



Symphony Enterprises, LLC

..... IN HARMONY WITH TECHNOLOGY

IN THIS ISSUE

# Flexible Solutions for your Business...

Symphony Enterprises, LLC. (Symphony) is a dynamic and aggressively growing information-technology 'service and solutions' corporation with offices located in Pittsburgh PA and branch office in Chandigarh, India.

We offer our clients a wide range of IT services including on-site and off-shore consulting, delivering business solutions using the appropriate tools and technologies to enable our clients to meet ever-growing, ever-changing demands and to gain an edge in the global market. We bring together businesses in the US that have requirements for business enabling/enhancing software solutions and consultants who can fill those requirements.

Symphony is a certified WBE and MBE, certified by WBENC, State of DE, DGS- PA, and Commonwealth of VA, US Women Chambers of Commerce. We joined the 8(a) program in 2011 and shall soon hear back on our GSA schedules proposals as well.



## Versatile Placement Solutions

Symphony Enterprises' innovative, flexible, and cost-effective solutions enable you to automate your manual processes, hide complexity and achieve improved productivity with your Enterprise applications.

Page 2

- Staff Augmentation
- Direct Hire
- Web-Based Timekeeping and Onboarding
- Project Delivery

## Surge Capabilities

We are here to help you with Surge Capabilities that include team hiring, short and long-term placements, as well as a no-fee buyout plan for larger contracts hoping to place temp-to-perm staff.

Page 4

# Services

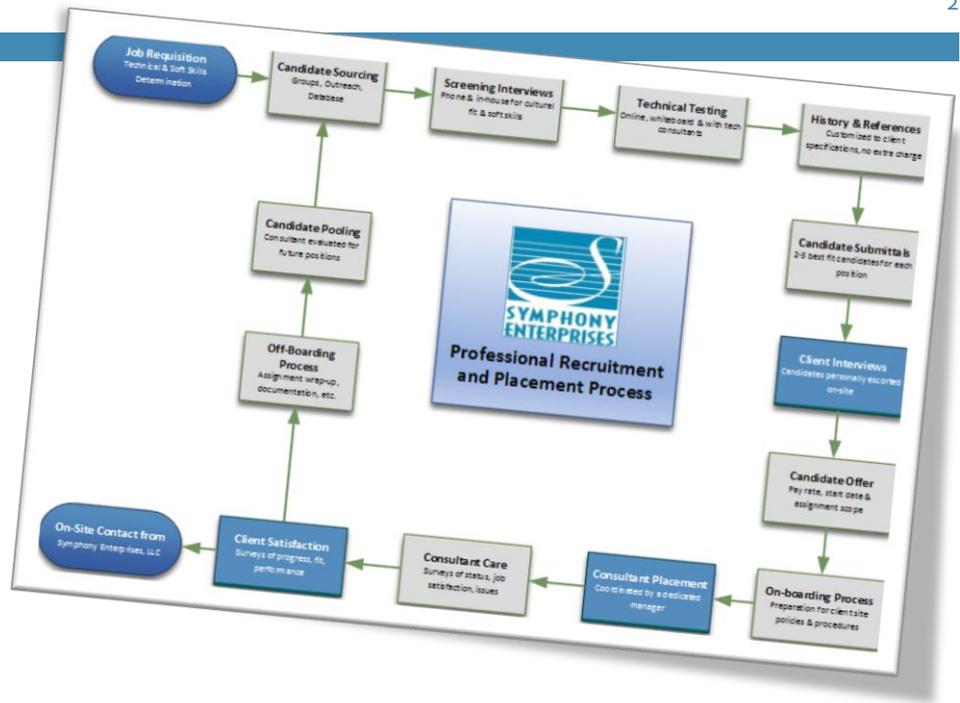
We can help you with the following hiring needs:

- 1) Full Time (with 3 months free replacement)
- 2) Contract Hiring
- 3) Contract to Hire
- 4) Symphony Managed Service
- 5) Custom Solutions

We can devise custom made staffing solution after carefully reviewing the client requirement. Our solution would help you hire great workforce and at the same time keep cost under control.

Symphony Enterprises customer includes Fortune 500 companies in US, Asia Pacific's Top 100 companies and Top Blue Chip companies in India. We have helped MNC cut their recruitment/hiring cost with our effective recruitment model.

Symphony Enterprises LLC provides expert and innovative staffing solutions to leading global as well as Indian organizations to recruit the finest temporary and permanent talent available across various industry sectors through its resourcing delivery center and 24x7 availability of recruiter/account managers for your availability.



## OUR CORE VALUES

**Quality** We evaluate a large number of candidates and provide the two most appropriate.

**Screening** We verify candidates' qualifications and previous work experience through independent references.

**Speed** We present candidates within 24 hours.

**Honesty** We are candid and transparent in every interaction.

**Simplicity** Our mission is to make your job easier. We work to your timelines, procedures, budgets and requests.

# Versatile Placement Solutions

Symphony Enterprises' innovative, flexible, and cost-effective solutions enable you to automate your manual processes, hide complexity and achieve improved productivity with your Enterprise applications.

Symphony Enterprises, LLC. Specializes in the placement of associates in contract, contract to-hire and permanent positions, covering scope and levels of technology resources, serving organizations domestically and overseas on a "one to-one" basis. Our sole focus is the identification and delivery of verified workforce. Focusing on quality, we find what our customers need, when they need it. Our ultimate goal is to become a long term partner, not just another vendor.

In addition to staff augmentation, we also deliver full project management solutions on IT projects from start to finish. Symphony

Enterprises innovative solutions has helped companies lower hiring cost and hire top notch talent leaving them to focus on their core business.

Symphony Enterprises can help our customers manage their hiring needs with our excellent Account Managers and team of seasoned recruiters who work with only one motive— to help companies hire best of the talent and keeping the cost low so that companies can move ahead in this competitive market.

The services and solutions that Symphony provides are truly versatile. Symphony delivers what its customers desire and how they want it. This ability to tailor solutions according to client demands using its delivery ready service components enables Symphony become a truly versatile placement solutions provider.



*We hire people – not resumes; graphic above shows what one can expect when we're at work.*

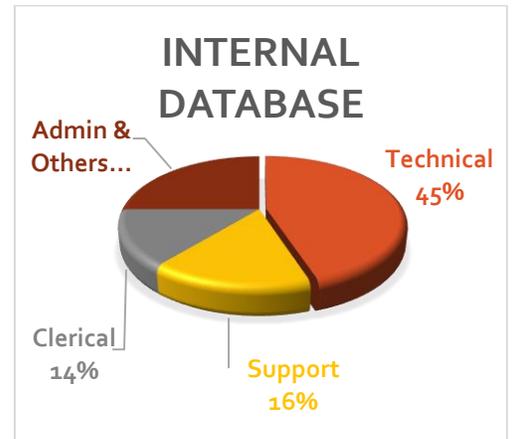
## RECENT NOTABLE PROJECTS

Symphony was recently called upon to assist in the implementation of new design for the NetApp Support Site using superior User Interface development experience, working with Oracle WebCenter platform. Our UI Web Developer is working on creating style sheets and page templates capable of showing lots of data in a consumable manner. Significant practical knowledge and experience with HTML5 and CSS3 were required along with a deep knowledge of ADF skin editor and experience implementing websites leveraging WebCenter portal technology.

*With over 45% of the candidate profiles being from Technical background we can safely assume that our focus is in this area.*

*However we have a healthy mix of profiles from other hot areas as well; be it the support (16%) Clerical (14%) or Admin & others (25%)*

*This is a constantly growing and live database. At current rates this should touch the 500K or 0.5 Million mark by mid-2016 according to a recent study*



## Proprietary candidate database. . .



**Symphony** maintains a robust, company-wide proprietary candidate database, which is currently populated with over **150,000+** current candidate resumes and profiles.

This software allows our Talent Operation Specialists (TOSs) to identify a large pool of potential candidates and then quickly narrow that pool down to the candidates who are best matches for the customers' requirements.

Some of the features built into this system, that allow Symphony's TOSs to deliver results to its customers on time and on target are, as under:

**Web Based System:** Our software is web based allowing our entire TOSs nationwide to interact with our customer requirements and candidates in real time.

**Automated Agents:** Agents are set up within the online system that constantly search both our internal database as well as external database systems for candidates with skills that match the needs required on our most important programs. Once the agent identifies a candidate, it is delivered to the TOS's desktop.

**Skills Inventories:** Each candidate within our system has a detailed skills inventory associated with their profile. Our software parses this information directly from candidate resumes into the database. We are then able to match candidate's skills directly with the skills required by the client's job requirements.

**Automated Postings:** As we enter client job requirements into our system, they are automatically posted to the internet for potential job seekers with the click of a button.

**Instant Communication:** Our system is equipped with a feature that allows our TOSs to do a broad or narrow search and then instantly contact each candidate with a personalized email.

### STAFFING FAST FACTS

**68%**

of staffing employees say choice of assignments is an important factor in their job decision — **this means they want to be on our team!**

**88%**

of staffing employees say that temporary or contract work makes them more employable — **our guidance is sought after!**

**79%**

of staffing employees work full-time, virtually the same as the rest of the work force — **they are not new to a demanding workload, and they will expect to be challenged!**

### JOB BOARDS / SOCIAL NETWORKS

Symphony also uses a combination of several leading job portals / boards, major news publications, and numerous other industry and skill-specific databases to advertise our open positions locally and/or nationally.

Use of job Boards and other social media is not a part of our regular hiring practice but a crucial part of our strategic plan since it helps connection with candidates which otherwise were out of reach or were passive.

This has enabled symphony achieve better conversions and higher submission rates.

Some of our Head Hunting assignments owe their prodigious success to our deft use of the social media

## Staffing Capability . . .

Symphony understands that as a service provider, it is important to establish a seamless structure where there is alignment of interests between the provider and the client. At Symphony, the interplay of quality, satisfaction, and economics is managed thoughtfully and aggressively through processes and practices which balance ownership and control with risk and reward.

Symphony believes that for a relationship to be successful, the customer, the professional service team, and the organization must all benefit. This philosophy is a critical component of Symphony's

management approach as it has ultimately resulted in huge cost savings to our clients, giving us confidence that we will be able to provide the same quality support to all its clients.

Well defined processes and procedures ensure that the candidate is ready to start work at the earliest with a minimal learning curve. Symphony possesses a state of the art Talent Management Capability that is the cornerstone of its ability to deliver the appropriate personnel with speed, agility, and a high degree of efficiency. The core of this capability lies within the Talent Operations Center (TOC) that Symphony has been investing in over the years.

Symphony offers full life cycle Workforce Management Solutions out of the box.



## Surge Capabilities

We are here to help you with Surge Capabilities that include team hiring, short and long-term placements, as well as a no-fee buyout plan for larger contracts hoping to place temp-to-perm staff.

Flexibility, yet well-planned, is what it takes to offer, excellent Surge support to our clients. With our registry of over 150,000 professionals and our local office staff can respond with assistance within 24 hours.



## Surge Capabilities. . .

Symphony has an aggressive recruiting capability, ensuring its ability to quickly meet any contingencies and/or surge requirements. The internal candidate database houses more than 150,000 pre-screened candidate resumes and profiles, illustrated in the chart above. Additionally, Symphony has access to millions of additional candidates through subscriptions to all major internet resume databases.

Symphony actively explores other candidate resources, including print ads in newspapers and trade journals, job fairs, trade fairs, college fairs, college placement offices, alumni associations, website banner ads, professional user groups, trade associations, and outplacement centers. Symphony also has an extremely effective employee referral program

Due to the success of these programs, it is able to secure the most highly qualified candidates for customers' positions by tapping into the passive job seeker market.

Symphony's recruitment methods are used on a continual basis to identify the best candidates with skills that are in demand or hard to find. The efforts to identify the best candidates do not stop with the initial requirements; Symphony maintains a "virtual bench" of candidates for each active contract it manages. This virtual bench is used to refresh and provide surge for our contracts. The goal is to ensure that a reserve of qualified candidates to fill any vacancy (or backfill requirements) that occur should always be available.

Symphony makes significant investments in applicant tracking / recruiting software, and other tools that it uses to deliver superior services.



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