



hireVision, pictured from left to right, top row - Susan Haydt, Bob Knauss and Amy Berg front row - Stacie Brown, Tina Hamilton and Tina Zaun.

hireVision eliminates hassles of interviewing and retaining workforce

HireVision is excited about its latest innovative tool to be rolled out by 2007 — online screening of job applicants through its Web site. This resource, says Tina I. Hamilton, President of hireVision, will be very helpful for clients who will be hiring a large number of individuals. Applicants will apply through hireVision's Web site and answer some crucial, initial questions specific to the job and company for which they're applying. Hamilton says this tool will insure that the company's applicant meets the basic requirements before continuing with the screening process.

"We like to consider ourselves as an option to a staffing agency or headhunter. We create and handle the screening process for a specific company matching that company's culture," says Hamilton.

HireVision works with companies that already have a human resources department and ones that do not. Unlike a temporary agency or staffing service, hireVision's clients pay fees for the specific functions provided. HireVision is able to take a client from the screening of applicants through to reference and background verification. Hamilton says that hireVision is the only company in the Lehigh Valley providing this service.

If permissible, the client's name is used in the advertising done for that company. In addition to running advertisements, hireVision also offers clients with a large number of job openings the option of having an on-site job fair. Unlike job placement agencies, all positions are permanent and those hired are placed directly on the payroll of the hiring company, not hireVision.

Hamilton says, "There's no sharing of applicants. People that apply for a job are only being considered for that job. Companies can hire as many people as they want."

Employee retention, consulting, and assessments consume about 25 percent of hireVision's time. Hamilton says that one of hireVision's most significant retention services is their one-on-one confidential survey with a client's employees. The collected information from all of the client's employees is then compiled into a consensus report that is given to the client's management personnel.

"Based on the information we receive we come up with solutions," says Hamilton. She says one of the biggest problems she sees in companies is communication.

To assess service and training issues, hireVision offers a mystery shopping service. They also offer a variety of behavioral and skill assessments, as well as communication training.

HireVision's 72 clients fall into a variety of industries, including manufacturing, medical, home improvement, engineering, retail, insurance, distribution companies and more. "Most of our clients have anywhere from 25 to 700 employees," says Hamilton.

Hamilton originally owned a staffing franchise and successfully sold that company and started hireVision. Since hiring her first employee in February 2003, hireVision moved out of Hamilton's home office and into their Whitehall location in March 2004.

"The philosophy of hireVision is to assist companies with their vision to hire people fast, effectively, unemotionally, and cost effectively," Hamilton says.

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Mission Statement: To enable our client partners to raise the level of their potential and internal workforce, with the least amount of their own time and dollars invested.

Product/Service: Hiring Management, Employee Retention, Consulting, Mystery Shopping, and Assessments in the Lehigh Valley, Philadelphia and surrounding areas, New Jersey and nationally.

Top Executive: Tina I. Hamilton, PHR, President

Number of Employees: 6

Year Founded: 2002

