



Updated 2023

| Us: IRG Recruiters  | Them: Most Recruiters  |
|---|--|
| Top 50 Staffing firm as recognized by Forbes (top 200 since 2018)                                 | 1 of 20,000 staffing firms not recognized by clients, peers and candidates                         |
| Strictly operate in the Food/Beverage/Pet Food industries   | Generalist chasing requisitions and fees from all industries                                       |
| Forbes top ranked Food/Beverage/Pet Industry recruitment firm three years running                 | Not #1 😊   |
| Nationwide search capabilities to service all of our clients' locations from a single IRG contact | Only local approach or multiple contacts at multiple branches causing a loss in consistency        |
| Constant positive candidate feedback on our approach, processes, and communication                | Recruiters are only interested and responsive to candidates if there is a possible fit from client |
| Treat candidates and clients with respect   | Treat candidates and clients like a commodity  |
| LISTEN and ask questions to assess the best candidate fit   | Play a numbers game: send out as many resumes as possible  |
| Minimal internal employee turnover means longstanding contacts and relationships                  | High internal turnover; new contacts to re-establish relationships with often                      |
| Leverage automation and artificial intelligence   | Rely on outdated recruiting measures   |
| Multiple "touches" with every candidate over multiple days to ensure best fit                     | Send candidates to roles without vetting candidates properly – "see what sticks"                   |

***Give IRG the opportunity to show you why our clients choose to work with US, not THEM.***