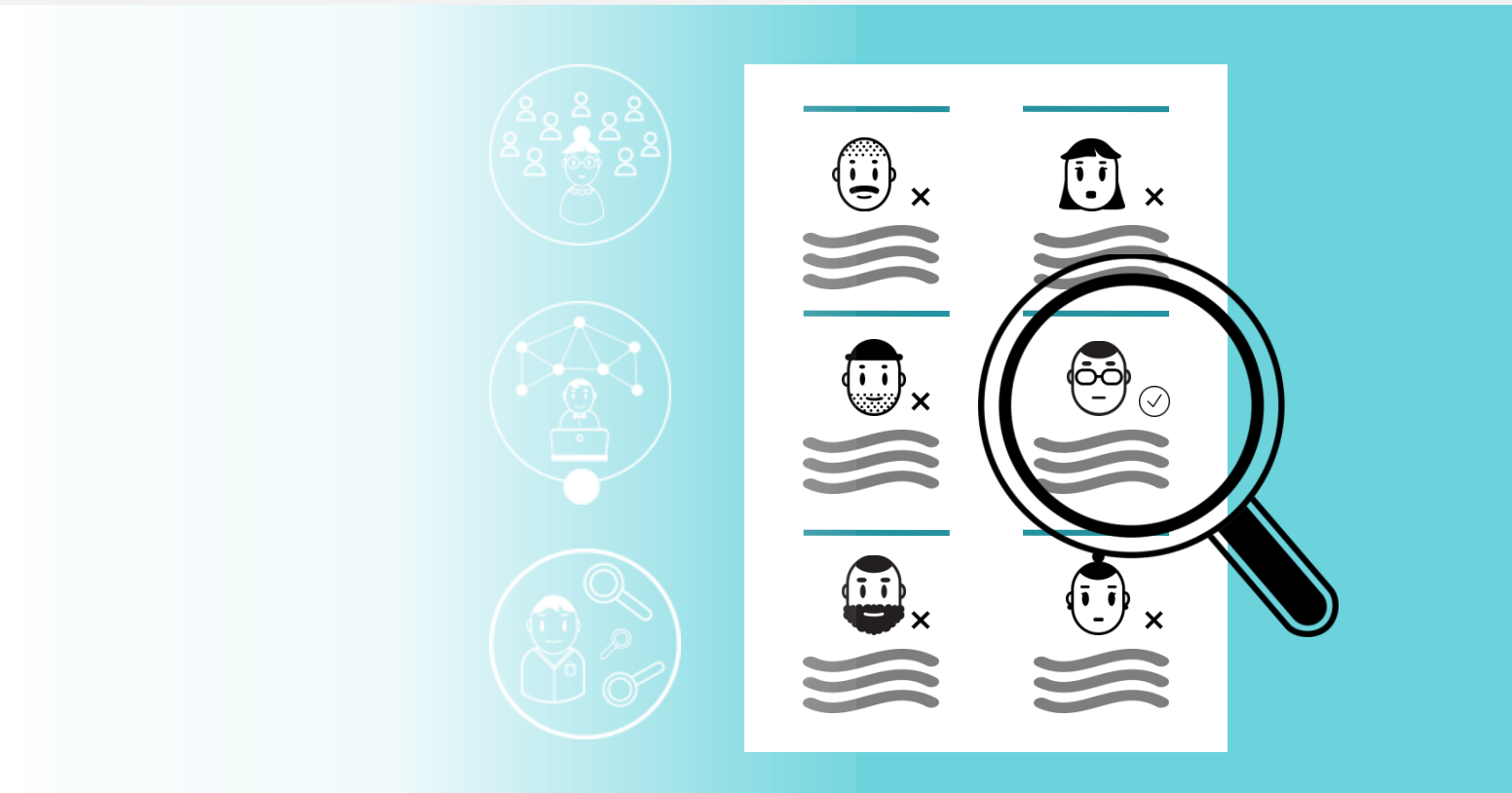


TALENT RECRUITMENT & RPO: GLOBAL TRENDS 2016 - 2018

Copler Recruitment Experience



Embracing technology and innovation

With a use of technology, CEOs can easily communicate their vision and value proposition to consumers, getting much closer to them. To satisfy expectations of costumers, which are constantly changing, companies try to quickly implement innovation in their business.

Talents of high quality is what most businesses need

The top priority for **75%** of CEOs is recruiting the most skilled, adaptable, and educated talents, as was reported by PwC CEO Survey (2016). Today, doing this is still a challenge for business as well as for government. (Figure 1)

Figure 1 CEOs say that creating a skilled, educated and adaptable workforce should be a priority for both business and government

Q: Which three of these outcomes should be government / business priorities in the country in which you are based?



Generally, social spheres that go beyond a company's business and need investment the most are education and healthcare. Education is the care of human life.

Herman Gref
CEO and Chairman of the Executive Board, Sberbank, Russia

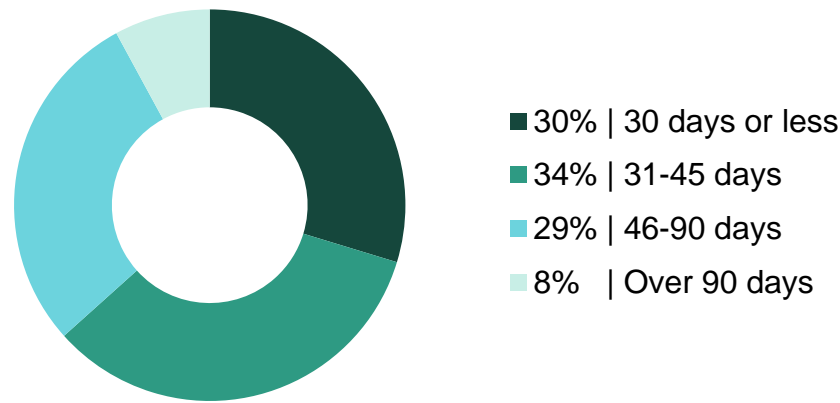
75%

of CEOs say that a skilled, educated and adaptable workforce should be a priority for business

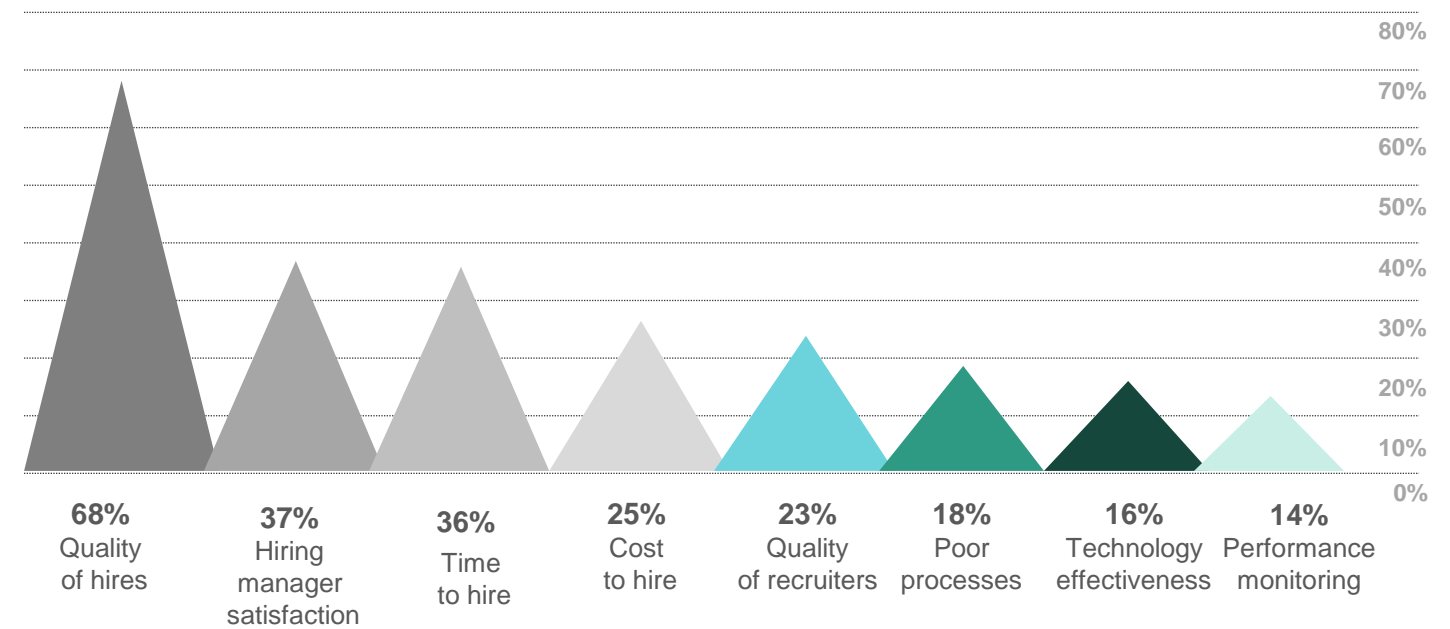
It is hard to hire top professionals

For **68%** of surveyed companies, the main problem in hiring process is a lack of highly qualified candidates. Hiring manager satisfaction is a problem for **37%** of organizations. And **36%** of companies complain about their average time-to-hire, which is over **45 days**.

Average time-to-hire



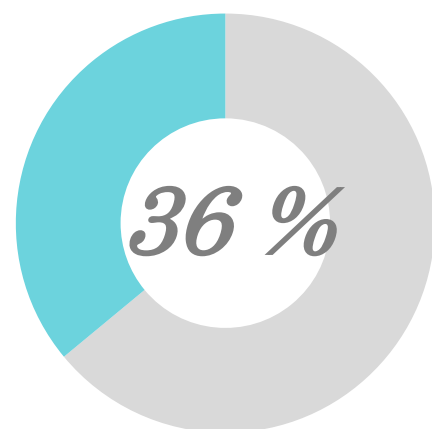
Conditions that slow or stall the hiring process



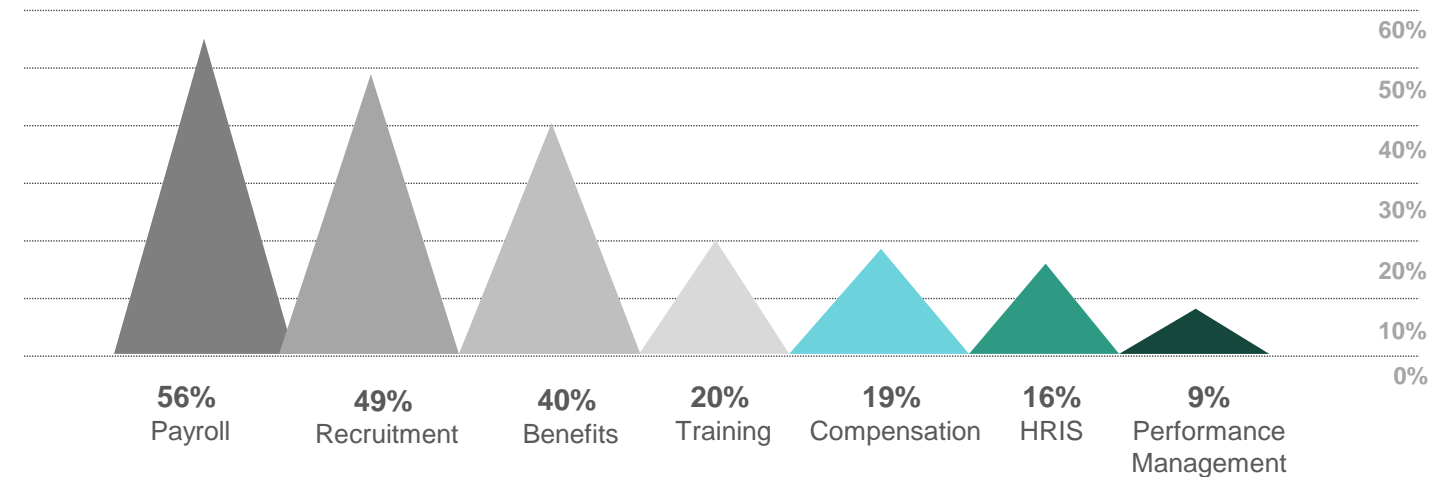
Most small and middle sized companies still don't outsource HR functions

While HR functions become more and more complicated, only 36% of companies outsource at least a part of them. Such organizations usually outsource payroll processes (**56%**), hiring (**49%**), and benefits (**40%**).

Outsource part or all the HR function (% YES)



HR function currently outsourced



COPLER'S TREND LIST FOR 2016-2018

These 8 Global Trends in talent management and recruitment are already shaping the industry



<p>1 Candidates are in the driver's seat</p> 	<p>2 Investment hiring to edge out competition</p> 	<p>3 Smart data to source and develop talent</p> 
<p>4 Streamlined HR technologies enabling centralized global recruitment</p> 	<p>COPLER TOP TALENT TRENDS IN 2016</p>	<p>5 Candidate Concierge Experience</p> 
<p>6 Talent from within will be realized as a true asset</p> 	<p>7 Graduate recruiting for today and into the future</p> 	<p>8 Embracing diversity proving key to growth</p> 

1. Using Big Data for monitoring and smart sourcing
2. International recruitment and global relocation
3. User Experience of recruiters and candidates
4. Investing in a brand of Employer
5. Global talent databases and hiring boards
6. Teams that self-organize
7. More part-time, remote, and freelance jobs
8. Millennials are getting more and more influential

Coplex's Offer

Let's make a deal – Coplex experts take full care of recruiting, finance, accounting, and other back-office functions, and you just grow the business and better the outcome.

With our 360* recruitment services, we can fully support a company like yours. We work across time zones and borders providing our clients all the range of HR services:

1. Hiring
2. Retention
3. Compliance of Labor legislation
4. Payroll and salary reviews
5. Monitoring and planning time offs, maintain timesheet
6. Evaluation of performance
7. Development and trainings
8. Termination, quick replacement, rotation

We work at our best to provide you only quality talents or complete quality teams on demand, supporting your business, so you can run it even more efficiently. We are to deliver you valuable, innovative services to meet all your resourcing, recruitment, and compliance needs.

Reasons to work with Coplex

- Rapid hiring –no more than 3-6 weeks between the request and on boarding
- High quality candidates picked and pre-screened by our experienced recruiters
- Access to exclusive Ukrainian talents
- High rate of retention because of company stability, cultural match, and benefits package
- Sustainable HR support - transparent communication, monitoring of team health, mature processes
- Flexible staffing - workforce planning, replacements, and rotations

With a strong team, the business is stronger. Get the most out of team work and everything behind it to provide amazing services and products to your clients.

This is what Coplex can do for you:

Find candidates

- Search through CVs
- Executive search/Headhunting
- Posting jobs
- Advertising creation
- Recruitment via social media

Prepare candidates

- Formatting CVs
- Screening
- Reference checking
- Scheduling and Interviewing
- Conduction of personality tests

Back-office services

- Database management
- Out-of-hours control
- Timesheet maintenance
- Payroll processing
- Accounting and finance
- Administration of data

To know more about how Coplex could change your business, just call us on
+1 718 509 3086

or mail us at info@coplex.uk