

SPECIALIST ARMED FORCES RECRUITERS



MEDIA PACK



Established
2001

THE EMPLOYMENT
TEAM
AGENTS MOVEMENT

FRS *About Us*

Forces Recruitment Services

- FRS was the first commercial recruitment consultancy set up to place ex-military personnel into civilian employment, and with over 40 years experience between its staff, it is the most effective source of recruiting ex-military candidates.
- The package deals offer the most cost-effective means of recruiting ex-military staff, combining the same front-end work as using a recruitment agency but filling the vacancy at a fraction of the cost.
- FRS' proactive approach to combine job board advertising, sending the vacancy round the resettlement network and searching their database of 250,00 ex-military personnel ensures that no vacancy goes unfilled.

Testimonials

"I have worked with FRS for 7 years and know the company to provide a high quality service to its clients. FRS has never let me down (despite some challenging requirements and, on a rather more frequent basis, some challenging timelines) and I have no reservation in recommending FRS services to other companies."

Dane Pepperday, Operations Director
Benchmark Training Ltd

"I found using Forces Recruitment Services (FRS) Ltd, for the first time, an excellent experience. They moved to find candidates for the required position very quickly.

The candidates sent to us for interviews were of a very high quality and I would have happily offered the position to any of them.

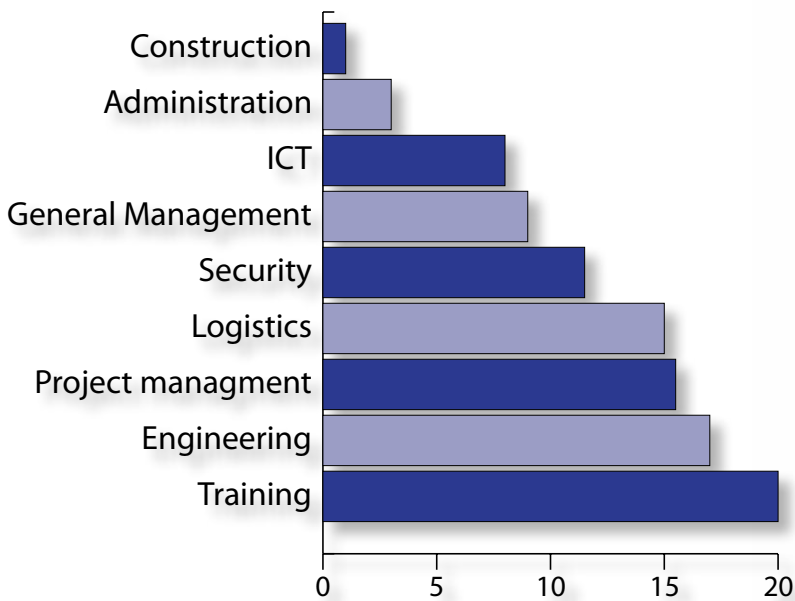
I would recommend FRS to any potential employer."

Giles Heathcote, Director
Lichfield Leather Ltd

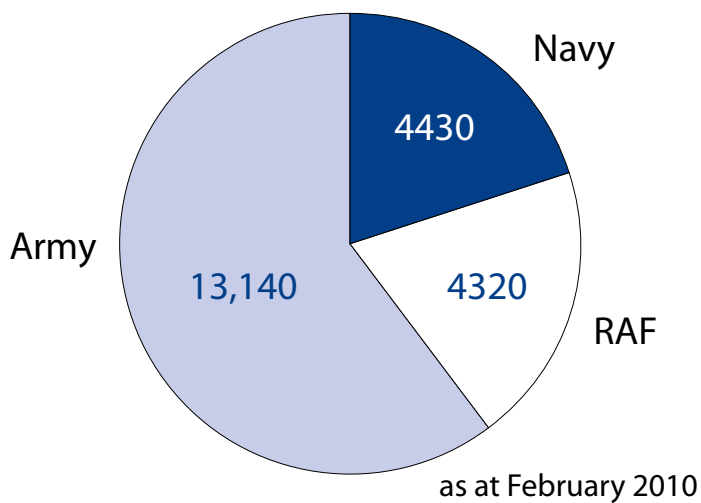


FRS Candidates

Percentage of candidates placed by FRS by sector



Service leaver numbers



*source DASA (Defence Analytical Services and Advice)



FRS Advertising

Advertising package options

The difference between FRS' package options and other forms of advertising (including military press) is FRS' proactive approach. With the Alpha and Bravo packages, a search is done on the FRS candidate database of 250,000 candidates in line with search criteria provided by the client. For example, if the client is looking for an ex-Army stores manager, a search could be done for "Army" and "RQMS". Essentially, we do the same front-end searching as we would as an agency.

Why trust FRS to find the candidates for you and why will this work?

- Because FRS is a recruitment consultancy, NOT a magazine or an online forum. Our job is to place candidates into work and from a database of 250,000 candidates, there are not many vacancies that can't be filled.
- Once we have done a search and advertised the vacancy, we will email CVs to you to make direct contact with candidates AT NO EXTRA CHARGE.

This will be the simplest and most cost-effective advertising you ever do.



FRS Advertising

Advertising packages

DELTA PACKAGE

- Logo/image on prominent position of FRS website home page with brief job description
- Vacancy details contained within FRS website jobs database
- Applications received are forwarded directly to client contact(s) for further contact to be made.

£400 (+VAT) for a one-month period

BRAVO PACKAGE

- Logo/image on prominent position of FRS website home page with brief job description
- Vacancy details contained within FRS website jobs database
- Live search on FRS candidate database of 250,000 and e-mail notification of the opportunity sent to candidates
- Promotion of vacancy on 6 specialist Armed Forces job boards
- Applications received are forwarded directly to client contact(s) for further contact to be made.

£700 (+VAT) per vacancy for a one-month period

The following discounts
are available for volume
bookings:

10 credits	–	15%
25 credits	–	20%
50 credits	–	30%
100 credits	–	40%



FRS Advertising

ALPHA PACKAGE (for salaries under £40k)

- Logo/image on prominent position of FRS website home page with brief job description
- Vacancy details contained within FRS website jobs database
- Live search on FRS candidate database of 250,000 and e-mail notification of the opportunity sent to candidates
- All newly registered candidates within the month advertised who are suitable for the vacancy forwarded to client
- Vacancy details registered with all UK Armed Forces Resettlement Centres and 2nd line resettlement offices
- Promotion of vacancy on 6 specialist Armed Forces/trade job boards plus leading mainstream UK job boards. Applications received are forwarded directly to client contact(s) for further contact to be made
- If client employs a candidate and he/she leaves within 12 weeks, the vacancy is readvertised free of charge for a further month

£1100 (+VAT) per vacancy for a one-month period

ALPHA PACKAGE PLATINUM (for salaries over £40k)

- Logo/image on prominent position of FRS website home page with brief job description
- Vacancy details contained within FRS website jobs database
- Live search on FRS candidate database of 250,000 and e-mail notification of the opportunity sent to candidates
- All newly registered candidates within the month advertised who are suitable for the vacancy forwarded to client
- Vacancy details registered with all UK Armed Forces Resettlement Centres and 2nd line resettlement offices
- Promotion of vacancy on 6 specialist Armed Forces/trade job boards plus leading mainstream UK job boards. Applications received are forwarded directly to client contact(s) for further contact to be made
- If client employs a candidate and he/she leaves within 12 weeks, the vacancy is readvertised free of charge for a further month

£1500 (+VAT) per vacancy for a one-month period

The following discounts are available for volume bookings:

10 credits	–	15%
25 credits	–	20%
50 credits	–	30%
100 credits	–	40%

FRS *Specifications*

Technical specifications

Job descriptions should be as comprehensive as possible and cover the following:

- Job title
- Location
- What the job involves
- How many people the candidate will be managing
- Required qualifications
- Salary and range of benefits
- What criteria you would look for in a CV

Contact information

Enquiries to:

Forces Recruitment Services Ltd
Recruitment House
15 Clover End
Witchford
CB6 2XD

Tel: 01353 645004
Fax: 01353 667553

Email: info@forcesrecruitment.co.uk
Web: www.forcesrecruitment.co.uk



FRS *Package Terms*

CLIENT TERMS OF BUSINESS FOR PACKAGE DEALS (ALPHA PLATINUM, ALPHA, BRAVO AND DELTA)

1. Forces Recruitment Services Ltd (hereafter referred to as the 'Publisher') reserves the right to query, omit or suspend an advertisement at any time if at the time of booking the advertisement the Advertiser has not disclosed the identity of a client and of the product or services which are to be the advertisement subject matter in which case no claim on the part of any Advertiser for damages or breach of contract shall rise.

2. The Advertiser warrants that the advertisement does not contravene any Act of Parliament nor is it on any way illegal or defamatory or an infringement of any other party's rights or an infringement of the British Code of Advertising Practice.

3. If it is intended for a competition or a special offer of merchandise other than that normally associated with the advertised product to be included within an advertisement, full details must be submitted to the Publisher prior to or at the time of booking.

4. The Publisher shall not be liable for any loss, loss of profit, damage or expense whatsoever arising directly or indirectly out of late publication or of failure to publish an advertisement provided such delay or failure is the result of circumstances beyond the reasonable control of the Publisher or by reason of delay on the part of the Advertiser.

5. In the event that any proof copy is submitted to the Advertiser the Publisher shall not be liable to the Advertiser for any loss, damage or expense whatsoever arising out of any error in any advertisement published provided that such error was contained in the proof submitted and was not corrected by the Advertiser.

6. The Advertiser shall indemnify the Publisher against any damage and/or loss and/or expense and/or liability whatsoever which the Publisher may incur as a direct or indirect consequence of the Advertiser's announcement.

7. Unless otherwise stated all advertisement rates and other charges are exclusive of Value Added Tax and shall be subject to Value Added Tax at the standard rate.

8. The Publisher reserves the right to increase advertisement rates at any time or to amend the terms of contract regarding space or frequency of insertion. In such event the Advertiser has the option of cancelling the balance of the contract without surcharge.

9. The Publisher reserves the right to refuse stop orders, cancellations or transfers unless they are received by the cancellation date. A stop order, cancellation or transfer shall only be binding to the Publisher if made in writing and acknowledged in writing by the Publisher.

10. Any dispute raised in connection with advertisements must be forwarded to the Publisher in writing within 14 days of the invoice date shown. If no such written complaint is received, no complaint received thereafter will be considered.

11. If the Advertiser cancels the balance of a contract except in circumstances stated in Paragraph 9 all agreed series discounts relating to print and online advertising will be assessed and surcharged at the Publisher's discretion. The Publisher reserves the right to surcharge in the event of insertions not being completed within the contractual period.

12. Where the Advertiser has undertaken to supply inserts which have been accepted and approved by the Publisher, the Publisher reserves the right to charge the rate agreed if they fail to arrive at the agreed time and place for insertion.

13. Credit accounts are strictly net and must be settled within 14 days of receipt of invoice. If an account is overdue and without prejudice to any other right which it may have the Publisher reserves the right to suspend further advertising.

14. Without prejudice to any other right which the Publisher may have, failure to pay accounts in accordance with these terms and conditions may:

a. Make Advertising Agencies liable to the following reductions in any commission otherwise allowed to agencies:
i. 3% on the gross rate where the sum owing has not been paid on the due date
ii. A further 5%, making a total of 8% on the gross rate where the sum owing remains unpaid 30 days or more after the due date

b. for all other accounts entitle the Publisher to charge interest (on unpaid balances) at a rate of 8% above the published bank base rate from time to time in force, this being the rate allowed under European Union Legislation.

15. Under European Legislation the Advertiser will pay the Publisher all expenses it may incur in collecting arrears on overdue accounts whether or not proceedings are taken and whatever the outcome of those proceedings, these sums may include any or all of the following: County Court Summons Fees, Judgement and Bailiffs costs, Solicitors costs, Agents instruction and commission fees.

a. Copy must be supplied by the copy date without further application or reminder by the Publisher.

b. If the Publisher elects to use copy received later than the copy date the Publisher shall have no liability whatsoever in respect of any error contained therein.

16. The Advertiser shall be responsible for the insurance of all artwork, film and other advertisement material delivered by him to the Publisher and the Publisher cannot accept liability for any loss or damage thereto.

17. The Publisher reserves the right to destroy all artwork and other materials which have been in his (or the Printer's) custody for 12 months provided always the Advertiser or his Agent has not given instructions to the contrary. The Publisher may exercise this right without giving further notice to the Advertiser.

18. The Advertiser undertakes that any description given to goods and/or services and any fact stated in the advertisement will be accurate and that the publication of the advertisement will not be an offence under the Trade Descriptions Act, the Fair Trading Act, the consumer Credit Act, any instrument or order issued thereunder or any statutory modification or re-enactment thereof.

19. The Advertiser undertakes that for the purposes of the Sex Discrimination Act and the Race Relations Act the acts, services or arrangements advertised and the publication of the advertisement placed will not be unlawful.

20. Advertisement contracts shall be governed by and construed in accordance with the Laws of England. The Advertiser and the Publisher submit to the jurisdiction of the English Courts.

21. Should a candidate be employed following an Alpha or an Alpha platinum package and leaves or is dismissed within 8 weeks, the post will be re-advertised for one month at no extra charge to the client.