

**Q: Why should I work with creativeplacement? What makes you different from all the other agencies?**

A: We are highly connected with top corporations, companies, agencies, and marketing firms working with great clients and wonderful people. Karl Heine has 20+ years of placement industry experience combined with 25+ years as a designer/illustrator and is a frequently invited speaker at many of the top design schools throughout the country.

**Q: What do you charge?**

A: Nothing. Our candidates are not charged any fees for fulltime placement. We are a client fee paid agency. All our initial screening is free of charge. We offer a complete compliment of services from resume/portfolio transformation to expert career coaching with industry experience. Visit [talenteduction.net](http://talenteduction.net) or discuss this directly prior to or during your evaluation.

**Q: How does freelancing work? Who pays me? When can I expect payment?**

A: creativeplacement is registered with the State of Connecticut as an employment agency and pays all freelance talent either by W-4 (Taxes withdrawn) or 1099 (Total rate, no taxes withdrawn) 1099 requires an LLC, S or C corporate status Federal ID number and state certificate. We are your employer for this temporary arrangement and creativeplacement pays you (information available on the register page under Direct Deposit and PrimeStub icons). Payroll is every other week, just like most company payrolls.

**Q: How do you work?**

A: We evaluate incoming candidates' resumes and portfolios, and assess the need for an in person or phone meeting. We will determine whether or not there is a present or future opportunity that matches a candidate's background, skills, and personality, and we will proceed with client introductions from there.

**Q: If I do not match a job listing, should I send my resume anyway?**

A: Yes. Not every job is listed on our jobs page or other areas on the internet. We do get client request daily, and you might be applicable for something else. We will help identify this prior to or during your evaluation.

**Q: If I work with you, can I pursue other career opportunities outside of creativeplacement?**

A: Yes. You have the right to outside introductions through friends, colleagues, agencies or job listings without obligation. We always ask your permission prior to making any introductions to our clients. This understanding should be with all of your contacts to prevent duplication. Professional etiquette and respect are always expected. When in doubt, call or email us.

**Q: Where are your jobs located?**

A: The greater New York metro area and in key locations throughout the country and some times internationally.

**Q: How do I sign up?**

A: On our register page. The more information you can provide the better chance we can make an in depth evaluation of your skills and background for available fulltime, studio or freelance work.

**Q: I already registered; why have I not heard back from you?**

A: Here are a few key points. We do evaluate all materials sent in. Our process is to identify matches for immediate or future opportunities with our clients. Sometimes a phone meeting or an in person interview is required for next steps depending on your location relative to us and the client. If you have any questions, call our office at 203-838-7772.

**Q: I've heard about your workshops and salons, when is your next one?**

A: Soon. Please visit [pushworkshops.com](http://pushworkshops.com), or creativeplacement's Facebook page. For our best advice, join our mailing list on the home page (on the right hand side under contacts, or when you register).

**Q: I need more training, where do I go?**

A: We offer the best online, onsite or location training in the creative industry. For 24/7 online, the [lynda.com](http://lynda.com) offer through creativeplacement is discounted 40%. For in depth onsite on location training we offer [NobleDesktop.com](http://NobleDesktop.com) at 15% savings and can provide Adobe CS3/4 trainers for direct individual or group sessions. Our [pushworkshops.com](http://pushworkshops.com) offers a unique blend to this mix. Visit our home page for all the links.