

## RPO Deals of 2009

# Top Recruits

*Volume, breadth, and talent pool challenge:  
The RPO engagement sophistication calculus.*

The RPO Deals of 2009 was based on research performed by the editorial staff of *HRO Today*. In some but not all instances, the information was provided by the RPO provider. Data was also obtained from our market knowledge of bidding processes and their awards. For each listing, we researched the services and the hiring volumes and verified the information through the client or other sources. We have not listed hiring volumes or the division of exempt and non-exempt because of confidentiality agreements. The listings vary from program sizes that involve 500 hires to 20,000 hires. Volume is not the only benchmark, however, as we considered the breadth of services and the percentage of the talent pool involved in hard-to-fill categories. The deals are listed alphabetically by client.



**Client:** Australian Defense Force

**Provider:** Manpower

**Provider Profile:** Manpower's recruitment process outsourcing, managed service programs and business process outsourcing offerings fully leverage an unique blend of global expertise and local knowledge.

**Services Provided in Deal:** End-to-end recruitment of all permanent Australian Defense Force roles across the Army, Navy, and Air Force.



**Client:** Baker Hughes

**Provider:** Adecco

**Provider Profile:** Adecco has offices in more than 70 countries and territories, and approximately 30,000 colleagues, including a multinational senior management team with expertise in markets spanning the globe.

**Services Provided in Deal:** Full lifecycle RPO.



**Client:** Citigroup

**Provider:** Pinstripe

**Provider Profile:** Pinstripe's approach to RPO integrates sourcing, recruiting, hiring, on-boarding, and engagement into a complete, end-to-end solution for clients in the U.S. and Europe.

**Services Provided in Deal:** Sourcing and screening.

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**Client:** Delta

**Provider:** PeopleScout

**Provider Profile:** PeopleScout is a provider of RPO services aimed at helping companies with their exempt and non-exempt hiring needs with more than 187,000 hires annually.

**Services Provided in Deal:** Employment branding, sourcing, screening, scheduling, offer administration across multiple skill categories, and an applicant tracking system via myPeopleScout.



**Client:** Foster's Group

**Provider:** Futurestep

**Provider Profile:** With operations on four continents (North America, Europe, Asia, and Australia), Futurestep helps companies build and implement strategies for improving their talent acquisition operations.

**Services Provided in Deal:** End-to-end recruitment for global locations, including permanent recruitment, internal recruitment, strategic sourcing, EVP, and redeployment.



**Client:** Goodyear

**Provider:** The RightThing

**Provider Profile:** Dedicated to recruitment leadership, technology, and outsourcing, The RightThing offers scalable solutions that help small, medium, and large organizations find, recruit, hire, and retain top talent.

**Services Provided in Deal:** End-to-end hiring.



**Client:** LSG Sky Chefs

**Provider:** Kenexa

**Provider Profile:** For more than 20 years, Kenexa has studied human behavior and team dynamics in the workplace, and has developed the software solutions, business processes, and expert consulting that help organizations impact positive business outcomes through HR.

**Services Provided in Deal:** Recruitment services.



**Client:** Open Text

**Provider:** SourceRight Solutions

**Provider Profile:** SourceRight Solutions manages outsourced talent acquisition functions for full-time, contingent or contract staff by leveraging embedded technologies and decision support tools and a scalable global service model.

**Services Provided in Deal:** An entire, global end-to-end hiring process, from sourcing candidates through new employee on-boarding, as well as a single technology platform that manages candidate tracking as well as provides data and analytics.



**Client:** Rolls-Royce

**Provider:** Alexander Mann Solutions

**Provider Profile:** In addition to providing pure RPO solutions for businesses of all sizes, Alexander Mann Solutions also offers employer branding, assessment, recruitment technology, and business intelligence.

**Services Provided in Deal:** Contingent recruitment services across UK sites.



**Client:** Verizon

**Provider:** Aon

**Provider Profile:** Aon is a global human capital consulting company that delivers public sector hiring, high volume hiring, corporate recruitment, candidate assessment and selection, recruitment strategy, and employment branding.

**Services Provided in Deal:** Applicant tracking, candidate intake, candidate assessment, interviewing, application processing, enterprise reporting.