

## RECRUITING PRACTICES

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

Method	% Reporting
Advertising on the Internet	83.6
Bonus if employed for a certain amount of time	10.0
Employee referral program	53.4
Extra vacation time	12.5
Free uniforms/tools	9.9
Increasing start rates	14.9
International recruiting	4.4
More frequent raises during the first year	9.9
New/Increased school recruiting	29.6
Newspaper advertising	63.1
Organization job phone line	9.5
Sign-on bonus	27.0
Trade/Professional association advertising	38.6
Using Internet resume databases	49.1
Using job fairs	52.6
Other recruiting method	6.2
Not actively recruiting personnel	4.3