

From: noreply@hubspot.com  
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## How to Recruit Top Talent

### Tips to finding the right candidate and keeping them

**Friend,**

According to the U.S. Department of Labor, the cost of a bad hire can reach up to 30 percent of the employee's first-year earnings. Bad hires cost \$240,000 in expenses related to hiring, compensation and retention (The Undercover Recruiter).





When you consider screening and selecting candidates, new employee onboarding and training, it's easy to see why the hiring process is such a costly and time-consuming process. It doesn't matter if you're looking to hire someone for accounting, engineering, sales or marketing—you don't want to simply fill a position, you want to hire the best-qualified professional.

Check out these [helpful tips](#) to help you find the right talent...and keep them!

### **Tips To Recruit Top Talent and Keep Them**

**“Tough times don't last. Tough people do.”**

- Eldred Gregory Peck (April 5, 1916 – June 12, 2003) American Actor

[Cochran, Cochran and Yale](#) have developed talent for over 40 years. An industry leader in ethics and integrity, we recruit talent who make an impact and align them with your strategy.

**We take your people and company to the next level, and we are proud of our proven results:**

- 92 percent of our searches are a success as measured by employee retention
- Our average retention rate is higher than our competitors
- 87 percent of our placed executives are still with our clients after four years
- Executives hired through our process are six times more likely to be promoted within four years

.....real years

- Our proprietary AI works 24/7/365 to source candidates and results in clients seeing candidates in less than a week, resulting in a time to hire that is half of our competitors

Speak with a [Talent Acquisition Specialist](#) today.

Contact **Shawn Baker** at 585-314-3891 or [shbaker@ccy.com](mailto:shbaker@ccy.com) or

**Gary Baker** at 585-233-8300 or [gbaker@ccy.com](mailto:gbaker@ccy.com).



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