



California  
Employers  
Association™

# CEA Does Recruiting!

Screening • Testing • Interviewing

Don't have the time to screen and select a qualified candidate?

Let us help you...

- Create job descriptions
- Post your ad on line using the top job boards
- Review resumes
- Conduct phone interviews and reference checks
- Present top candidates to you for final interviews
- Interview follow-up (e.g. turn down letters)
- Develop job offer letters

Unlike traditional recruiters, we help contain costs by charging an hourly fee as opposed to a percentage of the new hire's salary. Save money & time with our specialized recruiting services! **Call CEA today!**

For all jobs earning less than \$50,000 per year, the average cost of replacing an employee amounts to 80% or more of the person's annual salary.

80%

40%

40% of employees who receive poor job training leave their positions within the first year.

