

# glossary

## FOR CANDIDATES



that's  
good HR

### **Temp Position**

When a company has a short- or long-term need for supplemental employees due to increased demand or to fill a staffing gap, they often turn to staffing firms to supply employees. The duration of a temporary position can vary from one day to months. When a candidate is assigned to a temporary position, the candidate works at the client site and is an employee of That's Good HR, Inc..

### **Temp-to-Hire Position**

When a hiring company has an open position, they may prefer to fill it with a candidate who completes a temporary trial period before being considered for full-time, permanent employment. The temporary segment of the assignment is typically a probationary period: it can last 90 days or more. During that time, temp-to-hire candidates are employed by That's Good HR. If the candidate meets the client's requirements during the probationary period, they are hired by the client. Typically, temp-to-hire candidates interview at our offices and at the client's location before placement on the assignment.

### **Working Candidate**

A temp employee who has been placed in, and is working at, a client location. This candidate is an employee of That's Good Hr, Inc. and all compensation, benefits and other employer obligations are carried out by TGHR.