

Permanent Recruitment & Fixed Term Contract

Service Guide 2025 - 2026



Appalachian Talent Acquisition

Part of the Reed Group

Appalachian Talent Acquisition, LLC

Recruiting for permanent roles and fixed term contracts using Appalachian Talent Acquisition (ATA), part of Reed recruitment

ATA is based in Eastern Tennessee and serving the greater Appalachian region, from the shores of the Gulf of America to the tops of the Appalachian mountains. Providing direct placement hiring across a variety of industries from entry level to C-Suite roles.

Our team brings you over 15 years of global recruiting, headhunting and talent acquisition experience.

ATA brings you transparent, flat fees to fit your needs and makes budgeting an ease.



Part of the
Reed Group

Years of experience that brings you confidence

- **States Served:** Tennessee, Georgia, South Carolina, North Carolina, Virginia, West Virginia, Ohio, Pennsylvania, New York, New Jersey and Florida
- **Industries Served*:** Information Technology, Manufacturing, Gaming, Insurance, Aerospace & Defense, Computer Technologies, Biotechnologies, Entertainment, Sales, Engineering
- **Titles Hired*:** Sr Manager Systems Engineering, Global Mobility, Software Engineer III - Physics, Software Engineer III, Sr Business Analyst, Community Manager, Social Media Marketing, Narrative Designer, Mission Designer, Design Manager, Lead Designer, Level Designer, Systems Designer, Assemblers, Electrical Engineers, Software Engineers, Software Developers, Network Administrators, Java Developers, Systems Administrators, DevOps, Insurance Sales, Outside Sales, Marketing Manager, Unity Engineer, Unity Developer

**An incomplete list*



Service Levels, Transparent Fees & Multiple Hire Discounts

- **4 Levels of Service to choose from:** Standard, Advanced, Premium, & Platinum
- **3 Kinds of Hiring:** Full Time Direct Placement, Part-Time Direct Placement, & Fixed Term Contract
- **Annual Multiple Hire Discounts:** Discounts start at hire #3
- **Flat Fees:** All fees are set at a fixed-rate based on the service level chosen for the year and not a percentage of the base salary of the role
- **Choice:** Choose the service level for each type of hiring (Full Time Direct Placement, Fixed Term Contract, & Part Time Direct Placement)
- **Retained Assignment Hiring**

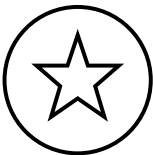


**Full Time
Direct
Placement**

**4 Levels of Service:
Standard,
Advanced,
Premium, &
Platinum**

4 Levels of Service: Standard, Advanced, Premium, & Platinum

Service Levels: Standard



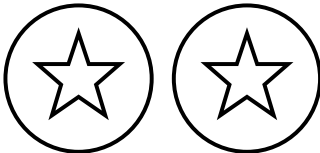
- Expert advice on job description, salary and attraction
- Conduct candidate search of our dedicated database
- Role advertised on reedglobal.us
- Leverage of our industry network for referrals
- Application management: screen, match and filter all applications
- Right to work checks
- Arrange interviews and follow up
- Negotiation and counteroffer support
- Post placement review and candidate check up

Service Level	1 – 2 Hires	3 – 7 Hires	8+ Hires
Platinum			
Premium			
Advanced			
Standard			

**Each fee noted above is per hire, and discounts are not retroactive*

4 Levels of Service: Standard, Advanced, Premium, & Platinum

Service Level: Advanced



- Expert advice on job description, salary and attraction
- Conduct candidate search of our dedicated database
- Role advertised on reedglobal.us
- Leverage of our industry network for referrals
- Application management: screen, match and filter all applications
- Right to work checks
- Arrange interviews and follow up
- Negotiation and counteroffer support
- Post placement review and candidate check up



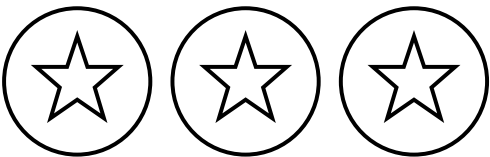
- 30 Day Guarantee
- Summary report for each submitted candidate
- Weekly Status Reports
- Multi-Hire Discount*

Service Level	1 – 2 Hires	3 – 7 Hires	8+ Hires
Platinum			
Premium			
Advanced			
Standard			

*Each fee noted below is per hire, and discounts are not retroactive

4 Levels of Service: Standard, Advanced, Premium, & Platinum

Service Level: Premium



- Expert advice on job description, salary and attraction
- Conduct candidate search of our dedicated database
- Role advertised on reedglobal.us
- Leverage of our industry network for referrals
- Application management: screen, match and filter all applications
- Right to work checks
- Arrange interviews and follow up
- Negotiation and counteroffer support
- Post placement review and candidate check up

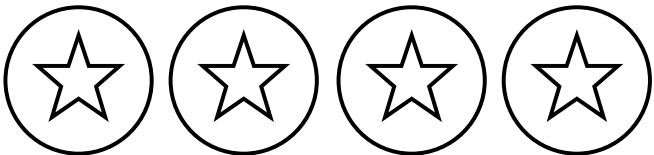
- 60 Day Guarantee
- Weekly Check-In Calls & Status Reports
- Summary report for each submitted candidate
- Multi-Hire Discount*
- Dedicated Sourcer
- Reference Checks Prior to Offer Extension
- Hiring Manager Calibration Session

Service Level	1 – 2 Hires	3 – 7 Hires	8+ Hires
Platinum			
Premium			
Advanced			
Standard			

**Each fee noted above is per hire, and discounts are not retroactive*

4 Levels of Service: Standard, Advanced, Premium, & Platinum

Service Levels: Platinum



- Expert advice on job description, salary and attraction
- Conduct candidate search of our dedicated database
- Role advertised on reedglobal.us
- Leverage of our industry network for referrals
- Application management: screen, match and filter all applications
- Right to work checks
- Arrange interviews and follow up
- Negotiation and counteroffer support
- Post placement review and candidate check up

- 90 Day Guarantee
- Weekly Check-In Calls
- Reference Check Prior to Candidate Submission
- Multi-Hire Discount*
- Summary report for each submitted candidate
- Dedicated Sourcer
- Hiring Manager Calibration Sessions
- Dedicated Project Manager

Service Level	1 – 2 Hires	3 – 7 Hires	8+ Hires
Platinum			
Premium			
Advanced			
Standard			

**Each fee noted above is per hire, and discounts are not retroactive*

**Part-Time
Direct
Placement**

4 Levels of
Service: Standard,
Advanced,
Premium, &
Platinum

Part-Time Direct Placement

For your roles requiring less than 25 hours per week

- Choose the service level that fits your part-time hiring needs
- Each fee noted below is per hire, and no discounts apply
- The part-time direct placement guarantee is the same as the full time direct placement guarantee based on the service level chosen for the year.

Service Level	Part Time
Platinum	
Premium	
Advanced	
Standard	



Fixed Term Contract

4 Levels of
Service: Standard,
Advanced,
Premium, &
Platinum

Fixed Term Contract



Service Level	3 Months	6 Months	9 Months
Platinum			
Premium			
Advanced			
Standard			

Choose the service level that fits your contract hiring needs

- Fixed Term Contracts can be full time or part time.
- If the client agrees to employ a candidate on a fixed term contract a fixed term contract fee shall be payable by the client in accordance with the table above.
- Each fee noted above is per hire, and discounts are not retroactive.
- Fixed Term Contract *can* count to the annual multiple hire discount when a candidate is converted to a full time employee and any balances due for that conversion is paid.

Retained Assignment Hiring

Choose Your Service Level

+ Your Fee Discount

= Our Dedication

- Have ATA launch a direct campaign to find your next Employee of the Month
- Fees are payable in stages
- Find out more in the ATA Terms of Business



Reed
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Reed.com





Get in
touch...

For full pricing and details please
contact us or use the link below to
schedule a Zoom Call

[SCHEDULE NOW](#)



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