



Qualigence  
International + Fortune 500 Health Care Company

Extensive data reports, graphs,  
and presentations were  
provided based on comprehensive  
competitive intelligence



A widely recognized Health Care organization wanted to learn more about the compensation and benefits packages of rival companies in order to stay competitive in the marketplace.

The client requested Qualigence International's exclusive competitive intelligence in order to find out what other health care organizations provide to their employees. The Qualigence team stepped in to provide this intelligence to the trusted client in the form of comprehensive data and trend reports.



## ACTION

The Qualigence International dedicated Health Care Recruitment Research Consultant got to work utilizing unique telephone verification methodologies to identify and verify competitive intelligence for the client within the following areas:

### RN RETENTION

- Average retention/turnover rate clinics for RNs
- Turnover - Best retention strategies
- First year average rate for first year nurse turnover

### COMPENSATION

- What competitors are paying
- Salary
- Bonus
- Range to compare
- Nurses out of school vs. Nurses with 2-4 years of experience

### BENEFITS

- Industry copays
- Industry eye care, dental
- Severance packages
- Clinical staff severance package
- Benefits Packages - Perks
- 401K, Weight Watchers, PTO, holidays, time and a half

### MERIT INCREASES

- Pay raise based on performance
- Year over year increase
- Projected or actual
- Idea of projection
- 401K match profit sharing



## CHALLENGE

Qualigence set timeline expectations with the client, noting that this type of intelligence goes beyond standard name generation and would require a more extensive intel search.

An additional challenge was facing limited resources, as clinic managers were the primary source of information and can be difficult to contact by phone. Tenacity, patience, and persistence were key to uncovering and verifying this intelligence.



## RESULTS

Qualigence successfully provided extensive data reports, graphs, and presentations to the client based on comprehensive competitive intelligence. The client, very satisfied with the results, was able to take this data and use it to adjust its own company benefits and talent acquisition strategies.



## NEXT STEPS

Due to continued success with the client, Qualigence has been creating comprehensive competitive intelligence reports for the client since 2008 and the relationship continues today.

# Uncover Your Next Great Hire

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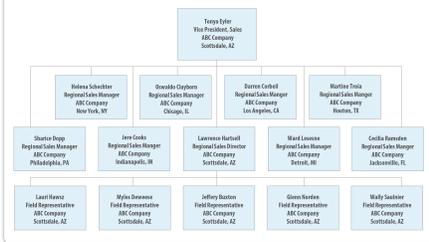


**Qualigence  
International**



# Qualigence International

## Organizational Chart Example ABC Company



## Recruitment Research Example

Company	First Name	Last Name	Title	Phone	City	State	Zip	State/County	Region/Office	Email
ABC Company	John	Smith	High Potential Sales	(111) 222-3333	Scottsdale	AZ	85260	Maricopa/Scottsdale	North	john.smith@abc.com
ABC Company	Emma	Schwartz	Regional Sales Manager	(111) 222-4444	New York	NY	10001	New York/Manhattan	South	emma.schwartz@abc.com
ABC Company	Charles	Johnson	Regional Sales Manager	(111) 222-5555	Chicago	IL	60601	Illinois/Chicago	South	charles.johnson@abc.com
ABC Company	Burton	Corbell	Regional Sales Manager	(111) 222-6666	Los Angeles	CA	90001	California/Los Angeles	South	burton.corbell@abc.com
ABC Company	Walter	Tula	Regional Sales Manager	(111) 222-7777	Houston	TX	77001	Texas/Houston	South	walter.tula@abc.com
ABC Company	Shirley	Dwyer	Regional Sales Manager	(111) 222-8888	Philadelphia	PA	19101	Pennsylvania/Philadelphia	South	shirley.dwyer@abc.com
ABC Company	Joan	Gable	Regional Sales Manager	(111) 222-9999	Indianapolis	IN	46201	Indiana/Indianapolis	South	joan.gable@abc.com
ABC Company	Ward	Lawson	Regional Sales Manager	(111) 222-0000	Seattle	WA	98101	Washington/Seattle	South	ward.lawson@abc.com
ABC Company	Celia	Ramirez	Regional Sales Manager	(111) 222-1111	Jacksonville	FL	32201	Florida/Jacksonville	South	celia.ramirez@abc.com
ABC Company	Lucy	Hanco	Regional Sales Director	(111) 222-2222	Scottsdale	AZ	85260	Maricopa/Scottsdale	South	lucy.hanco@abc.com
ABC Company	Myra	Brennan	Field Representative	(111) 222-3333	Scottsdale	AZ	85260	Maricopa/Scottsdale	South	myra.brennan@abc.com
ABC Company	Jeffrey	Banton	Field Representative	(111) 222-4444	Scottsdale	AZ	85260	Maricopa/Scottsdale	South	jeffrey.banton@abc.com
ABC Company	Glen	Herber	Field Representative	(111) 222-5555	Scottsdale	AZ	85260	Maricopa/Scottsdale	South	glen.herber@abc.com
ABC Company	Walt	Sackler	Field Representative	(111) 222-6666	Scottsdale	AZ	85260	Maricopa/Scottsdale	South	walt.sackler@abc.com

Note: All data is for example purposes only and is not intended to be used for any other purpose. All information is subject to change without notice. We can also provide LinkedIn URLs & Biographical Information.

Qualigence International, the largest Recruitment Research and professional search firm in the US, proudly serves as a unique alternative to traditional retained or contingent recruiting models.

We're advocates of redefining talent acquisition, and empowering our clients with research and recruiting services that build business.

By leveraging methodologies beyond online search, we're able to provide clients with strategic information on the entire talent pool, better equipping them to put their talent strategies in motion.

# Here are a few of our clients with whom we have the pleasure of partnering:

