



Take the guesswork out of  
hiring lower-skilled workers





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**“Harborquest wanted to understand our property, our operations and our expectations so it could give us people who would do well ... They are flexible and focused on our satisfaction.”**

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– Teri Archam  
*Director of Human Resources*  
Hyatt Regency McCormick Place



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## 20/20 View Service

Until now, hiring people for lower-skilled jobs has been like an expensive game of chance. If you're lucky, you find a good worker. If not, you have to legally untangle yourself from the worker, start over and try again.

Either way, the outcome has mostly been out of your control. Why? Because you had no way of knowing *the* most important factor in the hiring decision – how the applicant really would perform on the job, day after day, at your facility.

Now you can get this valuable information *before* offering a job applicant a full-time position. With the new 20/20 View Service from Harborquest, you can evaluate candidates' performance on *your* premises while they're on *our* payroll. You don't have to commit to hiring them until you're absolutely sure they're right for the job.

Plus, you have the assurance of working with Harborquest, which has been providing local businesses with reliable, well-prepared workers for more than a third of a century, while maintaining the highest standards of integrity, professionalism and human resource development.

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## Disciplined Selection Process

Employment decisions are too important to be left to chance or guesswork. Make the smart choice and go with 20/20 View – the service that lets you “try before you buy.”

Harborquest's 20/20 View is based on a simple premise: The only thing that *really* matters to a company hiring a full-time worker is on-the-job performance. That's why we spend so much time carefully selecting our 20/20 View candidates for success in the real-world.



Each program participant goes through a rigorous screening process and must complete 100 hours of work-readiness classroom training. Most candidates typically spend at least 300 hours doing temporary work for different companies. During this time, we're constantly monitoring their performance and providing hands-on coaching and counsel.

This disciplined screening process helps separate the pretenders from the performers – even before you begin your on-the-job evaluation. As a result, our 20/20 View Service is able to offer exactly what you're looking for in any employee: *A highly dependable worker with a solid work ethic who is ready, motivated and fully committed to do the best job possible.*

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### **Try Before You Buy**

Once a job candidate begins working at your business, you have up to 90 days to evaluate their performance before making a hiring decision. During this time we are the employer of record and handle the worker's payroll, tax deductions and deposits, workers' compensation, unemployment compensation and most employment-related legal risks. During the evaluation period, when the candidate is on our payroll, we charge you a modest pre-determined hourly rate for the actual time worked. You can make a job offer to the candidate – at any time during the evaluation period without paying a direct-hire placement fee. Or, you may request a different candidate who might better meet your needs and evaluate them – again at no risk.



Let's face it. You really can't tell much about job applicants from a brief office interview or a carefully completed paper application. Wouldn't you like to see them on the job at your workplace before you assume the risk – and expense – of putting them on your payroll and benefit plan? Wouldn't you rather know how they fit into your particular work culture – before taking the legal risk of officially adding them to your payroll? With 20/20 View you can.

The 20/20 View candidates we select for you to evaluate are certainly not “temps.” Before sending them to you for on-the-job evaluation, we ensure that they are ready for full-time direct-hire employment. Unlike conventional temporary help vendors, Harborquest actively recruits individuals who are actively seeking and ready for regular direct-hire employment. From that pool of candidates, we then select those most appropriate for your particular position and your particular work environment. We then give them the opportunity to show you what they can do.

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Reduce your hiring risk. Try before you buy. Try Harborquest's 20/20 View, a better way to reduce the risk of hiring lower-skilled workers.



## The Harborquest Difference

Harborquest is not in this for the money. We're a nonprofit organization that enables lower-skilled workers to earn a living while helping Chicago-area businesses meet their needs for reliable, lower-skilled workers.

Because we are 100% committed to our workers' success, we do the best job possible preparing them to make worthwhile contributions to businesses such as yours. For more than three decades, we have provided temporary work experience to nearly 50,000 individuals and have helped more than 15,000 of them earn full-time jobs in such industries or functions as:

- > Light manufacturing
- > Hospitality
- > Janitorial
- > Back office clerical
- > Direct marketing

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## Call Us Today!

Harborquest workers are ready and eager to immediately contribute to your business. Call us today to learn how we can help you improve the quality of your workforce.

For additional information on the Harborquest 20/20 View Service, or to set up an appointment with one of our *Account Executives*, call **(312) 612-7600**. For information about Harborquest and our other staffing services, visit our Web site at [www.harborquest.com](http://www.harborquest.com).

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