



Power Hire Staffing

Resource Augmentation - The Right Way

Group Overview

Geval 6 group, hereinafter referred to as G6 (Consisting of DivIHN, Geval 6 Inc. and Geval6 Tech India) is a unique and reliable Professional Consulting and Project Services Provider specializing in Data Management(Big Data / Analytics / MDM) , BI Solutions, Mobile & Digital Commerce, Data & Enterprise Architecture, turnkey software development.

G6 has offices in NJ & IL USA, Chennai, India and representation in UAE, Kingdom of Saudi Arabia and Qatar.

Some of our key strengths/highlights are given below:

- Number of employees - 140 +
- Geval 6 Inc Key Management Personnel
 - Balaji Padmanabhan President Geval 6 USA
 - Travis Freund Vice President – Business Development - USA
 - Anthony Clausell Vice President - Infrastructure Services
 - Ashok S Vice President, Finance, India
 - Harish Kishanchand Director – Mobile Solutions & Delivery
 - Dennis Waliczek Member – Board of Advisors
 - John Fischer Member – Board of Advisors
 - Siva Ranjani Representative – UAE
 - Sharon Dimal Representative KSA & Qatar

US Client Presence

Here is a partial list of clients in US where we have / had our employees working:

- | | |
|---|---------------------|
| ➤ Sears | Retail |
| ➤ Walgreens | Retail |
| ➤ SC Johnson | Retail |
| ➤ Kelloggs | Retail |
| ➤ Target | Retail |
| ➤ Cars.com | Retail / E Commerce |
| ➤ Life Watch | Healthcare |
| ➤ Ericsson | High Technology |
| ➤ Safe Way | Retail |
| ➤ Komatsu America | Heavy Equipment |
| ➤ Pactiv | Mfg |
| ➤ Hub Group | Insurance |
| ➤ E Bay | E Commerce |
| ➤ Bio Rad | Pharma |
| ➤ Med Speed | Health Care |
| ➤ Ernst & Young | Big 5 Consulting |
| ➤ PWC | Big 5 Consulting |
| ➤ Pharos Innovations – | Healthcare |
| ➤ Adeptia LLC - | Technology |
| ➤ Prudential Portfolio Managers America – | Financial |
| ➤ Gate Gourmet Group - | Retail / Travel |
| ➤ Thomson Reuters - | Healthcare/Media |
| ➤ Federal Home Loan Bank | Banking |
| ➤ Think Finance | Financial |
| ➤ Dearborn National | Insurance |
| ➤ Cap Gemini (Sogeti) | |
| ➤ WIPRO | |
| ➤ Cognizant | |
| ➤ INFOSYS | |

The Right Way

The Right Way can be appreciated only by those who experience the 'normal' or the 'not-so-right' way. Staff Augmentation in Information Technology is provided as a service by companies large and small using similar processes and resource bases; differentiation is mostly in communication and presentation. The glaring fact in this industry is that around 30% of all contract placements result in complete or partial mismatches over time. Most vendors try to overcome this risk for the customer by offering no-risk trial period. While the intent is good, the reality of no-risk trial period is heightened inefficiency for the team and gross waste of time and effort when the resource mismatch happens. Now, this is the 'normal' way of Resource Augmentation.

Then, we have the Right Way. Professional Resource Augmentation done the Right Way: Power Hire Staffing from Geval 6.

Geval 6 is one of the very few companies in the IT services industry that can claim to offer its customers a truly unique approach to professional resource augmentation. While this statement may sound clichéd on the one hand and pompous on the other, we differentiate ourselves in our ability to substantiate this claim at each stage of our service delivery model. Our process is the outcome of many years of experience and knowledge in identifying the challenges faced by customers in talent acquisition which include unwieldy recruitment processes, questionable quality of hire and insufficient ability to retain talent.

Conventional sourcing and screening methodologies are fraught with uncertainties on the quality of hire and lack of predictability. Geval 6's Power Hire Staffing, so named for the Precision in the 'matching and selection' process and the Power in volume capability, is characterized by a comprehensive whole life-cycle process that is managed and rendered on ForteHCM's platform for Talent Acquisition and Measurement.

ForteHCM, Geval 6's HCM products arm, provides revolutionary solutions to Talent Sourcing, Screening, Measurement and Acquisition backed by patent-pending technology and a platform that nurtures a collaborative approach to assessments. Use of ForteHCM's platform enables us to offer our customers, comprehensive, customizable and predictable service that extends from needs assessment and project team planning right through post-deployment support. In true testament of its effectiveness, the Software and Information Industry Association (SIIA) adjudged ForteHCM's Talent Acquisition Platform as the Best HCM Solution in the 2012 CODiE Awards.

Since our methodology is the outcome of researching actual problems typically faced by customers that hire and engage knowledge workers, our approach enables the following direct benefits to customers

EASE in selecting and on-boarding suitable resources as Geval 6 helps with team profiles, resource profiles, selection process finalization, and project context orientation

SPEED in progress from project discussion to team on-boarding; made possible through process rigor, proactive pre-qualification of resources, and intelligent use of technology in identification and assessment

CONFIDENCE in the resources deployed as a result of quality through the formal, deliberate, and measured identification, assessment, and selection process

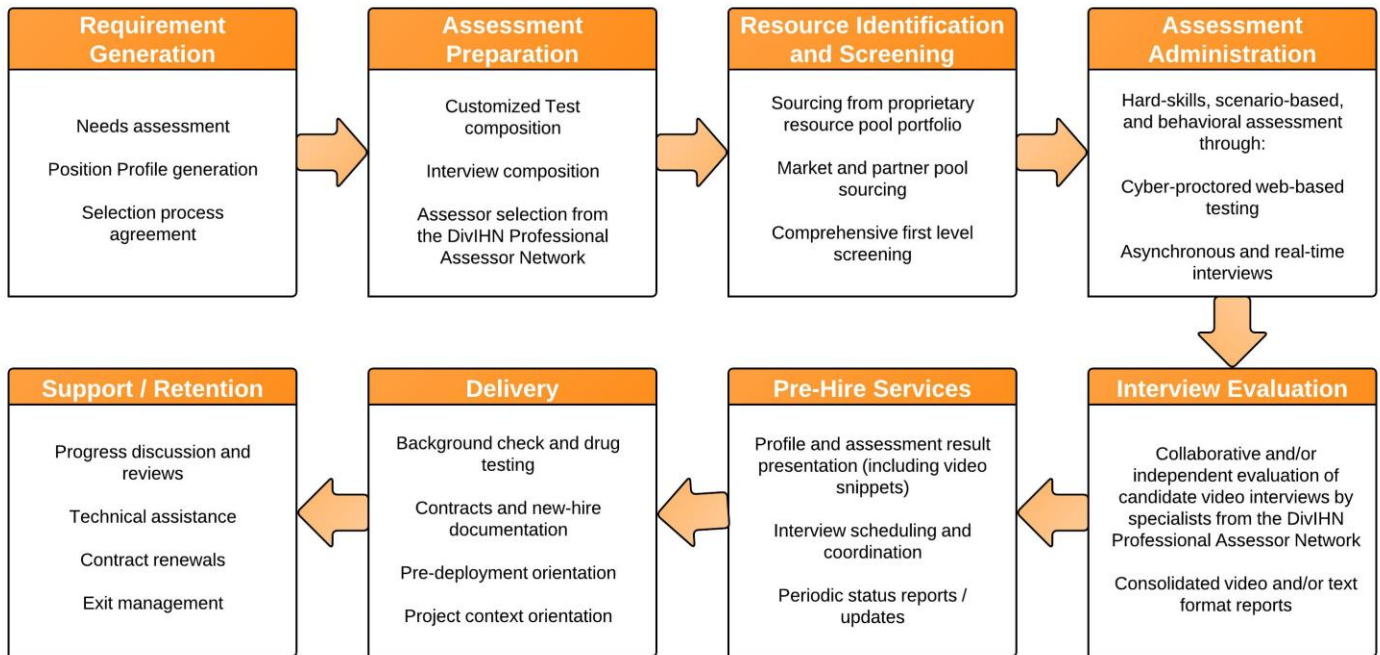
RISK MINIMIZATION through the use of standardized processes/ systems and post-deployment support from Geval 6

COST SAVINGS through reasonable and transparent commercial dealings with Geval 6 and project-context orientation by Geval 6

ASSURANCE in the knowledge that Geval 6 can go well beyond resource provisions, step in to manage and deliver solutions, when needed; also in the fact that Geval 6 works on continuous improvement, leading to a long term partnership

COLLABORATED RESOURCE NETWORK: Large network of specialized resources (Geval 6 Professional Assessor Network) used as needed for assessment, guidance, and post-deployment support; The Geval 6 Professional Assessor Network is an 'enrollment by invitation-only' program that consists of a group of carefully selected specialists that possess expert level skills in various areas within Information Technology

A bird's-eye view of our service delivery model is illustrated below. While the model is anchored on tried-and-tested sub-processes that complement each other, the process can be customized based on the customer's need.



As the next step, we would appreciate the opportunity to demonstrate our process to you in-person. Or better yet, test us out by giving us a requirement that you currently have, and see the difference that Geval 6 can make to your hiring needs.

Our Power Hire Staffing makes hiring of contract, contract-to-perm and Perm resources a breeze.

It brings the following values to the clients

- Only 3 top qualified profiles are presented for every position
- Every resume is accompanied by
 - Well formatted precise resume
 - Tech Assessment Results
 - Tech Interview Video and Assessor's rating
 - Final Recommendation
- No fake resume escapes us – all are video checked and reference assured
- Hiring cycle time is shrunk anywhere from 30 to 70%
- Hiring cost is shrunk anywhere from 25 to 75%
- Assured response on any requirements within 72 hours

The Process:

Client may do any one or more of the following:

- Create Position profile in standard format
- Define test to be administered with Required skills and weight of each question in the format
- Define areas to be probed in technical interview in format
- Attach sample resume, if any
- Request 3 way interview
- Request Candidate video statement

G6 Performs all or some of the following as needed:

- a. REQ is allocated to team member/s
- b. Allocation sheet states all vital expectations like time frame, needed final number of candidates
- c. Search is carried out using the TS utility
- d. Shortlisted resumes are put through the expectation check
- e. List prepared for the assessment phase

Note on the Search sources:

- 1. G6 Internal qualified Candidate databases
- 2. Job Boards like Dice, Monster
- 3. Linked In
- 4. Professional network
- 5. Membership in relevant User Groups
- 6. Tier 2 partner companies

The recruiters are highly trained in the art of networking within the professional communities. Power Hire regularly conducts User Group and Professional networking meetings to promote a larger and tighter relationship.

ASSESS USING ASSESSMENT SYSTEM

- a. The list to be assessed is either sent to the assessment team or the same recruiter/s proceed to assess
- b. A test generated as per SBOS001 and the test is administered
- c. Based on number of candidates clearing the test the search process is repeated as needed
- d. Interview list is then generated
- e. Interview panel is picked as per policy and candidates allocated
- f. Interview is done in line with expectations
- g. Final cleared list prepared with test & interview results
- h. 2 References from each finalist obtained
- i. Rates confirmed from all finalists
- j. Right to represent obtained from all finalists (If client is not revealed to offshore – this task will pass to onsite team)

Final Steps

- The selected candidate resumes are formatted into the client approved format
- Test results are appended
- Interview results are appended
- Recruiter remarks are made and email prepared.
- The entire package of short listed candidates sent to the client manager

Follow Up Steps by G6

- a. Ensure travel arrangements for joining as needed
- b. Make travel arrangements
- c. Tag candidate till joining date
- d. Coordinate among client, candidate, and onsite team
- e. Ensure joining on date and confirm to all stake holders
- f. Obtain written joining report and file with Onsite team
- g. Initiate Task Order or Project Start
- h. Maintain contact with new joinee for pre specified period monitoring initial hiccups if any.
- i. At end of monitoring period send final report and close case