

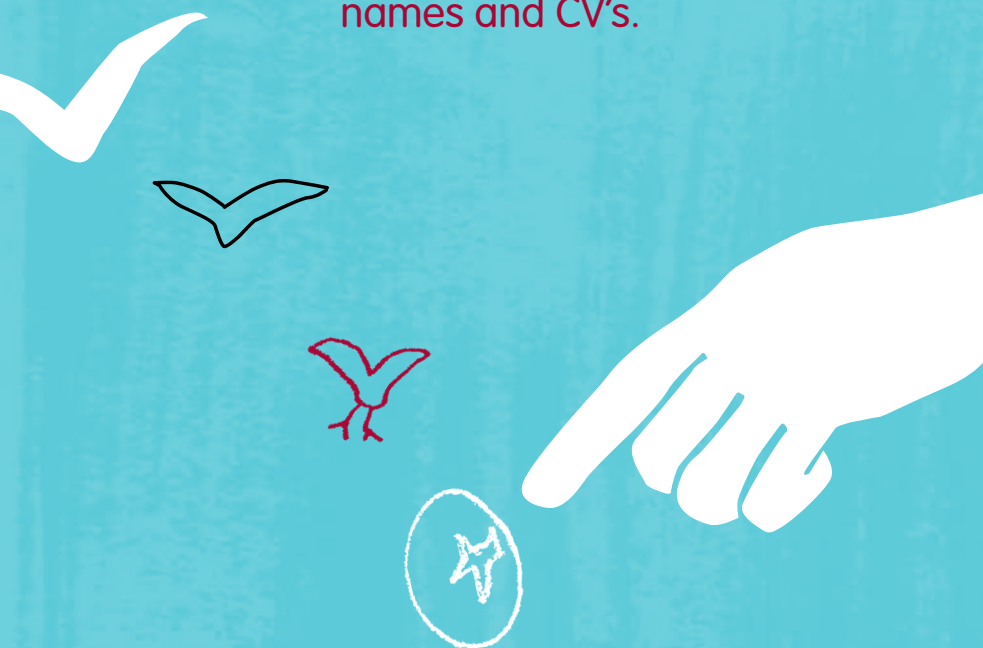



crackerjacks

Bringing professional contractors
and businesses together

www.crackerjacks.co.nz

Until now there have been limits to how you resource your office. But not any more. Crackerjacks takes the hassle out of contract recruitment by providing a talent management tool so you can source and track professional contractors online. We're not a job board and we're not just a list of names and CV's.



We are contracting solution specialists

We realised there had to be a better way to connect companies and contractors. At Crackerjacks businesses get quick, easy access to a range of great contractors, and contractors have all the tools they need to manage and get great contracts.

Our business has been set up by business people for business people. We know what makes contractors and contracts fit together and that is the foundation for our site. We developed some unique tools that give added depth to our contractor profiles, and we added some special features that allow you to speed up the searching process. It's been packaged up nice and simply so hiring the best contractors has never been more straight forward.

We're not a job board pretending to be a recruitment company

At Crackerjacks we are committed to providing quality contractors. At Crackerjacks:

- ★ You only pay for successful placements. We don't charge exorbitant fees.
- ★ By reference checking every person on the site we give you confidence in your choice of contractor. In addition, our proprietary performance rating system indicates those who excel in the work they have done.
- ★ We're bias free. You have access to the best available person for your role. The best contractors don't automatically go to the best client.
- ★ Our unique system of engagement can allow you to find someone in a matter of hours rather than days.

Contractors keep your options open

Increasingly, contracting is becoming the preferred employment option for companies and individuals.

In an extremely tight labour market using contractors has become a good option for businesses to get the skills they need. With New Zealanders crying out for more leave and greater flexibility of working hours there is a shifting trend towards contracting resulting in a better pool of talent.

For companies, contracting allows you to:

- ★ Opt for shorter term commitments
- ★ Add flexibility by 'leasing' talent
- ★ Offset headcount limitations
- ★ Get the right skill mix

We've got bells and whistles to make your hiring easier



To make your search, selection, and engagement of contractors as easy as possible we have developed a talent management tool that is the first of its kind.

Performance rating

To give you a little extra confidence when choosing a contractor, we've developed a unique performance rating system. This information helps you get to know our contractors better and makes shortlisting candidates easy.

The contractor ratings are determined by you, the business. Performance reviews from recent contract assignments are translated into a rating which appears on every contractor's profile. The ratings are 3 star Crackerjack; 2 star Crackerjack; 1 star Crackerjack; Crackerjack; and New. The better the performance, the higher the rating. The highest rated contractors appear at the top of the search results list.

To be doubly sure of our contractors, we reference check everybody when they first join, so you can relax and be confident that any of our contractors can get the job done.

Watchlist

Because you've got a lot on your mind already, you can use our watchlist function to highlight contractors you'd like to remember. If there's a Crackerjack you haven't worked with, but would like to earmark for a future project, you can do this too.

Contractor engagement

Crackerjacks have simplified the legal end of the contractor engagement process by providing an easy to use Contract Engagement Tool. You get greater comfort around the 'offer and acceptance' process without worrying about how you document the things you've agreed with your Crackerjacks contractor. Everyone is always on the same page from the beginning, which is a great place to start.

Crackerjacks brings contractors and businesses together.

Register now at www.crackerjacks.co.nz



How do we compare?

We believe that we offer the best contracting recruitment solutions on the market. We also think that we give you the best value for money. The table below shows how we compare to other contracting recruitment options.

	CRACKERJACKS	TRADE-ME JOBS	SEEK	SEARCH4 JOBS	TRADITIONAL AGENCY
Job boarding	★	✦	✦	✦	Use others
New vacancy update for seekers†	★	✦	✦	✦	
Job seeker to register (mandatory). Experience details etc:	★				✦
Ability for employers to casually search for candidates	✦				
Reference checking	★				★
Performance review after every contract	★				
Contractor – fulltime and part-time focus	✦				Some
Contractor engagement tools	★				
NZ & Australian based presence†	★		✦		Some
Cost to business (ads + recruitment)*	Low	Med-High	Med-High	Med-High	High
Main revenue source	Shortlist & success fees	Listing fees	Listing fees	Listing fees	Commission over contract term

† Coming soon.

* Traditional agency cost at 25 to 30% mark-up on an hourly rate over the length of the contract. Cost over a 12 month contract can equate to commission fees paid by a business of over \$30,000 for a standard contract.

Trade Me Jobs, Seek and Search4jobs charge a listing fee of approx \$100 - \$200. The cost of the fee and the cost of downtime in finding someone and / or using an agency thereafter can equate to a total business cost of over \$10,000.

Crackerjacks charges a fee to shortlist and a fee on the successful engagement of a contractor. Cost to get the right person works out at \$3/hour with no ongoing costs past 12 months.

What's it worth?

With Crackerjacks you only pay for what you get. Our fixed monthly fee is excellent value for money compared with the average 20% mark-up fee traditional agencies charge on contractor's hourly rates. In fact, you can save up to 80% by using a Crackerjacks contractor instead of going through a traditional agency. No longer do you have to worry about expensive fee structures – Crackerjacks is the smart business solution to finding quality professional contractors.

There's also a money back guarantee for contracts spanning 2+ months, giving you peace of mind.

Fixed monthly fees

We are keeping it simple for you with a fixed monthly fee of \$500 for full time contractors and \$250 for part time contractors (who work less than 20 hours per week).

Full-time contractor	Part-time contractor
\$500 a month	\$250 a month

Monthly fee is capped at 12 months

Special payment options

We know sometimes things don't go to plan. Jobs can take longer than expected or you might love your Crackerjack so much you want to extend their placement term. Our fees are invoiced on a monthly basis, so should the contract length change, we simply reassess the pricing as required. Keep in mind the 12 month cap (based upon the original start date) ensures you have no ongoing costs past this date.

High demand for contractors?

Depending on your organisation's demand for contractors, you may qualify for our wholesale plans, where contractors can be hired in bulk for lower costs. Please contact us on **business@crackerjacks.co.nz** for more information.

Our Pricing Terms and Conditions are listed on:

<http://www.crackerjacks.co.nz/pricing-terms-and-conditions/>





**contact
us!**

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The details

- ✦ GST: All prices are GST exclusive
- ★ Full months: Once a contractor has worked 15 days in one month and leaves after this period of time this is considered to be a full month
- ✦ Guarantee: If the job is completed and the contractor leaves earlier than the agreed time (max 12 months), you will be credited the unused portion of the fee.
- ✦ Temp to Permanent fee: If you permanently employ a Crackerjacks contractor who has been with your organization for less than 12 months there will be a fee charged. In this instance the employer will pay out the remaining fixed monthly fees until the contractor has completed 12 months (in total) of work with you. If the Contractor has been working with you for 12 months or more there will be no fee charged for permanently employing the contractor.
- ✦ All prices quoted are accurate at time of publication.
Please check www.crackerjacks.co.nz for current pricing details.