

Who We Are

In 1986, Diane Boly and Pat Welch founded the company with a vision based on **community connections** and **matching talented candidates with great job opportunities**. Active **volunteerism, philanthropy, and environmental sustainability** run deep within the Boly:Welch culture. We believe in **inclusivity, accountability, unbeatable service, and work/life balance**.

As an equal opportunity employer committed to meeting the needs of a multigenerational and multicultural workforce, Boly:Welch recognizes that **a diverse staff, reflective of our community, is an integral and welcome part of a successful and ethical business**.



What We Do

Boly:Welch offers customized Recruiting, Contract Temporary Staffing, and Executive Search solutions to a wide range of Portland Metro area and SW Washington clients. Across each of our specialty areas, our vetting process is tough and thorough at each decision point. From the initial phone screen to the application process – interviews, resume review, skill assessments, and extensive referencing – we know what makes a solid match.



Accounting



Financial Services



Human Resources



Legal



Footwear & Apparel



Marketing & Advertising



Office Administration



Executive Search

How We Can Help

We offer flexible hiring models to suit your business needs.

Direct-Hire

We've cultivated both a deep base of sought-after candidates, and over three decades of client connections within the Portland Metro and SW Washington areas.

Temp-to-Hire

Clients 'temp' or try out a candidate on the Boly:Welch payroll with the expectation of a long-term placement.

Contract Temporary

Changes in workload, increased sales activity, and employee leaves are just a few of the reasons to engage a Contract Temporary employee.

Executive Search

Through **AGENCY SEARCH**, our Executive Search Division, we partner with clients on exclusive executive-level searches and retained engagements.

Visit bolywelch.com for blog posts, market trends, and hiring tips!



IF YOU'RE LOOKING FOR ASSISTANCE, HAVE QUESTIONS, OR WANT TO CONNECT WITH US EMAIL CONNECT@BOLYWELCH.COM

Fees & Guarantees

Direct-Hire Employment: This option allows us to source across 100% of the market, from candidates who are currently employed to those in transition. It includes the identification and introduction of qualified candidates, behavioral based interviewing, skills testing where appropriate, and reference checking. Background checks, drug testing and educational or certification verification are available upon request, following applicable laws.

Direct-Hire Fee: based on a percentage of employee annual salary as noted below in our Standard Fee Structure:

Annual Compensation Fee

Up to \$40,000	25%
\$40,000 and Above	30%

With a **Contingency Search**, there is no cost to you until a candidate is selected. As noted above, fees are based on a percentage of annual salary or compensation. Invoices are issued upon candidate start date, payment due net 10 days.

Direct-Hire Guarantee: We're proud of the matches we make and we guarantee them. Should a situation fall shy of your expectations, Boly:Welch replacement options include a comprehensive 1-year prorated replacement guarantee that offers 100% protection for the first 90 days (full replacement within 90 days).

Temp-to-Hire Employment: This option allows you to 'temp' a candidate on the Boly:Welch payroll for an agreed upon period of time, typically 520 hours with the expectation of a long-term placement. It includes the identification and introduction of qualified candidates, behavioral interviewing, skills testing, and reference checking. Temp-to-Hire placements are limited to sourcing from our unemployed / transitional candidate pool. Background checks, drug testing, and educational or certification verification are available upon request, following applicable laws.

Temp-to-Hire Fee: An hourly bill rate will consist of the pay rate, employment costs, and recruitment fees.

- Boly:Welch pays all Temporary Employees on a weekly basis. An authorized client representative will approve the weekly time card
- Invoices are sent on a weekly basis and payment is due upon receipt.

Temp-to-Hire Guarantee: This option is not covered by either our 1-year prorated replacement nor 90 day guarantee. Time spent in the position serves as a 'working guarantee' period.

- Should you decide to convert the employee before the pre-determined duration, we will calculate an appropriate conversion fee.
- Should a replacement candidate be necessary, the contract will begin anew.

Contract Temporary Employment: This option allows clients to add talent for varying lengths of time depending on their needs. From one day to several months, they remain Boly:Welch employees, on our payroll, with all associated employer responsibilities and costs.

- We employ the same diligence in our recruitment processes with our Contract Temporary Employees, so you can be assured of top candidates to support your interim needs.
- Boly:Welch pays all Contract Temporary Employees on a weekly basis. An authorized client representative will be asked to sign the weekly time card to certify work performed.

Contract Temporary Fee: Should you choose to add a Temporary Employee to your payroll, a fee will be calculated. The bill rate will equal the pay rate plus employment costs and mark-up. Invoices are sent on a weekly basis and payment is due upon receipt.

Executive Search: Through **AGENCY SEARCH**, our Executive Search Division, we partner with clients on exclusive, executive-level searches and retained engagements. **Retained Engagements**, where we are the exclusive party working on the search and a payment is collected in advance of the search, reflects the confidentiality, challenge, or industry-specific nature of the position. A fee structure will be negotiated to meet the mutual expectations of the client and Boly:Welch recruitment team.

A fee will be collected from you upon hire for any Boly:Welch candidate that is selected by your company directly or indirectly, by itself or on behalf of any other person, firm, corporation, other entity, or shared workspace organizations, whether as principal, agent, employee, stockholder, partner, member, officer, director, sole proprietor for a Direct-Hire, Contract Temporary, or Temp-to-Hire position within one year of presentation or conclusion of assignment. Direct-Hire fees are based upon a percentage of the candidate's full time annual salary.