

# **SUCCESS IN PRINT (SIP) IS PLEASED TO OFFER AN EXCLUSIVE ENGAGEMENT FOR APAN MEMBERS PROPOSAL FOR SERVICES**

**i** *Helping APAN members find, hire, onboard and support new sales people*

## **SCOPE OF WORK**

**i**

Success In Print (SIP). SIP will help member organizations in finding, hiring, and supporting new salespeople. This can include consulting on compensation, creating a job description, and writing ads and social media posts for advertising the open position. This can also include zoom interviews for qualified candidates as well as screening candidates to determine their suitability for success in sales.

SIP will consult on compensation, write the job descriptions and ads/social media posts to ensure appropriate reach for the position. It will be the members' responsibility to place the ads in places such as LinkedIn, Zip Recruiter and Indeed.

Local colleges and universities that might have good candidates as recent grads or graduating soon should also be contacted for collaborating with their career centers. This will be the job of SIP.

SIP will screen all resumes and applications and conduct screening interviews via ZOOM. Once a candidate has been qualified by SIP, the

member will conduct in-person interviews, conduct background checks and provide all HR functions to ensure the person is eligible to work.

Upon the agreement and acceptance of a candidate, SIP will execute on a 3 month onboarding, training and mentoring engagement. This will include weekly coaching calls, strategy sessions and overall preparation for a successful plan for selling. Product knowledge, company policy training and departmental exposure will be the job of the member.

## FEE STRUCTURE

A retainer of \$7000 will be payable in 2 installments. \$3500 on acceptance of this agreement, and \$3500 when interviews begin. A retention bonus of \$1000 will be payable 6 months from date of hire, for a total of \$8000.00

This represents a discount of \$3000.00 or 27% from the regular fee schedule for this type of engagement.

If, after 3 months or 20 qualified candidates, an offer has not been made, a renegotiation of fees may need to occur.