



SUCCESS STORIES

IN RECRUITING


Reflik



A COLLECTION OF SUCCESS STORIES

about recruiters who have had
tremendous success placing
top talent at great companies
and earning thousands in
placement fees using

Reflik.

TABLE OF CONTENTS

ABOUT REFLIK	4
---------------------	----------

JOIN REFLIK

Thinking of Scaling Up Your Recruiting Business?	5
--	----------

3 Reasons Why Reflik Is The Most Innovative Sales Solution For Freelance Recruiters and Recruiting Agencies	7
---	----------

RECRUITER SUCCESSES

Jennifer	10
----------	-----------

Eric	10
------	-----------

Mario	11
-------	-----------

Viveka	11
--------	-----------

Marzette	11
----------	-----------

WHY RECRUITERS & STAFFING AGENCIES LOVE REFLIK	12
---	-----------

CONTACT REFLIK	13
-----------------------	-----------

ABOUT REFLIK

Reflik connects you to the best companies in America – Interactive Brokers, MGM Resorts, Canon, CarMax, John Hancock, and more.

Why Recruiters Love Us

- Make more money with Reflik.
- Recruiters earn on average \$10,000 per successful hire.
- Be your own boss. Work the jobs you want to work on, when you want to work on them.
- Reflik brings clients and jobs to you, say goodbye to hunting for new clients or enduring the hassle of being an approved vendor.

 **\$10,000**

AVERAGE PLACEMENT FEE
PER JOB

[LEARN MORE](#)



JOIN REFLIK

THINKING OF SCALING UP YOUR RECRUITING BUSINESS?

In June of this year, St. Louis-based freelance recruiter, Terence Miller, placed a candidate with J.B. Hunt and earned a sizeable placement fee. J.B. Hunt is a Fortune 500 Transportation Company dedicated to helping move freight efficiently. They were hiring a branch manager specializing in refrigerated transportation services in Dallas, TX.

Terence was determined to fill this position. "Before Reflik," he told us, "I couldn't have imagined recruiting for J.B. Hunt, let alone helping them recruit and hire a highly talented candidate that fit their culture perfectly. Reflik has helped me scale my recruiting business drastically."

We spoke to Terence about this particular position and his journey to success. Here are the three ways Reflik was able to help Terence place his candidate.

JOBS FROM LARGE, ENTERPRISE-LEVEL COMPANIES AND EXCITING BUSINESS UNITS

"Reflik's clients are some of the best companies in America," Terence told us. "What drove me to sign up for Reflik and continue working on jobs available on the Reflik platform to this day is the fact that Reflik is working with very exciting companies on more specialized searches."

Currently, the job requisitions on the Reflik platform are from companies of all sizes, across industries, and around the country. There are millions of dollars in placement fees available on the platform.

ACCURATE JOB INSIGHTS AND FEEDBACK

"Recruiting is a people business," Terence told us. "I ask one question, wherever I am within the recruiting process: 'Who?' Who is the ideal candidate? Where is she? What does she do now? What does she know? Where is she going with her career?"

"I go beyond the resume," he continued. "I want to



know the answers to these 'Who?' questions and that involves going beyond the job description and beyond the resume."

Reflik works to gather as much information as possible, beyond the job description. Reflik's Job Insights feature lists out details about the job most people cannot find anywhere else. What does the hiring manager want? What does the company's HR team look for? What are good to haves? What are must haves? These are all listed in the job insights, not in the job description.

According to Terence, Reflik's webinars are very important, as well. On client webinars, Terence and other members of the recruiting community have an opportunity to learn more about the client, the hiring team, and the particular job.

Terence told us. "With Reflik, everything is transparent. It is about finding the best candidates by whatever means necessary."

REFLIK CONSULTS ITS CLIENTS – GIVING YOUR CANDIDATES A FAIR CHANCE

"The key to recruiting for any job," Terence said, "is certainly to know what your client is looking for, but also informing your client on the available talent." "The reason Reflik is able to do this so well,"

Terence told us, "is because Reflik has the reach to make this argument very well."

JOIN REFLIK

Reflik has built the largest community of independent recruiters and recruiting agencies in the world. If certain candidates can be found, they will be found on the Reflik platform. Clients know this. Every client has a dedicated account manager. Account Managers function as experts on the clients and their needs. They advise community recruiters on company culture as well as what the specific team and hiring manager want in their next hire.

"What the account managers are really good at," Terence pointed out, "is advising the client, functioning as a consultant, and explaining to them just how reasonable their expectations are based on the reality."

Figuring out what your client wants and delivering it is one thing. Conveying to your client valuable insights into the labor market and convincing them that their expectations should be revised to meet the reality of the market is a whole another animal.

CONCLUSION: SCALE YOUR RECRUITING BUSINESS WITH REFLIK

In speaking with Terence, a few points became clear. Certainly, Reflik has job requisitions across functional

roles, industries, and across the country. There are plenty of jobs on the platform to choose from.

When you have decided which jobs you will work on, Reflik is there at every step of the way to help you attract and place the right candidates. If your candidates are truly the best, Reflik's account managers will go to work explaining to clients why your candidate should be interviewed for this position and help you make the placement.

”

BEFORE REFLIK, I COULDN'T HAVE IMAGINED RECRUITING FOR J.B. HUNT, LET ALONE HELPING THEM RECRUIT AND HIRE A HIGHLY TALENTED CANDIDATE THAT FIT THEIR CULTURE PERFECTLY. REFLIK HAS HELPED ME SCALE MY RECRUITING BUSINESS DRASTICALLY.

Terence Miller | Independent Recruiter



JOIN REFLIK

3 REASONS WHY REFLIK IS THE MOST INNOVATIVE SALES SOLUTION FOR FREELANCE RECRUITERS AND RECRUITING AGENCIES



”

REFLIK IS THE ONLY SOLUTION OUT THERE THAT GIVES ME A BROAD RANGE OF ACTIVE JOBS TO WORK ON RIGHT AWAY.

Vanity Corbaley | Independant Recruiter

“

I absolutely love recruiting,” said Vanity Corbaley. “Recruiting is exhilarating. Knowing that I’m making a difference in the world is such a good feeling.”

Vanity, a human resources assistant in Seattle, has been recruiting with Reflik in her free time. Recently, she has placed a candidate with Interactive Brokers, one of Reflik’s flagship clients, and earned thousands in placement fees.

“It is fulfilling to know that, every time I make a placement, I’m helping someone find a great place to work. I’m also supporting an organization in building a solid team that will create a positive

impact.”

There are very few things, she explained, that have such a broad impact. By connecting great people with amazing companies, recruiters help to shape strong, vital organizations.

ABOUT VANITY

“I’ve been in HR for close to five years now,” Vanity told us. “I’m responsible for payroll, benefits, diversity, inclusion, retention, among other functions. But my heart is in recruiting. I always wanted to recruit full-time, but the opportunity never presented itself.”

JOIN REFLIK

To focus on recruiting, Vanity decided to build her own recruiting business. Though she had what it takes to recruit for even the toughest-to-fill positions, Vanity had to find clients and had no idea where to begin.

"I began Googling terms like independent recruiter and 'refer and earn money,'" she explained. "I found a few services that claim to give recruiters like me jobs to work on. At the end, I went with Reflik." Within a few months on the platform, Vanity placed a Client Services Representative with Interactive Brokers. We asked Vanity why she chose to work with Reflik exclusively. Here are three of her reasons.

FEEDBACK

"Probably the single most important tool a recruiter can have to become successful is information," Vanity told us.

"From salary range, relocation availability, why the job is currently available to where the hiring manager went to college and what most of the company's or department's recent hires are like, all information pertaining to any given job is valuable. It is important to gather as much of it as possible."

Reflik provides members of our recruiting community with as much information as possible. Account managers host job-specific and client-specific webinars every week, along with a weekly call for all recruiters about the latest jobs as well as priority jobs.

"Webinars are a great opportunity to come with questions," Vanity pointed out. "You have a direct line to the employer. The account manager asks so many clarifying questions. It is a very valuable process."

As a technology company, Reflik has built its talent crowdsourcing platform to bring this information to the recruiter in real time. Along with a rich job description with notes and highlights, every job

comes with Job Insights.

Job insights are updated as soon as job-related developments happen. They function as an extension of the job description.

Ashish Vachhani, co-founder and CEO at Reflik, explained how job insights are built and exactly why they are unique to Reflik.

"The Reflik process is continuous. We learn something about the labor market, industries, as well as clients' companies, products, teams, and more every time a candidate is submitted to us. This valuable information is provided in the job insights section."

Suppose your candidate is submitted to a position and the client does not want to move forward with her candidacy. For us, this "rejection" is a learning moment. It allows us to ask the client why and we share these findings, not just with the recruiter submitting this candidate but with everyone working this particular job via the Job Insights section.



THE BETTER YOU ARE AT RECRUITING FOR DIFFERENT KINDS OF JOBS, THE MORE OPPORTUNITIES YOU HAVE FOR MAKING MONEY.

JOB VARIETY

Reflik boasts a high range of job variety. Currently, the Reflik platform has jobs across industries, functions, locations, and seniority levels.

"The opportunity to work on a variety of jobs is one of the major reasons I decided to transition from in-house recruiting to freelance recruiting," Vanity explained. "Job variety allows me to hone my

JOIN REFLIK

skills across a broad range of recruiting methods and processes – being able to build a system that works for me repeatedly.”

There is another reason why Vanity enjoys Reflik’s job variety. “The better you are at recruiting for different jobs, the more opportunities you have for making money.”

Requiring as much variety as possible in the jobs she works, Vanity knew Reflik was the solution for her.

“I’ve experimented with so many different sales solutions,” she continued. “But Reflik is the only solution out there that gives me such a broad range of active jobs to work on.”

CANDIDATE PIPELINE

The staffing and recruiting industry is a very competitive space. Large, Fortune 250 companies, who have the capital to pay high placement fees, tend to work with dozens of recruiting agencies. Some work with hundreds. Traditionally, within the staffing/recruiting industry, there is no transparency about how many people are working on a certain job and how far their candidates are in the hiring process.

One way Reflik is innovating in the space is by implementing the Candidate Pipeline feature. Reflik’s Candidate Pipeline is built for each job available on the Reflik platform. Members of the Reflik recruiting community get unprecedented visibility into the competition. Where along in the recruitment process are their candidates? How many candidates have been submitted to a particular requisition? Based on this data, a recruiter can begin working on the job requisition in question or move onto another opportunity.

“Reflik’s candidate pipeline feature is a life-saver,” Vanity noted. “It tells me what jobs to work on and what jobs to maybe hold off on. Moreover, by analyzing the Candidate Pipeline in the right way, I

can frame the right questions at the right time for a client’s hiring manager and recruitment team. This empowers me to find the right candidates.”

Traditionally, recruiters are taught to ask the question: What has worked in the past? Whether the client has in-house recruiters or is working with a recruiting agency, recruiters ask what were those recruiters doing correctly? What could they have done better?

The Candidate Pipeline gives more structure to these questions. They become more pointed. If there is a large number of rejections after employer review, Vanity can ask the account manager about learnings and refer to the Job Insights. Why is the employer rejecting so many candidates?

Alternatively, based on the information presented on the Candidate Pipeline, Vanity knows when to ask about why something is working. If there are candidates in the offer stage for one job and Vanity is working on another job at the same team within the same company, understanding what went well is critical to placing a candidate for the second job.



MEMBERS OF THE REFLIK RECRUITING COMMUNITY GET UNPRECEDENTED VISIBILITY INTO THE COMPETITION.

CONCLUSION

Closing out our conversation, Vanity told us: “There are so many reasons to go with Reflik, but at the core, Reflik’s technology provides recruiters with an immense amount of intelligence and capabilities to do recruiting like it has never been done before. They are making it possible to find talent using cutting-edge processes that work brilliantly.”

RECRUITER **SUCCESSES**

JENNIFER SIMMONS



With over a decade of experience in the recruiting and staffing industry as a corporate recruiter, Jennifer Simmons decided to set off by herself. She wanted to work as a freelance recruiter.

"Recruiting is a team effort," Jennifer told us. "In everything it does, Reflik understands the value of experienced recruiters."

"I've done a lot of research," Jennifer concluded. "I have not come across anything that compares to Reflik. This is why I work on Reflik exclusively." [READ MORE>>](#)

ERIC WEISSMAN



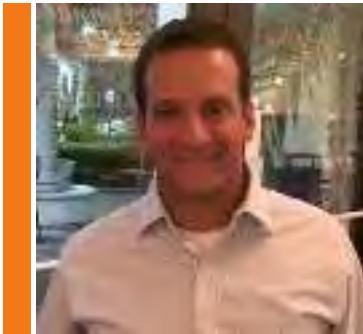
Eric Weissman, a veteran recruiter with nearly 20 years of experience in the world of recruitment consulting, placed a candidate at one of Reflik's flagship clients – a Fortune 250 professional services company.

"The Reflik webinar is a very important resource," Eric said. "It allows recruiters to understand the client."

"Acquiring full client information can be done in the ideal world, one that we are not in. [Recruiters should] attend webinars and acquire the best information possible for roles that they are seeking to support." [READ MORE>>](#)

RECRUITER **SUCCESSES**

MARIO RENZULLI



Mario Renzulli has filled two job openings in his first month on Reflik!

Reflik has helped Mario get the feedback he needed to find 2 candidates in about 10 days – including one in less than 7 days!

“The very accessible account managers at Reflik make independent recruiters feel like they are a part of the team and we are always kept in the loop.” [READ MORE>>](#)

VIVEKA



Viveka owns a small recruiting firm in Seattle and has placed the winning candidate for a tech sales job in just 2 days!

For 18 months, United Initiators was looking for a Senior Sales Manager in Houston, TX. Just 2 days after they posted the position on Reflik, Viveka found the perfect candidate for the role.

“I try to be on every Reflik webinar. Reflik webinars help make your search practical.” [READ MORE>>](#)

MARZETTE HENDERSON



Marzette Henderson now fills more job openings quicker and is no longer bogged down by things he cannot control within the recruiting industry.

“Technology offsets the tumultuous changes caused by society, economics, and politics. Reflik is able to do this by crowdsourcing talent.”

“I believe Reflik is a blessing to the industry. It lowers the barrier for entry for anyone who wants to recruit. It is easy to use and is completely straightforward.” [READ MORE>>](#)

WHY RECRUITERS AND STAFFING AGENCIES **LOVE REFLIK**



NEVER BE LEFT IN THE DARK

We update you at every step of the recruiting process and maintain full transparency.



CANDIDATE “BELONGS” TO YOU

You retain the ownership of the candidate for 6 months after you submit the candidate.



RECRUIT WITH CONFIDENCE

Your candidate database is confidential and only you have access to it.



DON'T WAIT TO BECOME AN APPROVED VENDOR

Becoming an approved vendor can be frustrating. You can start recruiting as soon as you sign up with Reflik.



YOU DON'T NEED TO LOOK FOR NEW CLIENTS

Our platform has Fortune 500 listed companies who are determined to fill their jobs.



MAKE THE MOST OF YOUR CANDIDATES

You have candidates and we have jobs. It is a match made in Reflik.





To learn more about **Reflik**:

Email: info@reflik.com

Web: www.reflik.com

Phone: 855-573-3545

Sign up to see how **Reflik** can work for you.

SIGN UP >>