

crystal Σ quation



CORE
DIFFERENTIATORS

Core Differentiators

Speed to Submittal

Time-to-Submittal that Exceeds Expectations

What We Offer:

- Candidate submittals within 24-72 hours, depending on role type and location
- Streamlined intake - sourcing - delivery process
- Dedicated recruiting pods assigned per client for quicker ramp-up

Why It Matters:

- Moves clients ahead of competitors in hiring
- Proves we don't waste their time with misaligned profiles

Most of our clients see first resumes within 24 to 72 hours after kickoff. We're built for urgency and don't believe in sending generic profiles.



Dedicated Delivery Teams

Dedicated, High-Touch Support Model

What We Offer:

- Every client is assigned a dedicated Account Manager
- Each job is supported by focused recruiters with domain expertise
- Regular status updates, feedback loops, and hands-on relationship management

Why It Matters:

- Reduces vendor fatigue — they know exactly who to talk to
- Faster turnaround due to consistency and knowledge retention
- Clients feel heard and valued, not like one of many

You'll never have to chase us down. You get a single point of contact and a team of recruiters who specialize in your domain. We stay with you every step of the way.



Core Differentiators

Quality Over Quantity

Quality Over Quantity + Candidate Care

What We Offer:

- Only submit qualified, well-matched candidates
- Deep screening process: technical fit, soft skills, availability, etc.
- Stellar contractor benefits that attract and retain top talent

Why It Matters:

- Saves time by reducing interview churn
- Better candidate performance & retention
- Elevates their brand through great contractor experience

We don't flood your inbox with resumes. We send targeted candidates that stick—because we treat our contractors like full-time employees with great benefits.



Contractor Engagement & Retention

Excellent Benefits and Ongoing Support

What We Offer:

- Premium benefits, including:
 - Medical, dental, vision
 - 401(k) plans
 - PTO and parental leave
- Dedicated support before, during and after assignment

Why It Matters:

- Happy contractors perform better, stay longer, and reflect well on our clients' brands.

Through ongoing engagement, we maintain project continuity, preserve institutional knowledge, and reduce the costs and delays associated with frequent turnover.

Core Differentiators

Industry-Aligned Expertise

Professionals with Niche Talents and Experience

What We Offer:

- Teams trained by vertical: Tech, Healthcare, Life Sciences, Finance, Public Sector
- We understand compliance, terminology, and role nuance across sectors

Why It Matters:

- Reduces ramp-up time, improves candidate quality, and increases credibility with hiring teams.

We provide industry-aligned expertise to ensure our clients receive specialized talent equipped with the skills and knowledge to drive results in their specific sector.



Flexible Service Models

Adapting to the Needs of Each Business

What We Offer:

- Contract (W2 hourly), contract-to-hire, and permanent placement
- SOW-based managed services for project delivery or functional support
- Custom pricing and service alignment based on client need

Why It Matters:

- We meet clients where they are, with models that scale.

We don't just submit resumes. We deliver qualified, engaged candidates—fast—through a dedicated team that understands your space.

The CE Advantage

Competitor	Crystal Equation
Generic Submittals	Pre-Qualified, Tailored Candidates
Slow Response Time	24-72 hour turnaround
Multiple Points of Contact	Dedicated Account Team
Bare-Bones Contract Roles	Top-Tier Contractor Benefits
Vendor Churn	Long-Term Partnerships



If you've been frustrated by slow vendors, inconsistent recruiters, or resume spamming- we're different. We're fast, focused, and committed to making you look great with every hire.

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