

## Recruiting and Staff Augmentation Overview

Hiring the right people in your organization is one of the single most significant factors that can make the difference between good and great performance. "A-players" are driven to succeed and know how to add value to an organization. RJM Technologies provides high-end recruiting and staff augmentation services that can find the right A-players for your position. We specialize in finding a full range of management and technical professionals, including program managers, project managers, business analysts, writers, programmers, systems developers, and designers. We have a proven methodology and track record for identifying, interviewing, and evaluating successful candidates.

Many recruiting firms work on volume placements. They simply take down your job details, do a keyword match on their resume database, and send you a stack of unscreened resumes. The hiring manager then has to spend valuable time sifting through resumes, phone screening potential candidates and conducting interviews. This is an extremely time consuming process that often results in unnecessary delays and is difficult to balance with the time and energy needed to run the organization.

RJM Technologies can do most of this work for you

- We get to know your business by spending time with the hiring manager to make sure we understand the position requirements as well as the business requirements and culture.
- Our recruiters are senior executives with over 60 years combined experience in information technology, software development, project management and business.
- We do all of the advertising and networking to identify a potential candidate pool.
- We review each resume specifically trying to identify a match to your requirements.
- We telephone prescreen a short list of viable candidates.
- At least one, and in most cases two senior executives interview each candidate that passes the telephone prescreen.
- We present you with two to four candidates that we believe are A-players for the position you want to fill.
- We provide a written summary of our interview for each candidate we submit that includes both strengths and weaknesses of their skills and personality.
- We assist with coordinating and managing the scheduling of interviews with the client.
- We follow-up with reference checks.

## Satisfied Customers

We have many satisfied customers and candidates and take great pride in finding the most qualified people that are the best fit professionally and culturally for your organization. We continue working to fill each and every consulting and employee position until you are absolutely satisfied with your choice. If for some reason an employee does not work out within the first 90 days, we offer you a choice to either replace the candidate or provide a refund.

We have worked with a variety of clients, from small startups to Fortune 500 companies to meet their consulting and recruiting needs. Some of these clients are listed below:

- Fannie Mae
- Sprint Nextel
- Lafarge North America
- AARP
- PCCW Global
- Booz Allen Hamilton
- US Holocaust Memorial Museum

At RJM Technologies we work under a very straight-forward philosophy: to always do what is best for our individual customers and hiring managers. We will never suggest someone for a position that we do not feel is the best candidate for a customer's requirements. We feel strongly that our individual attention and dedication to our customers are what make us such a valuable partner.