

September 23, 1999

## **3 OUT OF 5 COMPANIES NOW USE SIGNING BONUS**

**Bonuses not just for top executives anymore; middle managers receiving them as well**

(Cleveland, OH) -- Faced with a historically low unemployment rate, American companies are increasingly turning to the signing bonus as a recruiting tool to attract scarce qualified workers. Nearly three out of five companies now use this approach to attract employees, according to the latest hiring survey conducted by Management Recruiters International, Inc. (MRI), the world's largest search and recruitment organization and a subsidiary of staffing and outsourcing leader CDI Corp. (NYSE:CDI).

Of more than 3,800 hiring executives surveyed, 58.7% said that their companies use sign-on bonuses to attract mid-management and professional candidates to their companies and nearly 94% predicted that this practice will continue or increase in the next six months.

"While once reserved for the upper echelon of corporate management, use of the hiring bonus to attract workers is increasingly appearing on lower rungs of the job ladder," said Allen Salikof, president and CEO at MRI. "A signing bonus for mid-level managers is now a common hiring practice, our survey confirms. And, we've observed from the field that this is a very effective practice.

"In addition, a signing bonus is not only an important recruiting tool," said Salikof, "but it represents another method that companies are using to hold down wages, along with profit sharing, stock options and performance bonuses."

Hiring of executive, managerial and professional people has been at historically high levels since the last half of 1997, and projections for the first half of 1999 show almost no signs of weakening, according to the MRI hiring survey. Of the more than 3,800 executives surveyed, 52.8% indicated plans to increase their mid-to-upper management and professional staffs in the first half of 1999. Another 38.7% plan to maintain their current staff sizes, while 8.5% plan decreases. Management Recruiters International, Inc. ([www.brilliantpeople.com](http://www.brilliantpeople.com)), is the world's largest search and recruitment organization with nearly 800 offices worldwide. Based in Cleveland, MRI has system-wide billings of nearly \$475 million and places 34,000 people in jobs annually. MRI is a subsidiary of Philadelphia-based CDI Corp. ([www.cdicorp.com](http://www.cdicorp.com)). CDI increases the productivity and competitiveness of its Fortune 1000 customer base through customized technical, information technology, professional and administrative staffing and outsourcing solutions. CDI revenues totaled \$1.54 billion in 1998.

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