

*our business
is connecting
technology's elite*



Digerati Search, Inc. (DSI) specializes in talent acquisition exclusively for the Information Technology industry. We provide a full range of placement services for contract, contract-for-hire, and direct hire of IT professionals as well as recruitment, hiring, and career consultancy.

Our team of certified professionals employs decades of technical and business experience, relationship development, instinct, and working knowledge of people and personalities, to bring together highly-qualified technical professionals and career-defining opportunities.

Throughout our comprehensive process, clients and candidates receive *equal* emphasis and attention, resulting in the most effective solutions for IT recruitment. By synthesizing the requirements, skills, goals, preferences, and interests of each, DSI assists both clients and candidates in fulfilling their personal and professional aspirations, thus ensuring their continued success.

Discover how Digerati Search can help *you* connect with technology's elite!

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(dij uh RAH tee) pl. n. 1. thought leaders who promote a vision of digital technology as a transformational element in society; 2. technology's elite

A B O U T U S

DSI is a female-owned and managed small business headquartered in Memphis and LaGrange, Tennessee. Founded in 1994, Information Technology Staffing, Inc., (ITS) began building a network of talented IT professionals at the top of their fields.

Over time, as our client base and the demand for more highly-qualified people grew, ITS was rebranded as Digerati Search to better reflect the quality of talent we represent, the level of service and professionalism we provide, and the

DSI does not discriminate in any of its recruitment or hiring practices. All candidates have an equal chance to compete for job opportunities for which they are qualified.

DSI recognizes the privacy concerns of our clients and the importance of protecting confidential information. Data pertaining to you or your company will not be disclosed outside our organization and will not be duplicated, used, or disclosed for any purpose except as is necessary to provide our services.

To learn more about us and to meet the members of our team, visit www.DigeratiSearch.com.



*we know
business, technology,
and people*

commitment we have to connecting technology's elite. We now operate satellite offices throughout the US.

*we tailor solutions
to fit your business
objectives*



To succeed in today's often unpredictable corporate environment, response to change must be immediate and right on target. DSI can provide you with staffing solutions in a manner that assures your business will not miss a beat.

Leveraging our comprehensive knowledge of people, technology, and business, our highly skilled professionals provide technology resource recruitment for direct hire staffing needs, staff augmentation, and recruitment consulting. We stand behind the people we provide with a placement guarantee. And our experienced account managers provide a single point of contact so you can focus on the core business of managing your company's IT services.

Our methods are proven, and our client list represents the full spectrum of businesses ranging from Fortune 100 companies to small start-ups.

DSI also offers additional services tailored to your talent acquisition requirements.

Designed with your business objectives in mind, these include:

- On-site business process consulting, recruiting, and project management
- Organizational and project staffing strategies
- Third-party staffing vendor management
- Job description development
- Salary analysis and comparison
- Industry and market trends data
- Compilation of local area information and coordination of relocation tours
- Client interview questionnaires, feedback, and related HR forms
- Candidate testing, background checking and drug screening coordination
- EEOC Tracking

It is our goal to become *your* preferred provider of technology talent acquisition solutions.

DSI Clients

..to name a few

- ACH Food Companies
- Alpha Owens-Corning
- BEA Systems
- The Disney Store
- First Tennessee Financial
- Florida State University
- Helena Chemical Company
- Hilton Hotels Corporation
- International Paper
- Mimeo.com
- Nike Corporation
- NYK Logistics
- Oracle Corporation
- Packaging Corporation of America
- Resorts International
- Service Master
- Smith & Nephew
- St. Jude Children's Research Hospital
- Thomas & Betts
- Tyson Foods
- Wal-Mart Corporation
- Williams-Sonoma
- Wright Medical Technology

OUR PROCESS

DSI follows a proven process for attracting the best technical talent for our client companies.

ultimately present you with only a select few.

We handle all interview arrangements and

*a proven process
for attracting the best
technical talent*

Proven Process

Research the client company

Define job requirements

Identify candidates

Screen, qualify, and recruit

Present select candidates to client for consideration

Prep candidates for all phases of interview process

Coordinate phone and face-to-face interviews, and travel

Prepare offer package according to client specifications

We learn about your company – how you compete in your industry, your staffing challenges, company culture, organizational structure, career bands, relocation package, benefits, bonus programs, perks, and performance review and promotion processes.

We frame these factors within your geographic location and compare the local quality of life and cost of living to determine the best matches for your company. And we do that *before* we go to our pool of IT elite to select the most qualified candidates to meet your specific requirements.

We thoroughly screen, qualify, and recruit each individual so that we may

scheduling, and compile candidate and company feedback afterwards.

For those candidates you choose to pursue further, we perform reference checks and offer the option of conducting background checks and drug screening. In accordance with your practices, we may also prepare, deliver, and negotiate the offer package.

Throughout the process – from inception through probationary period – we maintain contact and consult with both the hiring manager and the candidate.

DSI's philosophy is that a successful match occurs *only* when candidates and clients receive equal emphasis. That is why your recruiter will take the time to get to know you. We assist you in finding opportunities that match not only your skills but your preferences for work environment, corporate culture, and career advancement as well.

Your DSI recruiter will guide you through every step in your career search, prepare and educate you in industry best practices, assist you in resume preparation, and make the transition to your new position as smooth as possible.

Because preparation is key to a successful interview, we instruct you in the various forms an interview

can take, the type of interview you can expect, with whom you will be interviewing, and educate you about the company and the opportunity for which you are interviewing. Interviews are an excellent opportunity to share what you already know and gather additional insight about the opportunity.

The better you prepare, the more comfortable you will be when you actually interview.

DSI is dedicated to building candidate relationships that span one's entire career. By representing each individual with honesty and professionalism, we are able to connect our candidates with the best opportunities.

Candidate Services

Learning About You

Marketing Your Skills

Crafting Your Resume

Reference Tips

Interview Guides

Travel Arrangements

Area Information

Relocation Tours

Resignation Preparation

Transition

New Job Follow-Up

*preparation is key
to your success
in an interview*



Visit our Website for in-depth information regarding these and other useful tools.

D I F F E R E N T I A T O R S

Founded on the principles of integrity, fairness, genuine care and respect for people, we have a never-ending commitment to excellence.

Our managers and recruiters are certified professionals who have been trained in employment law, changing regulations, best business practices, and the highest standards of ethics.

We know our clients' industries; we know our candidates' capabilities; we know technology; and we know the employment market. Synthesizing all these elements allows us to customize our services to the exact needs of our clients and candidates and to offer retained agency level services on a contingency search basis.

Over 50% of our placements are the direct result of referrals from satisfied clients and candidates.

Rather than inundate our clients with resumes, we collaborate with our clients and present only high-potential candidates suited to their requirements

Our Client Services Managers have provided account and project management for some of the largest professional services organizations in the world and deliver a level of services that is rare in a traditional recruiting agency.



highest ethical standards and business practices

Our extensive network for candidate sourcing enables us to leverage all channels to be sure we leave explore all resources in our search for the best talent.

The officers, managers, and recruiters at DSI have extensive backgrounds in information systems, business process re-engineering, project management, and consulting services. We have hands-on experience

Many of the DSI professionals are proactive members of local business and technical organizations such as the Society for Human Resource Management (SHRM), the Memphis Regional Chamber Area

our staff members are required to earn CPC certification



with many technologies including Oracle / PeopleSoft / JD Edwards, SAP, Unix, Microsoft, and Mainframe technologies. With a combined total of hundreds of years of experience, we know our clients' industries; we know our candidates, we know technology, and we know the employment market.

Technology Council (MATC), the Black Data Processing Association (BDPA), and Project Management Institute (PMI) to name a few.

In addition, several of our staff executives serve on the boards for various local chapters of the Society for Information Management (SIM), an association of senior IT executives, prominent academicians, selected consultants, and other IT thought leaders who share experiences and rich intellectual capital, and who explore future IT direction. SIM is highly regarded as the premier network for IT leadership.

DSI has been a member of The National Association of Personnel Services (NAPS) for over a decade and adheres to their standards and ethical practices. DSI staff members are required to earn Certified Personnel Consultant (CPC) certification within a year and Certified Temporary Specialist (CTS) certification within two years.

- Highest Ranked Woman-owned IT Services Business - Memphis Business Journal
- Top 10 Women In Business Award
- Top 50 Women Who Make a Difference Recognition

We value a work environment that attracts, rewards and inspires exceptionally talented and motivated people.



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