

## ***Our Search Process: 5 Steps to Success:***

**1. Identifying Your Qualifications:** Developing a thorough job description is vital to a successful search. Creating a job description that is complete and detailed is crucial. In order to find the perfect candidate, a precise account of the position and its requirements will be made available.

**2. Identifying your Requirements:** Our 25 years experience in the propane gas industry allows us to develop a winning game plan of identifying exceptional candidates. Industry background and technical ability are only two facets of a great manager. We identify and evaluate candidates extensively, (from inside and outside the industry) exploring **their management skills & leadership qualities in great detail.**

Based on our detailed analysis of your company, the marketplace and a network of professional relationships, **we offer the perfect business model for cultivating the best-qualified candidates for your company.**

**3. The Evaluation Process:** Our detailed interviewing process allows us to evaluate the talent in the marketplace and match that talent to your specific needs. We realize that the candidate "fit" is not just on paper, (simply matching specs to a resume). We also make assessments about the cultural fit between your company and the candidate as well as long-term compatibility. LPGasJobs looks to provide long-term relationships that can contribute to your company now and into the future.

**4. Presentation of Qualified Candidates:** Upon completion of our identification and evaluation process, we provide a detailed summary of the most qualified candidates for your review. **This attention to detail provides an efficient, timely and highly successful match.** Qualified candidates are sent to you for evaluation & interviewing along with their work history resume, employment status, salary history and interview availability.

**Only qualified candidates are presented to your company until the designated position has been filled.** We review your requirements and culture with the candidates, making sure the candidate understands your organization, its needs, goals and opportunities. LPGasJobs works closely with your company and the candidate to make sure there is a "fit" on all levels.

**5. Guaranteed Result:** In an effort to ensure your complete satisfaction with each candidate we provide, **we guarantee all of our candidates** for a full 90 days from their start date. If one of our candidates does not work out for any reason in their first 90 days of employment, we will find a replacement candidate at no cost to you.