

COMPLETE RECRUITMENT SOLUTIONS



“Working with Quintegra, we saved over \$2 Million in staffing costs in the first year.”

**- National Director of Recruitment
Industrial Company**


Quintegra Resourcing

Traditional recruitment models have implementation infrastructures that encompass many different types of recruitment activities—each attempting to meet the ever-changing recruitment needs of a company.

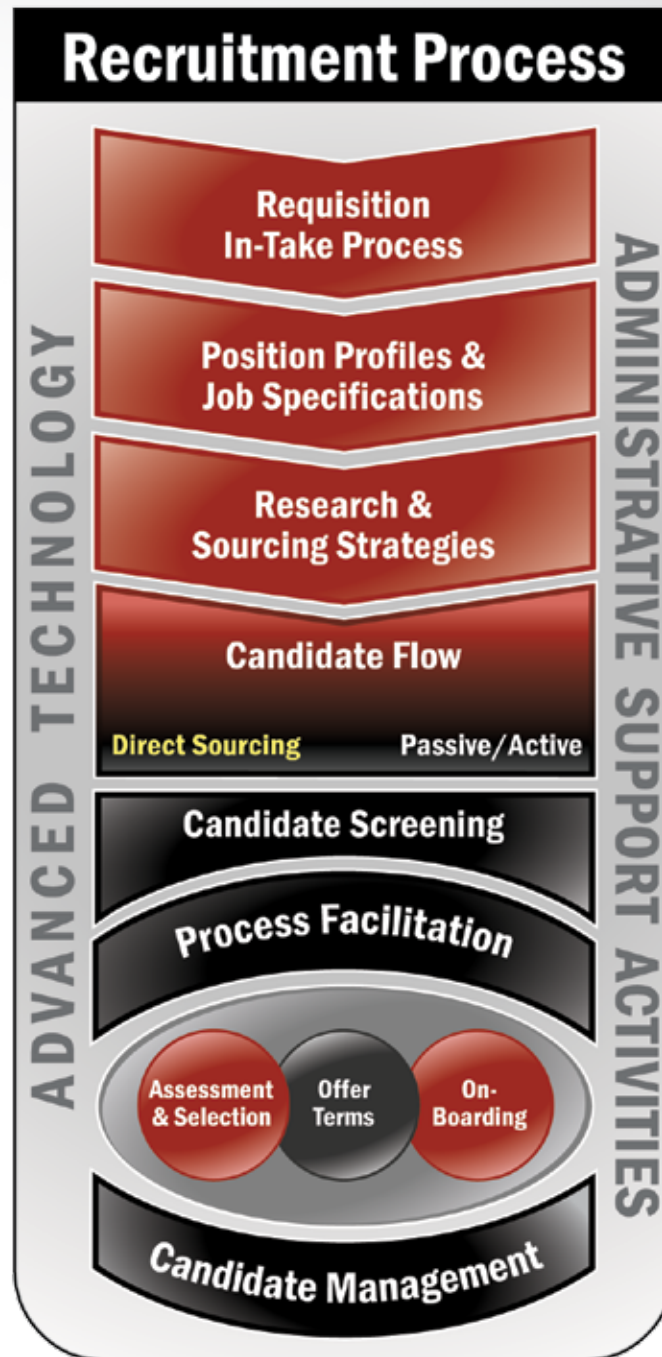
While there may be a myriad of tools to manage and support recruiting goals, all too often they are not integrated or built around a **coherent model** that allows the business strategy to drive the recruiting strategy.

Our **QCM™ methodology** is based on coherence principles that each piece of the recruitment process reinforces other recruitment activities to form an integrated whole. Our approach is to take the most critical elements of the recruitment and selection process and integrate them seamlessly to form a comprehensive suite of solutions that are tailored to meet the recruitment needs of our clients.

The result of this process allows us to source **exceptional candidates** for our clients extremely **efficiently**, resulting in **cost savings** of up to 50%.



QCM™ Methodology



Value To Our Clients

Recruiting - good recruiting, great recruiting - is difficult and demanding work. The ability to accurately forecast, build a fruitful pipeline of candidates, effectively deal with the needs and concerns of hiring managers, manage and contain the costs of hiring-these issues and more challenge even the best in-house recruiting departments.

Our entire company business model and competencies are built around recruiting. That's all we do. We share the concerns and risks relative to not meeting your strategic hiring goals. We bring a proven process, methodologies and a team of recruiting professionals who have replicated successful outsourcing and partnering models in many industries and all sizes of companies.

Talent Acquisition

Most businesses, large and small, are constantly competing for the very best talent and are continually challenged to provide a recruiting model that delivers results. You can count on Quintegra to:

- ◆ Meet your quality, cost, cycle time and volume hiring goals
- ◆ Deliver scalable solutions that suit your variable recruitment needs
- ◆ Screen candidates to fit skill-set requirements
- ◆ Provide a continuous talent pipeline by utilizing our proven direct sourcing methodology
- ◆ Maintain high quality recruitment standards
- ◆ Sharpen your talent marketplace image so that candidates come to you
- ◆ Provide predictable recruitment results and costs so you can effectively manage your business
- ◆ Guarantee results based on our mutually-agreed Key Performance Indicator scorecard



Solutions



We are not a traditional search or research firm but rather a true outsourcing business partnering as an extension of our client's organization in long-term engagements. Every solution we provide is customized to our client's needs and delivered seamlessly.

- ◆ Every work product and tool we develop is proprietary to each client
- ◆ Our engagement teams are dedicated solely to delivering results for their respective client
- ◆ The engagement team's compensation is tied to client goals
- ◆ The candidate databases we build are the property of our clients
- ◆ Our engagement team works seamlessly with client personnel
- ◆ We establish Service Agreement Evaluation (SAE) performance contracts that guarantee 100% return on a client's investment
- ◆ All of our client engagements are backed by our Service Agreement Evaluation (SAE) guarantee

Our Guarantee

All of our client engagements are backed by our **Service Agreement Evaluation (SAE)** guarantee. The customized, metric-based SAE is built around performance expectations for both our client and our engagement teams.

The SAE is reviewed throughout the engagement and serves as an "early warning system" for any potential miscues by either the client we serve or our dedicated implementation team. In the unlikely event of our under-performance, financial penalties are applied and our clients are guaranteed **100% return on their investment**.

Equal Risk Partnerships

- ◆ Contractual performance commitments
- ◆ Mutually agreed upon key performance indicator scorecard
- ◆ Guaranteed results driven from the KPI scorecard
- ◆ Fixed Service Agreement Evaluations
- ◆ Under-performance results in financial penalties

Capabilities



Our services are not based on flashy programs that make us appear as the newest quick-fix product or service on the market. Rather we deliver a proven customized recruitment implementation process that delivers guaranteed recruitment solutions.

Our capabilities span from a single source solution to integration of recruitment activities into an already existing recruitment infrastructure.

Our leadership and implementation teams have a proven track record of delivering recruitment results to major companies throughout the US, Canada and the UK.



CLIENT LISTING

BOC Gases
Siemens (SBT)
FTI Consulting
Abbott Laboratories
Deloitte & Touche
Grant Thornton
Pennsylvania Life
Eli Lilly
Alcoa Fujikura, Ltd.
RSM McGladrey
Cripe Engineering
Siemens (VDO)
comScore
Clarian Health
Mobil Oil
Billy Graham Center
Allied Signal
JE Roberts
Conseco
Arthur Andersen
Fifth Third Bank
Best Access
First Union Securities
Luminant Worldwide
Bank One
Centex Home Equity
Cintas
Inspired Creation
UDI Consulting
St. Vincent Hospitals
B&N Holdings
Irwin Financial
Wesco
Walker Research
Key Bank
Inland Corporation
IIS Consulting
Union Federal Bank
MacMillan Publishing
USA Group
CTX Mortgage
IWM Consulting



Testimonials

Our customer satisfaction can be demonstrated by the composition of some of our previous and current client engagements

National Director of Recruitment/Industrial Solutions

“When we made the strategic decision to outsource our recruitment function, we conducted a detailed analysis of the type of relationship we were seeking. Working closely with the leadership team at Quintegra, we implemented a recruitment program that allowed us to enhance the quality of candidates, improve efficiencies in our recruiting efforts, offer more resourcing services to the businesses we support and save over \$2 million dollars during the first year.”

Recruitment Manager/Consulting

“Working with the team at Quintegra, we obtained maximum results from our sources of candidates - 35% of our hires came from the employee referral program alone. Our employees loved the communication process and knowing the status of their referrals! Through the use of recruitment technology we standardized the recruitment process and were able to meet the growing demands of our business.”

Manager of Staffing/Healthcare

“The leadership team at Quintegra has developed a recruitment model to help their clients go beyond the traditional methods of recruitment and access more of the candidate market. Their direct sourcing methodology allows for penetration of the “qualified universe” generating pools of candidates who are more qualified and filling positions more quickly than a client can do on their own. Quintegra’s staffing models are vital to any organization that is interested in growing it’s human capital.”

National Director of Recruiting/Financial

“It was a difficult decision to centralize the recruitment function for my organization. Many people were skeptical about the results we could achieve and were reluctant to let go of their piece of the pie. I worked closely with the leadership team at Quintegra to help educate my peers and roll out the design of the recruitment model. Together we were able to begin the evolution of change.”

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