

STAFFING with ACULIS

If your company is like many others in today's ultra-competitive IT marketplace, you're relying more and more on "flexible" labor resources to keep your payroll costs down. These temporary employees—ranging from single workers to entire project teams that can be staffed and started up in a matter of days—are a dream come true for cost-conscious managers who have large backlogs of work, tight project deadlines and too few regular employees to get it all done.

But the problems in finding qualified, competent temporary employees can be daunting and seemingly never-ending, especially if you are not in the staffing market every day looking for new employees. Perhaps most frustrating is that once onboard, you still have no guarantee that the people you've selected from the stacks of resumes and hours of interviews will be able to fit in right away and do the job for you. If they can't, you'll once again carry the burden of spending additional time to screen candidates, make offers, and start them up again, resulting in lost time and lower productivity.

THE ACULIS DIFFERENCE

We can make your life a whole lot easier and more enjoyable. We're Aculis Staffing Services—a full-service staffing firm for small to medium-sized businesses. At Aculis we've developed an innovative approach to recruitment that allows us to dramatically increase the percentage of qualified candidates submitted for a particular job assignment.

Our comprehensive system of research and assessment allows us to sift through any number of candidates and eliminate—with a high degree of accuracy—those who are unqualified ... saving you the time and stress of having to do it yourself. And best of all, we offer this higher level of service at a competitive price.

HOW WE DO IT

The most common complaint we hear from hiring managers is that staffing firms pepper them with too many resumes from unqualified people. This underscores a problem that occurs all too frequently: many staffing firms today either misunderstand the specific expertise that a manager needs, or they misunderstand the precise requirements of the position to be filled—or in many cases both.

At Aculis Staffing Services we have developed a unique approach to recruiting that allows us to eliminate these problems:

- **The Aculis Staffing Research & Assessment System.** At Aculis Staffing we've developed a thorough and detailed research and assessment system that allows us to partner with you in gathering specific information on everything from necessary technology skills to how the project fits into larger efforts to how big the team is that the candidate will be working with. The amount and kind of detail we gather gives us the information we need to effectively screen candidates for suitability and recommendation.
- **Research That Surpasses the Ordinary.** Most staffing agencies today don't take the necessary time or make an adequate effort to discover all the information needed to make intelligent decisions. Because our Research & Assessment System is comprehensive in every sense of the word, we consider it routine (and essential) to go beyond the standard inquiries to understand the contextual aspects of our clients—their corporate culture, the way they do business, the personalities that a candidate might encounter during their contract, and so on. These seemingly abstract details actually help us more fully understand our clients' needs and enable us to



... a dream
come true for
cost-conscious
managers.

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achieve a higher success rate at matching the right candidate to your job assignment.

- **Expert Analysis from Experienced Recruiters.** At Aculis our Research & Assessment System is based on a profound understanding of the development process. Our staffing experts have years of hands-on experience in technology and software development and are uniquely qualified to assess candidate capabilities and competence—and do so in less time than would normally be required ... helping us keep costs down.
- **Quality Assurance & Testing: A Core Strength.** At Aculis a core competency of ours is quality assurance and testing. This partly explains why we've been able to achieve such a high "batting average" with our staffing clients ... many of who are software development companies that rely significantly on temporary employees for their QA and software testing needs. Because of this inherent expertise in QA & Testing, we can offer a level of staffing services that is virtually unmatched in experience and competence.
- **Guaranteed performance.** What if there is a hiring mistake? With the Aculis "No Fail" guarantee, we'll replace that person at no cost to you. During the first two days of contractor employment on all work assignments of 60 calendar days or more duration, and where the contractor is employed 30 hours or more weekly on the assignment, you may decide the candidate you have chosen does not fit your specific needs. If so, you will not be billed for any hours incurred in the first two days (or up to 16 billable hours). If you choose to continue with the Aculis contractor then you will be billed for the hours incurred on those first two (2) days.

EIGHT REASONS WHY YOU SHOULD PARTNER WITH ACULIS

Many of our clients credit Aculis as being a key contributor to their productivity and overall business success. Here are just some of the results our clients are experiencing:

- **Outstanding Performance Ratings.** Performance ratings given by client managers after three months on the job consistently demonstrate an "above average" rating for Aculis hires. Typical feedback: "They fit in and achieved results quickly for us and helped improve productivity by getting products ready to ship on time." D. Stones
- **Extremely Low Failure Rates.** The percentage of Aculis new hires in key jobs that were terminated is extremely low. In fact, many of our contractors are asked to extend their time with the client because of their high performance and contributions. And a significant number

are asked to convert to a full-time, permanent role with the client.

- **Extremely Low Turnover Rates.** The percentage of new hires that voluntarily quit during the term of their work assignment is also extremely low. This comes from a dedication to commitment that we instill in all our contractors; once hired, there are few who don't see that commitment through to completion. The consistency of knowledge gained and applied to a project improves overall productivity for our clients.
- **Start Dates Consistently Met.** The importance of filling key positions by the manager's designated start date is our number one priority. Our extensive people networks, combined with our targeted recruiting abilities, ensure that a client's position is filled with top quality people when they need them. Nothing is worse or more costly than delaying the start of a project due to a talent shortage.
- **Client Manager Satisfaction.** At Aculis we understand that we work for the hiring manager, and making that person happy is essential to building a successful working relationship. That's why we strive to integrate our recruiting process as seamlessly as possible into their process. When necessary we help to facilitate decisions on individuals and assist in offer negotiations whenever requested.
- **New Hire Satisfaction.** The other "half" of the satisfaction equation is the contractor. We make sure the new hire is satisfied with the hiring process and their new work assignment. In fact, our current employees have referred many of our applicants for key positions—a positive peer endorsement of Aculis. Today more than 17% of our work force is the result of employee referrals.
- **No-Fee Conversion After 90 Days.** Aculis has one of the highest "conversion" ratios in the industry, and for good reason. Most important is our no-fee conversion after 90 days—something that other staffing services charge considerable amounts for. A no-fee conversion allows our clients to "try before they buy" to determine capability and compatibility of potential new hires.
- **Diversity in Contractors.** A diversified workforce offers many advantages and we bring that diversity to our clients. Currently 20% of our workforce comes from diverse backgrounds—bringing a richness of perspective and approach that most clients find refreshing.

So if you are faced with large backlogs, tight deadlines, not sure of the person you want to hire, or are just plain tired of seeing too many unqualified resumes, let us get results for you.

For more information about how Aculis Staffing Services can help your company, call Aculis Sales at 801-377-5360. Or feel free to visit our web site at www.aculis.com where you can find out about all of our staffing and software development services, download service information, or request more information. You can also reach Aculis Sales Department via e-mail at sales@aculis.com.