



UNDERSTANDING  
The **DYNAMICS**  
of **IT Staffing**



# INNOVATIVE IT STAFFING SOLUTIONS



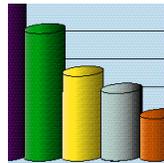
## **About W5**

The Dynamics of Change



## **Staffing Services**

Full-Time Permanent • Contract



## **Tiered Staffing Services**

Tiered Service • Exclusive Contingency • Contingency



## **Specialized W5 Applied Technology Team (SWAT)**

Emergency Assistance

UNDERSTANDING  
The **DYNAMICS**  
of **IT Staffing**

**W**e live and work in an era of phenomenal change. As the pace of information technology evolves and accelerates, IT executives are faced with the challenge of adapting to these extraordinary times.

W5 can help your organization adapt to change. W5 provides IT staffing services and solutions, as well as emergency SWAT Team assistance. Whether you require professionals to lead the way in developing applications, need assistance in hiring additional resources for your team, or need the support of our SWAT Team, W5 offers flexible solutions to all your IT problems.

*W5 can help you embrace change.*

W5 Staffing has assisted companies of all sizes including Fortune 500 companies, mid-size and smaller companies leverage their IT investment and outperform their competitors.

*About W5*



**ABOUT W5**

## Staffing Services



- **Permanent Staffing**  
Our success in permanent IT recruiting is based directly on our ability to understand the long-term aspects of the position we are recruiting for. It is this innate ability to comprehend the technical skills of the candidates, balanced by the "soft skills" required to successfully fit into the corporate culture, that exemplifies our service.
- **Contract Staffing**  
Change is inevitable. Change is constant. Many companies have come to realize that there is a necessary balance between full-time in-house staff and the use of part-time contractors. Using part-time contractors for short-term assignments can reduce costs and maximize results.

*Both Permanent and Contract staff undergo a rigorous selection process.*

- **Sourcing:**  
W5 covers all the bases. With over 20 years in the IT business, we have developed an extensive talent pool of over 20,000 IT professionals - plus access to thousands of other candidates.
- **Qualifying**  
Candidates are contacted to determine their suitability for the position, availability, and remuneration expectations. Candidates meeting our stringent criteria are invited in for an interview.
- **The Personal Interview (Skills testing):**  
The interview process is used to validate the candidate's education, technical training, experience and "soft skills" including attitude, leadership and communication skills. All candidates are required to complete a technical assessment.
- **Reference Check:**  
Comprehensive, professional references are obtained and provided.
- **Our Guarantee:**  
If the candidate's employment is terminated for any reason whatsoever during the first 6 months you are covered under W5's comprehensive guarantee.

*"Your work is professional. Meeting with us to discuss our needs was very useful. The first person you presented to us we ended up hiring! You obviously listened to our needs and met them. We will look to W5 for our future needs."*

*– Kim McDonald-Taylor,*

*V.P. Operations*

*Endpoint Research*

# Tiered Staffing Services

## TIERED STAFFING

### W5 has a service designed for you!

#### BRONZE Service

- W5 will post and manage your position on web recruiting sites, user-groups and professional associations and manage the resume submission process
- W5 will source from our own database, developed over the last 20 years
- W5 will provide candidate resumes based on a clearly defined requirement matrix
- Fee - 5% of the annual base salary paid upon commencement of search

#### SILVER Service

- All options from "Bronze" service plus:
- Conducting in-house interviews with candidates to qualify skills and determine suitability
- Fee - 8% of the annual base salary paid upon commencement of search

#### GOLD Service

- All options from "Silver" services plus:
- Complete reference checks
- Negotiation of the offer of employment
- 3 Month guarantee
- Fee - 10% of the annual base salary paid upon commencement of search

#### Exclusive Contingency Service

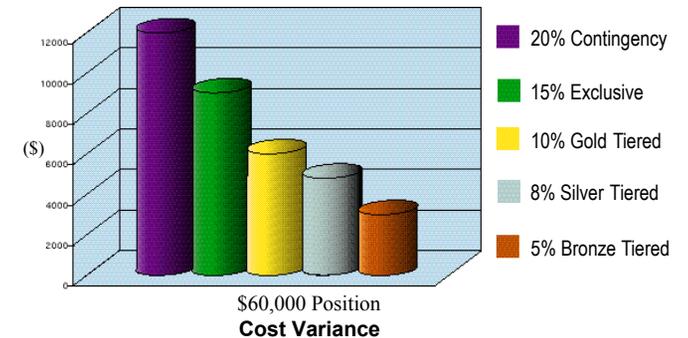
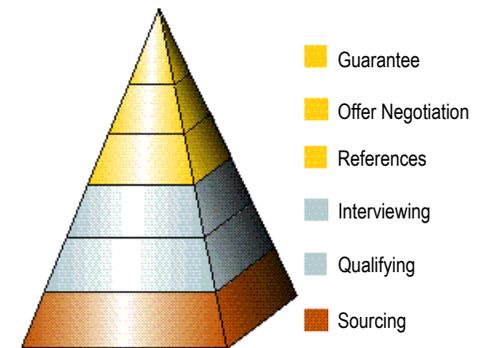
- Exclusive recruiting agreement
- Full service, specialized recruiting
- Comprehensive 6 month guarantee
- Fee - 15% of the annual base salary paid upon placement

#### Contingency Service

- Full service, specialized recruiting
- Comprehensive 6 month guarantee
- Fee - 20% of annual base salary paid upon placement

#### Comprehensive Guarantee

- Ask us about our 6 month comprehensive guarantee



# *Specialized W5 Applied Technology Team*



**O**ur highly effective teams of IT professionals can be assembled quickly to respond to short lead-time assignments in as little as one day.

Being an IT manager in today's environment isn't easy. Even if you have years of experience, you face brand new challenges. Do any of these following scenarios sound familiar?

- Small, yet urgent, user change is required and must be completed to allow the users to continue their work. What are your options when you no longer have the resources familiar with that technology to implement that change?
- Requested changes that require a scheduled completion date. How do you commit to a completion date when qualified resources are no longer at your immediate disposal?
- General maintenance is required, however technology has moved on. What are your options when your team is unable to work effectively with non-current technology?
- Management has approved maintenance. Hire outside help if you must. Where do you find a consulting firm or independent contractors willing to not only perform this role, but to commit to such a short-term project?
- You need to rebuild this application with more current development tools. What level of priority is attached to this task? Can you keep it going?

*Answers - that's all you need  
no one seems to have them  
...until now*

# *Specialized W5 Applied Technology Team*

**SWAT TEAM**

Now you can find solutions to these problems with peace of mind when you engage the services of W5. Increase productivity, align your team, and achieve your goals. We are the specialists that provide short-term, scheduled, or on-demand services. Our business model effectively responds to small, or short lead-time assignments.

- One day
- One week
- One month



*Many managers rely on W5 SWAT Teams for answers to difficult management problems*

## **The W5 solution:**

- Conquer the chaos - Discover new strategies for balancing supply and demand.
- Manage employees more effectively - They will know that if W5 is addressing these situations, they won't have to.
- Increase productivity - Make management and users excited about your ability to have a timely answer for them. Achieve your corporate and departmental service level agreements.

*“Everything went **smoothly**.*

*I appreciate all of W5's efforts.... overall  
it has been an **easy transition**.”*

*– Bernadette Guillory,*

*I.T. Coordinator*

*Scallon Controls*



The **IT Staffing** company to many **Fortune 500** companies.

**[... and we just got a little better]**

Call us and find out why.

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