

Solomon Page's PREP for IT Success

Discover a New Approach for Finding, Hiring and Retaining Technical Talent

Finding, evaluating and hiring the right technical talent for Fortune 500 companies is the core focus of Solomon Page's Technology Group. Using our proprietary four-phase PREP™ (Preparation, Research, Evaluation and Placement) methodology, the Solomon Page team partners with clients to help build their technical teams quickly and cost-effectively, with flexible hiring options and minimal risk.

A Powerful Combination

Using our PREP methodology, Solomon Page and your team forge a true partnership. Each phase builds on the strength of the outcomes of the prior one, with the end result being a thorough, well-orchestrated talent recruitment process.

Your team's time is invested upfront in a discovery process that enables us to customize the candidate evaluations to your exact needs, and in the in-person interview process. The key to PREP's success is that it ensures only the most qualified candidates are presented to you. We evaluate candidates based on the specific input from your team — not from generic requirements. We have a deep technical knowledge that allows us to carefully and accurately assess the development and technical skills of candidates and determine if the fit is right. Our methodology is designed to ensure the candidates we present have the right technical skills and experience, as well as the right personality and drive, to excel in your organization.

Preparation Our team works closely with your IT team leaders to develop detailed technical job profiles and screening templates, as well as in-depth soft skill assessments for filtering candidates. This upfront due diligence discovery process is a critical first-step in identifying candidates that will be both a strong technical and cultural fit with your team.

Thorough due diligence and research provides us with an in-depth understanding of your organization, your culture and the specific technical requirements of the open positions. We understand that no one company has the same IT infrastructure or development approach — and that understanding this at a detailed technical level is a critical component for finding and employing the right talent. Few talent firms invest as Solomon Page does in truly understanding the combination of technical and soft skills that will excel in your organization.

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“There may be some open questions about the applicant being a perfect fit — but that’s what we will find out during the ‘on the job interview’ while we’re getting work done.” DIRECTOR, SP CLIENT

Traditional vs. PREP: Realize the Returns

Significant cost savings can be realized by utilizing Solomon Page’s PREP methodology, based on opportunity costs for time team members must invest in interviewing candidates and potential revenue losses due to having open IT positions remain unfilled for weeks at a time. Here’s how the traditional approach of hiring and the PREP approach compare in terms of cost savings as you look to add 25, 50 or 100 new IT team members.

HIRING GOAL	25		50		100	
	TRADITIONAL	PREP	TRADITIONAL	PREP	TRADITIONAL	PREP
Number of candidates interviewed to reach hiring goal <i>Assumes 1 in 10 hired with traditional approach; 1 in 2 hired with PREP.</i>	250	50	500	100	1,000	200
In-house team hours dedicated to interviews <i>Assumes 10 hours total / person with traditional approach; 2 hours total / person with PREP.</i>	2,500	100	5,000	200	10,000	400
Time to Fill Vacancies (weeks) *	24 WKS	10 WKS	48 WKS	18 WKS	96 WKS	36 WKS
Opportunity Cost ** <i>Accounts for lost productivity of team members’ time spent on interviewing talent.</i>	\$850,000	\$34,000	\$1.7 M	\$68,000	\$3.4 M	\$136,000
“Empty Seat” Cost / Employee*** <i>Accounts for unrealized revenue due to time needed to hire talent.</i>	\$8.1 M	\$3.4 M	\$24.48 M	\$9.12 M	\$87.28 M	\$32.79 M
TOTAL COST	\$9.01 M	\$3.43 M	\$26.16 M	\$9.18 M	\$90.87 M	\$32.92 M

* Information Technology Association of America (ITAA) estimates an average of 3.8 months to fill an entry level IT position with a \$60,000 annual salary range, and 6.2 months for IT professionals with 3+ years experience and a \$120,000 annual salary range.

** Assumes average revenue / employee / hour of \$340, or an annual revenue / employee rate of \$700,000 / employee (5x value return on an employee with a salary of \$140,000 / year)

*** The indirect cost to the company of unrealized revenue that accrues when IT positions are not filled — and revenue-generating projects are delayed / put on hold due to lack of talent. Unrealized revenue is estimated at \$13,600 / employee / week. Assumes each group of new hires joins at the end of the 1/3 and 2/3 point of the total time require to hire.

Thorough due diligence and research provides us with an in-depth understanding of your organization, your culture and the specific technical requirements of the open positions.

Research We research and identify candidates to present to you. Utilizing the discovery knowledge we've gathered, we tap our technical networks to identify potential candidates.

Evaluation Our evaluation approach is thorough and involves several stages to ensure only the best candidates are selected for in-person interviews. We start with an initial light phone screen between a candidate and SPG recruiter that is a combination of technical, cultural and life questions that allow us to make a general recommendation to move to the next phase. Next, an evaluation of the candidate's skill set and experience are made. Candidates who pass these initial two phases are invited to participate in a hands-on technical review and coding session with an SPG technical staff member. This session is co-designed and customized between SPG and client teams to ensure validity. Only applicants who score above an agreed upon threshold are invited to participate in the two hour, in-person interviews with the client's designated interview team.

Placement With thorough preparation, research and evaluation in place, only the top candidates are presented to your team. Interviews with your technical team members represent the final step before the hiring. Interviews run two hours and are scheduled for the same time and weekday, ensuring the best use of your team's time.

Salary levels and conversion offers are agreed upon in advance, a move that eliminates time-consuming and sometimes awkward negotiations.

If both your team and the Solomon Page team feel the candidate is a good technical and cultural fit, an offer is extended within 48 hours of the interview. Candidates are hired by Solomon Page for an onboarding period, giving your team the ability to hire them directly at any point during the evaluation period.

KEY BENEFITS

Improve Your Ratios / Save Time and Money

Because we only put forth the most qualified candidates, the total number you meet will be significantly less than with the traditional interview process. With PREP, we've achieved a 50% hire ratio, with clients selecting one of every two candidates presented. This compares to the 10% (and lower) interview-to-hire rates clients experience on their own.

Lower Your Talent Acquisition Costs Your team will invest less time on interviewing and hiring — and more on productive work. With PREP, you invest limited time upfront with our team as part of due diligence. With that background, we create thorough screening to ensure only the best candidates are interviewed by your team.

Talent Retention Through our due diligence and upfront time spent on a thorough technical and cultural analysis, we are able to quickly profile the ideal candidate; the results are reflected in our impressive hire ratios. We have been able to convert greater than 70% of our resources to the client at several of our existing engagements — the ultimate intellectual property transfer strategy and cost savings measurement.

*With thorough preparation, research and evaluation in place,
only the top candidates are presented to your team.*

About Solomon Page Group LLC

Solomon Page Group LLC is committed to being the perfect fit for organizations seeking to grow through the contributions of talented people. From interim staffing to permanent placement, Solomon Page provides a total staffing solution under one roof. Through our specialty practices, we provide all of the benefits of specialized executive recruitment and consulting businesses, with the support of a strong corporate foundation.

Solomon Page Technology Partners, the Information Technology Services division of SPG, represents over a decade of experience in full time executive search, staff augmentation, outsourcing and project based solutions. Our customized service offerings in defined areas (applications, business process, infrastructure, packages) including ECM and ERP solutions, are organized to provide our clients with services specifically responsive to both their most specialized and fundamental needs. We have a longstanding track record of excellence, satisfying a broad range of client staffing requirements including: Consulting, Search, Outsourcing, and Right to Hire. We live in the markets we serve and are immersed in the businesses, people, history, competitors, trends, and standards of compensation most valuable to you.

Get Started Today *If your current approach to talent acquisition is requiring too much of your team's time and is not delivering at least a 30% interview to hire ratio (we've achieved as high as a 50% level with our Fortune 500 clients), then Solomon Page's Technology Group may be the right partner for you.*

Call us today to explore the possibilities of what a talent partnership with our team can deliver.



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