

**IDENTIA Group** provides a wide range of services to the Human Resources sector in the areas of research and sourcing. At **IDENTIA Group** we understand that the best way to stay on top of the competition is to hire high performers. Our goal is to provide our clients with access to several effective low-cost solutions that help protect, extend, and evolve their organization's competitive edge.

**Does your organization spend a significant amount of time and resources on sourcing the right candidates either for internal needs or on behalf of your clients?**

If your answer is "yes", consider our services as an alternative to costly internal recruitment methods. Our service offerings are innovative and flexible. Depending on your situation, we can be a strategic part of your recruiting model or a short-term solution provider to meet your sourcing needs.



## SERVICES

- **Name generation**
- **Pipeline Building**
- **Database Creation**
- **Headhunting projects**
- **Calling / Contacting Projects**
- **External Recruiter**
- **Traditional Recruiting**

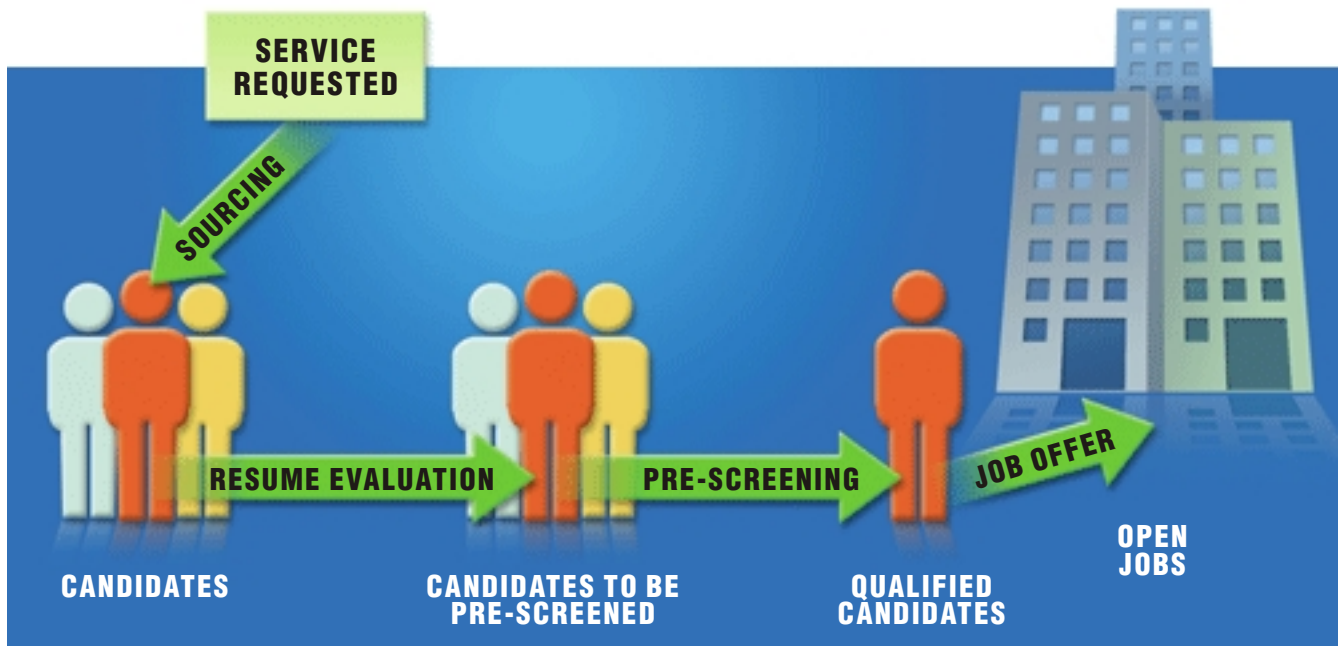
## SERVICES

“If your company is spending too much money in their recruiting efforts let us aid you in reducing your costs. The variety of services we offer can greatly increase your efficiency and lower your costs”.

- **Name generation:**  
Generation of candidates resumes using alternative sourcing methods.
- **Pipeline Building:**  
Sourcing and recruiting to provide a steady flow of candidates using traditional and alternative sourcing methods.
- **Database Creation:**  
Your own database with updated and qualified candidates, categorized according to their skills, and who are willing to work for you.
- **Headhunting projects:**  
When seeking for a hard to find candidate within a specific group of target companies.
- **Calling / Contacting Projects:**  
Given a list of names our team of professionals will contact the list members to update their profile, prescreen or check any item of interest you need.
- **External Recruiter:**  
A full time experienced recruiter will be assigned exclusively to your team.
- **Traditional Recruiting:**  
If your company is constantly seeking candidates for a position or has a constant flow of requisitions.

You can choose to do a blend of our services according to your needs.

You will only pay for what you actually use and you will only receive resumes of candidates that were contacted for your requisitions and showed an interest in the opportunity of working for you.



Our **SELECTION PROCESS** consists of the following:

- **SOURCING**
  - Candidate searches using all of our resources.
  - Evaluation of qualified resumes.
- **PRE-SCREENING**
  - Resume matching.
  - Evaluation of skill sets.
  - Questionnaire design.
  - Creation of “knock-out” questions.
  - English skills evaluation (when required).
  - Reference checks.

The following services are suggestions. Our goal is to provide the client with an alternative option to their Human Resources needs and we are always open to new proposals or a combination of our available services.

## BENEFITS

- Over 20 years of experience in the IT staffing and recruiting Industry and more than two years in the American market.
- Experience working with leading **Fortune 100** companies in IT and Engineering.
- Familiarity of American business styles and practices.
- The ability to increase your workforce seasonally or reduce staffing costs, without compromising quality.
- A solid infrastructure in order to contact all parts of the world, including US based phone numbers.
- We are able to work for all time zones for all parts of the world.
- An experienced bilingual staff in English and Spanish.
- Offices and Strategic Partners in the United States.

## CLIENTS

- **Banking and Finance**
  - Banco Ciudad de Buenos Aires
  - Banco Santander Central Hispano - Banco Río
  - BankBoston
  - CitiBank N.A.
  - Visa Argentina S.A.
- **IT and HR**
  - Accenture
  - Dwight Cribb Personalberatung GmbH
  - EDS
  - Globalign Inc.
  - IBM
  - Itron Business Service
  - Siemens
  - Thales Information System
- **Other Industries**
  - Avon
  - Exxon Mobil
  - Metropolitan Life
  - Peugeot - Citroën
  - Pfizer