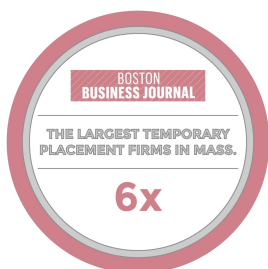
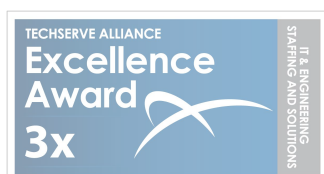
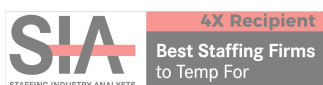


DIGITAL PROSPECTORS

love your job[®]

CAPABILITIES BRIEF





PROVEN

Technical Recruiting & Consulting Services

Digital Prospectors has helped hundreds of client companies by placing thousands of consultants and employees into rewarding contract, contract to hire and direct hire engagements.



Whether you're building a team from scratch, complementing an existing group with a new key player or looking for a solution based service, Digital Prospectors can help.

DIGITAL PROSPECTORS DATA POINTS

- **History:** 23+ years of IT / Engineering staffing experience
- **Consistency:** Same owner operated managers since inception
- **Elite Performance:** Top 2% of all US Staffing Companies at \$60M+ in Revenue and over 350 consultants on billing.
- **Unique Benefits:** Better consultant benefits than 97% of staffing companies with 100% employer paid low deductible HMO + Dental, Vision, Life, STD, LTD and immediate access to a matching 401K.
- **Custom Compensation Models:** Consultants can choose between hourly or salaried options and dictate how much PTO they require.
- **Local:** Headquartered in NH | Branch office in Boston, MA
- **National Reach:** Current footprint in over 25 states
- **Award Winning Client Satisfaction:** Net Promoter Score of 78.3 (independently verified by Inavero /Careerbuilder)
- **Award Winning Candidate Satisfaction:** Net Promoter Score of 76.2 (independently verified by Inavero /Careerbuilder)
- **Distinct Niches:** Engineering | IT | SAP | Life Sciences | Premium Payroll
- **Process Driven:** Proprietary Six Point Prospecting® Methodology delivery model
- **Flexible delivery:** Contract | Payroll | Contract-to-hire | Direct hire
- **Guaranteed:** 40 Hour Satisfaction Guarantee with all placements



STAFFING INDUSTRY ANALYSTS

BEST
Staffing Firms
to Temp For**Proven Technical Staffing**

Advanced Engineering Recruitment Expertise

Digital Prospectors has a 20+ year track record of providing our clients with expertise in Electrical, Hardware, Mechanical, Software and Systems Engineering in support of the following technical areas:

- Air and Missile Defense Technology
- Air Traffic Control
- Analog & Digital Device Technology
- Advanced Sensor Systems
- Algorithm Development
- Artificial Intelligence / Machine Learning
- Big Data Initiatives / Business Intelligence
- Biological-Chemical Sensing
- C4SI (Command, Control, Communication, Computing, Surveillance, Intelligence)
- Cloud Computing / Integration
- Combat / Weapons Systems
- Communications and Information Technology
- Cybersecurity
- Electronic Medical Records / Meaningful Use
- Embedded Systems
- Guidance, Navigation & Control (GN&C)
- GPS / Tracking
- Imaging Technology
- Intelligence, Surveillance, and Reconnaissance (ISR)
- Laser Communications
- Logistics Systems
- Machine Vision
- Mobile Systems / Applications
- Modeling & Simulation
- Net-Centric Systems / Integration (SOA)
- Networking Systems
- Radar Systems
- Radio Frequency Engineering
- Real Time Systems
- Robotics
- Satcom Systems and Operations
- Semiconductors / Singleboard Computers
- Speech, Language & Text Processing
- Tactical Systems
- Telecommunications
- Thermal & Structural Analysis
- Web Applications / User Interfaces
- Weather Sensing



ENGINEERING & IT TECHNOLOGY PRACTICE

Main Industries Served

- Advanced Manufacturing
- Aerospace
- Department of Defense
- Electronics / Semiconductor
- Government
- Higher Education
- Life Sciences / Biotech
- Medical Device
- Research & Development
- Robotics
- Software

Core Skills

- AI / Machine Learning
- Application Development
- Autonomy / Perception
- Business Intelligence / Big Data / Data Warehousing
- Business Systems Analysis
- Cybersecurity / Crypto
- Database Development and Administration
- Embedded Systems
- Mechanical / Electrical Engineering
- Network / Infrastructure
- Product Lifecycle Management
- Project Management
- Quality Assurance
- Simulation / Modeling
- Systems Support and Administration
- UI/UX / Creative Design

What We Believe

- In life, our work defines us. As recruiters, we respect the enormous responsibility we have to our clients and candidates who trust in us to bring them together in meaningful ways.
- The customer is always right. You say "Jump" - and we ask "How high?". We appreciate your business and will always work our hardest to earn it again.

Why Work With Us

- **Our Clients Love Us** – This is not our first rodeo. We do not need hand holding and excel with minimal guidance. We are great listeners, we follow the rules and we deliver exceptional results. We are present, accountable and always here to serve you until you are satisfied – every time.
- **Large Enough to Perform** – Since 1999 we have become one of Boston's Largest Temp Staffing firms (BBJ 2015 - Present) with ~400 billing consultants and \$65M in 2022 revenue.
- **Small Enough to Customize** – We pride ourselves on making your life as easy as possible. We work with your systems and your rules – not the other way around.
- **Privately Owned** – We don't have to answer to shareholders or private equity, so we can focus 100% on listening to our customers and doing the right thing by them – not just our bottom line.
- **Long-Term View** – Everything we do is focused on building long-term partnerships with select clients – even if that means losing sometimes in the near term.
- **Candidate Reputation** – The war for talent is on and in our age of social networking – recruiting success is less about simply identifying who to call – and much more about having the reputation so that top engineers take your call.
- **Retention** – We devote enormous resources into keeping our consultants happy. This has translated into one of the highest consultant retention rates in the industry - near 90%.
- **Client Reputation** – 85% of our business is repeat business and that is the way we like it. Our goal is always to leave our clients so satisfied that they can't help but call us first the next time they have a similar need and to refer us to their colleagues.
- **Our Team** – Digital Prospectors is comprised of seasoned professionals who love the staffing business and it shows in everything we do. We are united by our PASSION values and our mission to satisfy you.

Persistence | Accountability | Service | Straight Talk | Integrity
Open-mindedness | Neighborly



glassdoor

**BEST
PLACES
TO WORK**
EMPLOYER: 2018
#5 out of the Top 50
Small & Medium Businesses


Proven Technical Staffing

Main Industries Served

- Aerospace and Defense
- Automotive
- Financial Services
- Healthcare
- Chemical
- Pharmaceutical
- Food and Beverage
- Hi-tech
- CPG
- Professional Services
- Manufacturing
- Retail

Core Skills

- Project/Program Mgmt
- ECC
- BPC
- Treasury
- SCM/APO
- S4/HANA
- BI, BOBJ, BODS, etc
- MDM/MDG
- HANA
- Development (ABAP, UI5, WebDynpro, OData, Workflow, etc.)
- Success Factors

ERP Talent Pool

~10,000 consultants nationwide

Business Processes

- Finance
- Manufacturing
- Human resources
- Health & Safety
- Supply Chain
- Logistics
- Warehousing
- Procurement
- Sales & Marketing

What we do

- We represent the top of the ERP consulting population and provide their services on a time and materials basis to companies spanning various industries in order to help them implement, enhance, upgrade, support, and optimize their enterprise systems.
- The depth of our talent pool allows us to assist our clients through every phase of the project lifecycle: from Fit-Gap to Post-production support. These resources cover areas such as: Project/Program Management, Functional Lead/SME, Configuration, Development, Training/Organizational Change Management, Testing, Support.
- Within the ERP product suite, we represent consultants spanning all areas of enterprise applications, architecture, reporting and analytics, Data Governance, CRM, Security, Mobility, and UI/UX.

Who we work with

- ERP's current install base across the United States in their efforts to run, grow, and transform their enterprise IT systems.
- Greenfield implementations for companies across various industries.
- ERP Consolidation programs: We are here to help our customers achieve their goal of a "simpler enterprise". For those with various instances of their ERP systems (or multiple ERP systems) due to years of growth through M&A, we are here to help them achieve their eventual goal of streamlining to a single instance across their enterprise.

Why work with us

- There are no shortage of companies providing ERP consulting support these days. The Digital Prospectors difference lies in our ability to provide very flexible, nimble and efficient services to our clients. We work with some of the largest most complex companies in the world where we compete against the largest ERP solutions companies. And we frequently fill the job that those large agencies are not able to due to how fast we move, how closely we listen to our client and our more modest pricing strategy.
- Experience. Our team isn't just a group of staffing professionals. We have all been dedicated throughout our careers to serving the ERP community. Within our group, the average tenure of an employee within this industry is 11 years.
- Our recruiting strategy is as proactive as it gets. Even though we represent thousands of resources, we always know where everyone is and when they will be available. This allows us to maintain rolling pipelines for each of our customers based upon expected demand. Our aim is to make the process of interviewing and candidate selection as simple and painless as possible.



Main Industries Served

- Biotechnology
- Biologic Manufacturing (CMO)
- Contract Research Organizations (CRO)
- Medical Device
- Pharmaceutical

Core Skills

- Biostatistics
- Biotechnology Upstream / Downstream Mfg
- Calibration
- Clinical Research (CLAs / CRAs)
- Facilities Management
- FDA & Regulatory Compliance
- Process Engineering
- Project Management
- GCP, GLP, GMP & GXP Compliance
- Quality
- Clinical Trial Management
- Validation

Why Work With Us

- Our clients love us because this is not our first rodeo. With a dedicated Life Sciences Practice, we do not need hand holding and excel with minimal guidance. We are great listeners, we follow the rules and we deliver exceptional results.
- We provide Subject Matter Expert guidance, easy terms and a variety of flexible delivery models that include SOW, Project Work & Traditional Staff Augmentation.
- Unlike pure play consultancies and engineering firms - Digital Prospectors employs a hybrid model, delivering BOTH world class consultancy talent - AND - the option to hire them directly if and when our clients choose to.
- With hundreds of placements, Digital Prospectors' Life Sciences Practice is PROVEN.
- Our fill rates that are 23% higher than industry averages and a 40 hour guarantee on all placements so our clients can move quickly and still avoid the cost of making bad hires.

How We Do It

- Our clients realize - to get the best candidates to say 'yes' - they need to engage with the one staffing agency those candidates want to work with most - Digital Prospectors.
- Digital Prospectors' unmatched reputation, rich benefits and custom compensation models deliver: New Candidate Pools, Higher Acceptance Rates, Lower Unwanted Attrition & Rave Reviews from our candidates and clients.
- Digital Prospectors is the ONLY staffing agency in New England with:
 - 4x Best Staffing Agency to Temp For Staffing Industry Analysts
 - 5 Star Rating / Employee's Choice - Best Places to Work GlassDoor
 - 100% Employer Paid Health and Wellness Benefits (Low deductible HMO, Dental, Vision, STD, LTD, Life Insurance and immediate access to matching 401K)
 - 78.6 Net Promoter Score & featured in Forbes, Fortune and Inc Magazines as a 'Best Company to Work For'
 - Unique Compensation Models (hourly or salaried with customizable PTO and Bench Time)
- Many candidates only work with Digital Prospectors because we make them feel like valued employees - not temps.



LIFE SCIENCES CONSULTING PRACTICE

We're SICK of being sick

...and crusaders for the cure! From novel drug discovery to clinical trials to the manufacturing of life saving medicine and vaccines – our Life Sciences team is empowering some of the most cutting-edge work in the field today. From gastronomical to neurological and cancer to Covid19 – our team is actively working on the cure.

What's your challenge?

Life Sciences Core industries include:

Biotechnology | Biologic Manufacturing (CMO) | Contract Research Organizations (CRO) | Medical Device | Pharmaceutical

Life Sciences specialties include:

Clinical Research	Regulatory Affairs	Quality	Validation	Lab and Facility
<ul style="list-style-type: none">- Clinical Development/ Clinical Study Design- Clinical Research- Clinical Trial and Operations- CSR/Medical Writing- Clinical Scientists- Pharmacovigilance (PV)/Drug Safety- CRO- Data Management and Biostatistics- Product Registration and Applications- Labeling	<ul style="list-style-type: none">- Regulatory Affairs- Regulatory CMC- CMC (Formulation, Analytical, Product Development)- Regulatory Submissions- IND/NDA- Product Filings and Registrations- 510k- Regulatory Strategy	<ul style="list-style-type: none">- Quality Management Systems- Batch Review- Deviation Management- Process Improvement- eQMS Implementation- Quality Engineering- Gap Assessments- Quality Remediations and Investigations- CAPA- Design Control- Internal and External Auditing	<ul style="list-style-type: none">- Facility, Equipment and Utility Validation- Process and Automation Validation- Upstream/Downstream Manufacturing- Test Method Validation- CSV and Laboratory Validation- Packaging- Validation Engineering and Executions- Equipment Validation	<ul style="list-style-type: none">- Clinical Laboratory- Scientists- Research Associates- Scale up/down- Facility Management



Benefits Matter



...And Digital Prospectors has them. In fact, out of 222 staffing companies, Digital Prospectors is one of only seven voted as a 'Best Staffing Firm to Temp For' – Staffing Industry Analysts.

Today's contract employees have more work options than ever and the rigid, stripped down benefit offerings from typical staffing companies are no longer attractive to the best candidates. This leaves buyers of contingent labor forced to rethink their supplier base to ensure they can meet the demands of this freshly empowered contingent workforce.

Benefits are one of the surest ways to improve employee satisfaction. Nearly **60 percent** of employees say benefits are "very important" to how they feel about their job and their company, and employees who are satisfied with benefits are almost four times as likely to be satisfied with their jobs.
– PeopleKeep

Digital Prospectors ranked as the **#5 Best Place to Work Nationally** for all companies of less than 1,000 employees - Glassdoor



According to Staffing Industry Analysts, Digital Prospectors scored **55%** higher in overall benefit satisfaction when compared to a 2018 survey of 439 North American staffing firms.



Only **29%** of staffing firms subsidize health benefits above the ACA minimum standards.
Only **20%** offer immediate access to a matching 401K
– 2018 Staffing Industry Analysts survey of 439 North American Staffing firms

Benefits Matter

60% of employees would take a job with lower pay but better benefits, while 16% said they had left a job or turned down a job in the prior 12 months due to the benefits offered.

- AFLAC Workforce Report



Digital Prospectors offers a 100% employer paid low deductible HMO –
Plus: Dental, Vision, Life, STD, LTD insurance and immediate access to a matching 401K.



Fewer than 3% of Staffing Firms offer 100% employer paid health insurance.
- 2018 Staffing Industry Analysts survey of 439 North American Staffing firms

Digital Prospectors believes that all employees should love their jobs. In this case, providing contract employees with the benefits they want - in the way they want them, is our goal. Digital Prospectors offers a great mix of benefits and compensation models - allowing each consultant to customize that mix in a way that best suits their unique situation best. For instance:

- Many candidates want to be a salaried employee with full benefits.
- Other candidates prefer to be hourly employees and forego benefits and PTO in exchange for a higher hourly rate.
- Some candidates want 100% employer paid health & wellness policies, while others would rather have that cash value added to their compensation and use a spouse's insurance instead.

Digital Prospectors caters to all these candidate needs and as a result it fills more of their clients' jobs by thrilling career consultants AND tapping into brand new talent pools who would not 'normally' consider contract or contract to hire work.

58% of workers would take a pay cut for an equal amount of PTO
- USA Today



Digital Prospectors allows each contractor to customize their PTO to suit their needs



46% of Staffing Firms offer zero PTO days
- 2018 Staffing Industry Analysts survey of 439 North American Staffing firms

In the end, candidates working with Digital Prospectors get to accept their jobs with the compensation (Wages, Benefits, Retirement and PTO) terms that suit them best. To Draper this means filling your jobs faster with higher acceptance rates and greatly increased cost savings due to lower unwanted attrition and improved workforce morale.

AWARDS & RECOGNITION

- Glassdoor - Best Places to Work (5 Star Rating)
- Staffing Industry Analysts' Best Staffing Firms to Temp For
- Best of Staffing™ - Client Satisfaction - ClearlyRated/Inavero
- Best of Staffing™ - Candidate Satisfaction - ClearlyRated/Inavero
- Top Temporary Placement Firms - Boston Business Journal
- Top IT Services Company – Inc. Magazine
- Fortune Magazine's Top 50 Best Small Workplace
- Coolest Companies for Young Professionals Award - Stay Work Play NH
- Better Business Bureau (BBB) A+ Rating
- 4x Voted a NH Best Places to work - BusinessNH Magazine
- Top 20 Fastest Growing Companies in NH - BusinessNH Magazine
- Voted a “Most Reliable Staffing Agency” in New England, as seen in Forbes Magazine
- 5x Inc 5000 - Inc. Magazine
- Top 50 Fastest Growing Staffing Firm in the United States - SIA
- Top Ranked Staffing Firm in the United States - SIA
- Top 100 Private Companies in NH – BusinessNH Magazine
- Excellence.Gov award for our LIMS-EV solution to the USAF



Ranked #5 out of All Small & Medium U.S Companies on Glassdoor's Best Places to Work



Ranked #5 out of all Small & Medium U.S. Companies on Glassdoor's Best Places to Work, Digital Prospectors boasts an overall company rating of 5 out of 5. Digital Prospectors is the only staffing agency to make the list and is the highest ranked company in New England!

Unlike other awards, there is no self-nomination or application process, instead it's entirely based on the feedback our employees have voluntarily and anonymously shared on Glassdoor. To determine the winners of the awards, Glassdoor evaluates all company reviews shared by employees over the past year. This year, we are proud to be recognized as a Best Place to Work among small and medium U.S. companies with fewer than 1,000 employees

"I am beyond thrilled that Digital Prospectors is a Glassdoor Employees' Choice Award winner. We realize that only a small number of companies achieve this award and it reflects the efforts that all Digital Prospectors employees contribute to make our culture and work environment a place that employees can truly love their jobs."

- Digital Prospectors' President, Don Catino



Below is a review an employee shared on Glassdoor that contributed toward the award and makes us feel incredibly honored. Visit Digital Prospectors' Glassdoor page to see more reviews: <http://bit.ly/glassdoorpc>.

"Digital Prospectors is an amazing company to work for that truly cares about doing the right thing. They are always willing to listen and look for ways to improve. Fully paid benefits, matching 401k, generous PTO and Comp Plans but most importantly the ownership is visible and treats employees like friends and family."

Digital Prospectors Named #1 Best Company to Work For in NH

Digital Prospectors is thrilled to be recognized as the #1 Best Company to Work For by Business NH Magazine!

Digital Prospectors first broke onto the list in 2007 and has appeared five times. Having come close in the past, this is the first time we have earned the #1 spot. Digital Prospectors is the only IT staffing company to make the list.

"It doesn't get any better than the culture here at Digital Prospectors. We've got every perk you could want, and others I'd never even heard of. From early releases before holidays to a stacked snack closet, team building events to fitness classes – we have so many reasons to love working here. 'Love Your Job' starts with internal employees, and it's obvious that this company nailed its vision."

- Annie Edminster, Sales Coordinator



Client Relations Specialist, Shaunda Belanger said, "it has been such a joy to watch Digital Prospectors grow over my 11 years here into the dynamic company it now is. I am grateful every day for the multitude of opportunities working here has given to me, both for my career and my family. It truly is no surprise to me that we have been voted the best place to work for in NH as I am fortunate enough to live it every day."

"Working with hardworking, smart, driven teammates, with a similar mindset transforms a 'job' into meaningful work and makes for a great day!" added Dana Tarlow, Account Executive.

Jennifer Heimberg, Technical Recruiting Team Lead then said, "I am thrilled and proud to be part of such a caring, dynamic, professional, service-oriented and passionate team!"

Business NH Magazine has recognized New Hampshire businesses that excel in creating highly engaging workplaces for their employees via the Best Companies to Work For competition for the past 21 years. The competition evaluates both small and large companies from across the state.

This year's competition included an employee engagement survey given to the team and an extensive employer survey, detailing benefits and workplace initiatives. Once the finalists were determined, a panel of judges visited the offices of all finalists to conduct a focus group interview with up to eight employees.

Best Staffing Firms To Temp For - Staffing Industry Analysts



Digital Prospectors has been announced as a winner of the Best Staffing Firms to Temp For contest by Staffing Industry Analysts. Digital Prospectors is one of only seven staffing firms to receive the Best Staffing Firms to Temp For in all of North America out of 222 staffing firms registered for the award.

In order to win this accolade, Digital Prospectors received a Net Promoter Score of 73. Net Promoter Score was calculated based on anonymous survey feedback from temporary employees that the organization has placed on assignment. The survey included temps' responses to questions such as how likely it is they would recommend this staffing firm to a friend.

"Our team of recruiters and service professionals work incredibly hard to create a world class consultant experience. We are very proud and honored to be recognized for our efforts in this way."

- Digital Prospectors' President, Don Catino

NET PROMOTER SCORE (NPS)

73

The award program was conducted for Staffing Industry Analysts, a global advisor on contingent work and a leading voice of the staffing industry, by Quantum Workplace.

"Congratulations to all the Best Staffing firms to Work and Temp For; their accomplishments in creating an engaged workforce are helping drive success for their businesses and the industry," said Barry Asin, president of Staffing Industry Analysts.

"Our research suggests a high correlation between the satisfaction of internal employees and the satisfaction of a firm's temporary workers you place with your clients," Asin said. "And there's no better way to drive client satisfaction than with high-performing temporary workers."

Best of Staffing - Client Satisfaction

At a 5 star rating out of 5, Digital Prospectors is the highest scoring IT & Engineering Employment Agency winner in New England for Client satisfaction. This is the third time Digital Prospectors has received this recognition from current clients. This time marked the highest NPS score to date with a score of 90%, which is 13% higher than the average agency winner of this award.

"Digital Prospectors is very proud to be the highest rated IT & Engineering staffing firm based in New England to make this prestigious Client Satisfaction list. Our mission has always been to provide the very best service to our clients and in this hyper-competitive marketplace this award (based on our own client's evaluation of us) provides our team with the validation that our efforts are noticed and valued by the companies we serve."

- Digital Prospectors' CFO, Jessica Catino

Digital Prospectors scored 17% higher than the average agency winner of this award.

Detailed Comparison	Digital Prospectors	Staffing Industry	Best of Staffing Average
Net Promoter Score	90%	31%	77%
Promoters (9-10's)	93.3%	81%	81%
Passives (7-8's)	3.3%	15%	15%
Detractors (0-6's)	3.3%	4%	4%

®Net Promoter, NPS, and Net Promoter Score are trademarks of Satmetrix Systems, Inc., Bain & Company, and Fred Reichheld. Net Promoter Score is calculated by taking the percentage of respondents who, on a scale of 0 to 10, rate their likelihood to recommend the staffing agency with a score of 9 or 10 (promoters) and subtracting the percentage who rate the staffing agency a 6 or lower (detractors)

Fewer than 1% of all staffing agencies in North America earned this distinction for providing remarkable service quality to their clients. With average satisfaction ratings quadruple the industry average, the Best of Staffing™ Client winners truly stand out for exceeding client expectations.



Proven Technical Staffing

Best of Staffing - Talent Satisfaction

Fewer than 2% of all staffing agencies in North America earned this distinction for providing remarkable service quality to their talent. This is the third time Digital Prospectors has received this recognition from current consultants. At a 4.6 star rating out of 5, Digital Prospectors is the highest scoring IT & Engineering Employment Agency winner in New England for consultant satisfaction. This award is the highest NPS score to date with a score of 78.6% from talent.

"Digital Prospectors goes to great lengths to provide the very best service to our consultant employees, so being the highest rated IT & Engineering staffing firm based in New England to make the Talent Satisfaction list is incredibly gratifying. This prestigious award, based on our own candidate's assessment of us, offers our team of recruiters and HR professionals immense satisfaction that our efforts are noticed and appreciated by the consultants we put to work in this competitive job market."

- Digital Prospectors' President, Don Catino

Digital Prospectors scored 12% higher than the average agency winner of this award.

Detailed Comparison	Digital Prospectors	Staffing Industry	Best of Staffing Average
Net Promoter Score	78.6%	21%	66%
Promoters (9-10's)	82.1%	45%	75%
Passives (7-8's)	14.3%	30%	16%
Detractors (0-6's)	3.6%	24%	9%

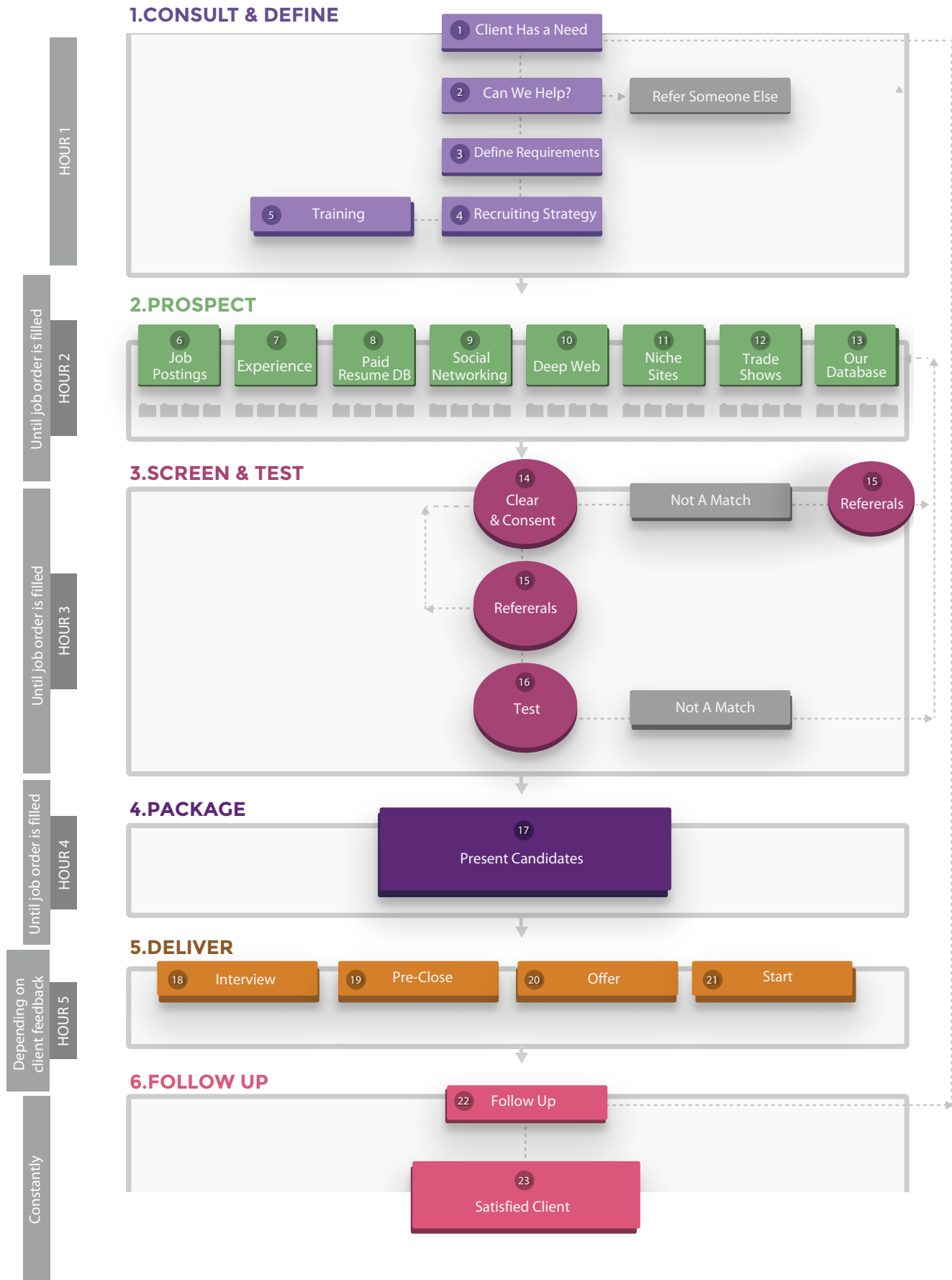
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Presented in partnership with CareerBuilder, the fifth annual Best of Staffing list provides the only statistically valid, objective, service quality benchmarks in the industry and reveals which staffing agencies are delivering exceptional service to the permanent and temporary employees for whom they find jobs.



Proven Technical Staffing

Six-Point Prospecting® Flow Chart



Six-Point Prospecting® Defined

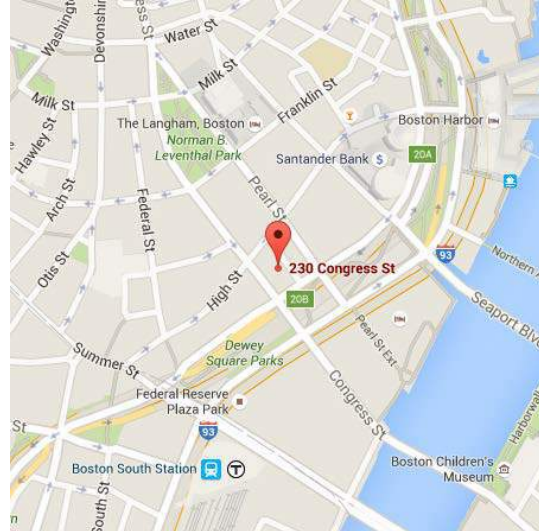
1. **Client has a need** – The process begins when a client identifies their need for a technical resource for a temporary consultant and notifies Digital Prospectors.
2. **Can Digital Prospectors help** – Digital Prospectors reviews the client request and evaluates whether or not we are the best provider for the client. Digital Prospectors focuses only on locating and placing technical talent, so some jobs are better suited for other staffing companies.
3. **Define the Requirement** – Digital Prospectors takes a consultative approach to every requisition – and the first step in that process is to gather select members from the account management, recruiter management and recruiting staff to dissect each job in a group setting to capitalize on different points of view and past experience. This ensures we understand the job we are trying to fill to the best of our ability.
4. **Recruiting Strategy** – Digital Prospectors identifies which of its seasoned recruiters are best suited to fulfill the requirement, focusing on recruiters who have recently filled similar requirements for other clients. We then employ a customized search strategy based on the findings from Defining the Requirement. This can include targeting specific companies and employing specific search protocols amongst our robust arsenal of resume databases.
5. **Training** – Searching online data may seem straight forward. In reality, two recruiters searching the same database will come up with drastically different candidates. Digital Prospectors invests in weekly customized on-site training for its recruiting staff. Our recruiters are 'Super Users' of the most advanced search tools – so we get better results from any database we search.
6. **Job Posting** – To ensure job postings are as visible as possible, Digital Prospectors makes significant investments in every major job site, niche site, and user group. Utilizing the most advanced technology, our clients' jobs are posted on Digital Prospectors' LoveYourJob.com website, LinkedIn, Indeed, Simplyhired, Monster, Dice, Careerbuilder, Clearancejobs and many more university and government sponsored.
7. **Experience** – Digital Prospectors has over 20 years of recruiting experience. By mining the relationships of people we know, and the professionals we have met over the years, our recruiters can often find the best possible candidates out there, faster than anyone.
8. **Paid Resume Databases** – Digital Prospectors invests heavily in providing our recruiters with access to every major online candidate database including: LinkedIn, Monster, Dice, Careerbuilder, Clearancejobs & others.
9. **Social Networking** – Digital Prospectors invests heavily into its' social network sites presence and our recruiters are experts at networking LinkedIn, Facebook, Google+ and many other smaller sites.
10. **Deep Web** – Digital Prospectors trains its recruiters in sophisticated search methodologies and arms them with intelligent search tools. This lets our recruiters capitalize on the nuances of different search engines like Google, Bing, Yahoo and ASK to find passive candidates unknown to our competitors.
11. **Niche Sites** – Digital Prospectors also drills down through niche sites like Craig's List, IEEE, TheLadders American Job Center and a host of active military and veteran sites to find paths to even more candidates.
12. **Trade Shows** – Digital Prospectors also goes offline, exhibiting at technical trade shows around the country to attract and meet face to face with promising talent. Recently you might have seen us at the Embedded Systems Conference and various SPIE and IEEE shows.
13. **Digital Prospectors' Proprietary Database** – After 20 years Digital Prospectors has accumulated an impressive pool of hand-picked talent. Using advanced technology powered by our state of the art Applicant Tracking System we can quickly identify great candidates who can't be found anywhere else.
14. **Clear & Consent** – Using our experience, skill and PERSISTANCE, we track down the best candidates who match our search criteria and pitch them on the job. This is the most difficult work recruiters' face – and where Digital Prospectors' seasoned team yield superior results. We then obtain a fully executed Resume Consent Form from each one to ensure they know where their resume is being presented and at what rate.
15. **Referrals** – All candidates – whether they are matches or not – are asked for candidate referrals. Digital Prospectors offers a great referral bonus and many candidates are happy to refer their colleagues to us.
16. **Test** – Digital Prospectors' employs a full suite of technical tests. This tool allows us to identify the best coders out there. Digital Prospectors also offers background, clearance, drug, education and other checks at our clients' request.
17. **Present Candidates** – Digital Prospectors presents only the best candidates for the job. Our rigorous screening process often results in only a select number of well qualified resumes (typically 2 – 5) – allowing our clients to move rapidly from resume review to interview.
18. **Interview** – Digital Prospectors helps drive the interview process: setting up phone screens and in-person interviews, acting as liaison between our candidates and clients and keeping all parties informed throughout.
19. **Pre-Close** – We work to achieve the highest job acceptance rate by pre-closing candidates to make sure that when our clients make an offer, our candidates are ready to accept.
20. **Offer** – Digital Prospectors confirms that offers are received, questions are answered and that all paperwork is completed in a timely and organized manner.
21. **Starts** – Digital Prospectors makes sure they know where to go and what to expect. We ensure that all onboarding processes have been completed and that our candidate is ready to hit the ground running.
22. **Follow up** – Digital Prospectors views every relationship as a long term relationship, both from a client and candidate perspective. We take time to follow up with candidates and stay in close contact with clients to make sure that everyone is happy with the placement.
23. **Satisfied Client** – Discuss future needs and opportunities.

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