

▶ **Mission & Philosophy:**

ITSource aims to provide a personal, professional and cutting edge approach that is often missing from the consulting and recruiting process of large firms.

We believe that our creative environment stimulates new ways for handling situations as well as solving problems, which we derive from our team's diverse backgrounds and cultures. Our corporate executives have one common philosophy, "Exceeding our clients' expectations with exceptional service while using success to give back to charities and the community."

▶ **Overview :**

ITSource Technology is a fast growing Technology & Management Consulting firm that focuses on providing quality services to our clients in both public and private sectors, ranging from small to Fortune 100 companies. We can assist you with customizable and scalable solutions to fit in with your organization's specific needs as well as changes that may occur down the road. ITSource is great at building SWAT teams to come in and solve critical issues, while providing knowledge transfer and thorough documentation throughout the duration of the project to ensure success when our teams roll off your projects. Our goal is to provide you with a self-sustaining environment so that your organization is not dependent on outside services.

Supplier Diversity Compliance – Since we are MBE Certified (Minority Business Enterprise), we also promote hiring diverse employees and consultants to encourage equality in the workplace. ITSource Technology is a California State Certified Small Business as well. These certifications benefit our clients by helping them to stay in compliance with their diversity and small business spending mandates from the Federal and State level, while also receiving quality and affordable services that embrace industry best practices.

▶ **Services:**

ITSource consists of three divisions:

1. Technology & Management Consulting Services
 - IT & Infrastructure Engineering
 - Management & Business Process
 - Web Services & IS Implementation
 - Security & Network Optimization
 - R&D Software & Hardware Development
 - Application Design & Development
 - Systems Architecture
 - ERP, CRM, SRM & EDI B2B
 - Project & Program Management
 - Technical Training & Instructional Design
 - Global Enterprise Ops & Maintenance
 - Web, R&D, and Infrastructure Virtualization

2. Staff Augmentation, Recruiting & Executive Search Services

3. Virtualization and IT Search Software Sales & Systems Integration Services

▶ **Our Clients:**

Becton, Dickinson and Company
Comcast Communications
Deloitte Consulting
Hewlett Packard (Global Consulting Partner)
JSR Micro
McKesson
Neopost / Mailroom Services Inc. (MSI)
Northrop Grumman
Wells Fargo

▶ **Executive Team:**

Our Executive Team has more than 50 combined years of Technology, Management, Financial and Marketing Consulting experience for small to Fortune 100 companies. Our executives have experience in verticals including: Healthcare, Medical Device, Government, Entertainment, Financial, Technology, Semiconductor, Retail and Energy.

Advance Your Business



Technology & Management Consulting Services

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We have built our reputation as a consulting firm through an approach that is different from today's sales driven business market by focusing on the client's and consultant's needs instead of our profit margins. Our client centric approach consists of:

▶ Needs Assessment

ITSource works with our clients to define their requirements and put together a scope of work. We then do a discovery of the facts, environment, resources and other intangibles to help create a project plan and set deliverables. During the needs assessment we will determine if our client needs us to assemble a project team or provide them with a consultant or specific individual consultants who can best fulfill the needs of the requirements. Finding a team or individuals with the required skills and expertise is only half the challenge as we go a step further by aligning the project with a consultant or team that has similar industry experience as well as a compatible personality to fit into our client's culture while adding diverse characteristics that will enhance the group's performance whether we are working onsite or coordinating through an outsourcing model where our project team works at an ITSource development center near the client's primary or designated office.

▶ Monitoring

ITSource follows each project closely to ensure that milestones are met on time and within budget. We also make sure that proper change management procedures are put in place to deal with any unforeseeable issues that may occur. ITSource has found that one of its greatest attributes is our ability to keep the communication channels open; making sure that there is constant communication between our clients, project teams, engagement managers and internal executives.

▶ Going Above & Beyond

ITSource will do whatever is in our power to ensure the success of the client and/or project as long as it does not harm any of the players in the delicate ecosystem that exists between the client, the consultant(s) and ITSource. The key to success is ensuring that equal respect is given to all, which creates a harmonious balance that can overcome any challenges.

Meet Your Goals





Recruiting & Executive Search Services

ITSource has vast experience in providing recruiting services to a wide range of industries and position types. We specialize in technical and professional positions ranging from:

- ▶ **Information Technology**
Systems Engineers, Desktop Support, System Administrators, DBA's, Data Analysts, Application Programmers, Database Developers, Architects...
- ▶ **Professional**
Project/Program Management, Business Analysts, Project Coordinators, Financial Analysts, Controllers, Product Managers, Marketing Analysts...
- ▶ **Information Systems**
Software & Web Developers, Architects, SQA, Version Control / Configuration Management Specialists, Support Engineers...
- ▶ **Hardware Engineering**
HW Engineers, Project Engineers, Embedded Developers, HW Designers, Mechanical Engineers...

We have an extensive database and referral network as well as access to the leading web-based recruiting tools and job boards. Our recruiting philosophy is a balance between the client's objectives and the candidate's career goals. We make it our practice to identify the top 2-3 candidates that fit into all of the areas of our search to ensure that the requirements of our candidates and clients are matched perfectly. By paring this list of candidates down to a small size, we maintain our commitment to our clients to only present them with the best of the best.

ITSource has also built an outstanding reputation for providing Senior Management and Executive Search recruiting. When ITSource is brought in to provide this type of service, we make sure that one of ITSource's Executives and/or Officers oversees the recruiting process and performs the final interview prior to submitting the resume and executive profile.

Our Four Recruiting Options Are:

1. Contract:

These positions are typically project based or used to augment our client's FTE staffing levels for a specific skill and duration. ITSource gets position requirements from our clients and helps to match those requirements with the personality that will fit into the culture of our client as well as meet the career objectives of our contractors.

2. Contract-to-Hire:

ITSource provides this service when there is a need to get someone on a project quickly, but has the potential to turn into a FTE role within a predetermined time frame. This option is also good when a client and/or candidate would like to evaluate the match prior to a long-term commitment.

3. Full-Time Employee (FTE):

This option is for clients that need to add staff to their team as a full-time employee. This recruiting approach is handled in a special way since there is a more thorough screening process that needs to be followed. During this process we must identify what the requirements are and go one step further to find out what makes our client's environment, benefits and culture unique so that we can screen candidates based on that information as well as be able to provide the details necessary for our candidates to make the best decision for their careers.

4. Retained Search:

This is a more complex option that is customized for our client's specific situation. This arrangement is typically used by clients that want ITSource to allocate a predetermined number of recruiters and/or hours of recruitment to fulfill their requirements. Most of the time these are time sensitive and hard to fill positions. It is also common for a client to engage us so that we can provide a price break for a commitment to work exclusively through ITSource on multiple openings.

Secure Your Future



ITSource currently works with two dynamic companies, Akorri and Splunk, as a systems integrator and VAR for each through our Partner Programs. We provide the consulting and systems integration that may be needed to determine the best use and set up of Akorri's BalancePoint software and Splunk's IT Search software into our client's environments. We have received positive feedback from our clients on how both products can be utilized in their IT and R&D departments.

Akorri has developed a breakthrough software product to optimize server and storage resources to dramatically improve application performance and capacity utilization — especially in virtualized environments. As a result of running the BalancePoint software, here is a sampling of what Akorri's customers have been able to achieve:

- Quicker resolution of application performance issues that are related to shared server and storage resources — In VMware, how many VMFS to stack per ESX and RAID set
- Increased confidence to meet your service level agreements and avoid application performance issues – Help determine which applications to P-to-V based on CPU, Memory and IO workload with which ESX to provision onto
- Elimination of costly over provisioning of storage and server resources as a way to improve application performance – Answer the question “when will I run out of IO throughput not just gigabytes”

Using advanced analytics, BalancePoint™ is the first enterprise-class software product that enables intelligent optimization of IT infrastructure resources based upon the changing behavior of business applications and desired performance levels. BalancePoint runs agentlessly, talking to the servers (virtual and physical) and storage arrays to develop an Application Fingerprint of the IO workload profile and the intermingling of application workloads. Scheduled or Ad-hoc reporting, in addition to the Dashboard, allow for visibility into the performance dependency map, showing possible contention for making troubleshooting and optimization recommendations.

Splunk, our other Partner, has an exciting new product that is trailblazing the IT Search space. Splunk is an IT Search software that makes it possible to index any and all of your IT data and log files, linking the resulting data together by event relationships allowing you to search and navigate your runtime environment dynamically in real time! From a single location, you can gain access to all of your IT data, perform ad-hoc investigations, effectively be alerted about problems and report on activities across your data center. Splunk can crunch logs in real time and move them from production to a centralized log host for searching.

This search software allows your IT support teams and System Admins to instantly identify performance problems anywhere in their infrastructure by utilizing data that is already being logged by their infrastructure's servers, applications and network devices. Splunk software runs natively on Unix, Mac OS X, & Windows.

Go Above And Beyond

