

crystal  $\Sigma$  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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