

## RECRUITING PRACTICES

### Methods used for recruiting new employees (Company #22)

Method	% Reporting
Advertising on the Internet	89.3
Bonus if employed for a certain amount of time	10.7
Employee referral program	64.5
Extra vacation time	11.2
Free uniforms/tools	7.1
Increasing start rates	12.4
International recruiting	2.4
More frequent raises during the first year	11.2
New/Increased school recruiting	26.0
Newspaper advertising	57.4
Organization job phone line	9.5
Sign-on bonus	31.4
Trade/Professional association advertising	39.1
Using Internet resume databases	57.4
Using job fairs	53.8
Other recruiting method	4.1
Not actively recruiting personnel	3.6