening and assessment process guarantees that only the best candidates are considered for permanent roles. Build a confident, high-performing team.



## **COST SAVINGS**

Cut recruitment, onboarding, and training costs by transitioning candidates who've already proven their value. Get the most from your hiring investment.



## **FLEXIBILITY & CONTROL**

Maintain control over hiring decisions with the flexibility to assess candidates in real work settings. Make informed, strategic hires based on demonstrated performance.



**Edison**<sup>®</sup>  
SMART Minds. Smart Tech.

# CONTRACT TO HIRE: YOUR PATH TO LASTING SUCCESS

Edison Smart's temp-to-perm solution is a cost effective service. Seamlessly integrating top talent into your team, allowing you to assess performance and cultural fit before making a full-time commitment.

Our model provides comprehensive screening and a trial period without the immediate obligation to hire. We support candidates throughout, preparing them for potential permanent roles. If a temporary employee excels, you can transition them to full-time at no extra cost or adjust their compensation based on performance if a permanent role isn't available.

## BENEFITS

- ✓ Lower recruitment and training costs
- ✓ Hire skilled employees, boosting retention rates
- ✓ Evaluate candidates in actual work environments
- ✓ Employees already understand their roles
- ✓ Adapt staffing levels to changing business demands
- ✓ Seamlessly transition from temporary to permanent positions

## CONTRACT TO PERM TRANSFER FEE

- 0-6 months contract duration 22% fee
- 9+ months contract duration 18% fee
- 12+ months contract duration 15% fee
- 18+ months contract duration 10% fee

## TALK TO THE SPECIALISTS

Our SmartTech specialist teams are ready to support your hiring and expansion needs. Get in touch today.

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