



# WE LET THE RABBIT OUT OF THE HAT

**STAR Collaborative a LanceSoft Company has been disrupting the Twin Cities market with our dedication to transparency in our placement process.**

You get access to ALL of the opportunities we receive, which are instantly viewable on our website or delivered to you via email subscription.

We will let you know if you are a good fit for the opportunity you are interested in. We will give you honest and direct feedback, and we will help you maximize your resume to ensure your marketability.

If we think you're a good match for an opportunity, we'll get your permission to present your resume. We never submit a resume without your knowledge and approval.

When we work with you on a potential opportunity, you will always know our standard markup rate that applies to all candidates universally.

When you work with us, you will know where you stand throughout the whole process. You will know what we know as soon as we know it.

Even though we think all these things are common sense, they're not always common practice in this industry.

**We give our candidates a positive candidate experience — with no magic tricks or surprises.**

Visit our website to subscribe and receive updates on opportunities!

*Lancesoft is a nationally certified Minority Owned Business Enterprise (MBE).*



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