



## **Welcome to Justhelicopters.com Recruiting Services for the Helicopter Industry!**

Are you looking for a full-service recruiting solution that saves you time, money and effort?

Locating and hiring qualified candidates is hard work. Justhelicopters.com provides organizations full service solutions to efficiently select the most qualified **PILOTS, MECHANICS & MANAGERS** for current job openings.

Our Recruiting Services will accommodate any company, regardless of size or budget. Utilizing our dedicated team of Staffing Consultants and our sophisticated Job Matching Technology, Justhelicopters.com will hand select the most qualified and interested candidates for your open position.

*Cost Effective      Efficient      Productive      Save Time & Money*

### **Service Description**

This service is designed for **small to mid-size helicopter** operators. Very often, the person responsible for hiring has many other responsibilities, perhaps even flying or maintaining the aircraft within the operation. We understand that rotors turning, equals revenue needed to stay in business. We also know that it may take up to 40 staff hours or more to fill one position with one qualified candidate. Therefore, the old adage that "time equals money" has never been a more true statement than in the helicopter business. Our goal is to drastically reduce the time you spend finding candidates who are not only the most qualified, but also interested in working for your company. We do this by using our industry wide resources, Helicopter Industry Staffing Consultants, Headhunting, and the most sophisticated Job/Candidate Matching and Tracking System in the business.

### **We deliver only candidates who:**

- Are the most qualified and compatible for your position;
- Are Interested in your company;
- Have been interviewed, reference checked, FAA license verification, and National Criminal Background Check prior to hire.

### **Fees for Retained Recruiting Services**

All fees are based on a percent of the candidate's first year salary.

Pilot – Single engine PIC or SIC	5%
Pilot – Multi engine PIC	10%
Mechanic	10%
Managers – DOO, DOM, CP	12%

All Candidates come with a 90 day guarantee. Contingent recruiting services are available on request.

## **Frequently Asked Questions regarding recruitment services:**

### **Q. What sources do you use to find candidates?**

A. We use a multitude of different sources including, but not limited to our internal database, online job sites, our partner's databases and our sophisticated job search network.

### **Q. Can we post an ad on Justhelicopters.com and use this service at the same time.**

A. Preferably not. We will market your position across multiple markets, to include Justhelicopters.com. We are here to do the initial hard work for you. This also will reduce confusion for our staff while tracking candidates.

### **Q. What information will you gather from us for the selection process?**

A. Justhelicopters.com takes care in understanding your company's recruitment goals, position specifications, hiring processes and company culture. We will gather information from your company via web form as well as a telephone consult.

### **Q. What level of screening occurs during the process?**

A. Our process includes qualifications review and multiple phone interviews to assess the candidate's genuine interest in the position, compatibility, work history, and attitude among other characteristics. FAA Certifications will be verified with the FAA. References will be checked. This may include checking those references supplied by the candidate as well as our own extensive network. Prior to hire, a National Criminal Records Check will be completed and results forwarded to you.

### **Q. How many candidates will you deliver?**

A. Initially we will begin by delivering our top 2 or 3 most qualified, experienced, compatible and interested candidates. If these are not satisfactory to the company, we will continue working on the project until the position is filled.

### **Q. How long does the process take?**

A. Our initial goal is to weed out the chaff and begin delivering you qualified, pre-screened, and interested candidates within the first 2 – 4 weeks. However, in our experience we have found that finding the perfect candidate depends on many factors. Those factors include hard work, networking, resources, along with candidate supply & demand. Additionally, finding a good match can require good timing as well as a little bit of luck. Depending on the uniqueness of the position qualifications and the current candidate supply, the process can take from 1 to 16 weeks.

### **Q. How do we pay the fees for the service?**

A. Fees are invoiced in three increments once the Retained Fee Agreement is signed.

(Invoice 1) 35% of total to get started. (Invoice 2) 35% for us to begin presenting candidates. (Invoice 3) Final 30% once candidate is offered position. EXAMPLE: Single Engine Pilot position w/annual salary of \$60k. **Total fee @ 5% = \$3000.**

Invoice 1 = \$1050.00

Invoice 2 = \$1050.00

Invoice 3 = \$900.00

### **Q. What if the perfect candidate walks through our doors during the process and we wish to hire that person?**

A. This happens and is not a problem. We can terminate the agreement at that moment and you (the employer) will not be responsible for fees beyond which have been invoiced and paid. What ever fees that have been paid for services rendered up to that point will not be refundable.

If you have any further questions or would like for Justhelicopters.com to get started on your next hire, please contact us directly.

Regards,  
Lyn Burks  
President, Justhelicopters.com