

Global Software Development Services

**GLOBAL
SOFTWARE**
AN OPTIMA TECHNOLOGIES COMPANY



CONTRACTING • FULL-TIME PLACEMENT • OUTSOURCING



GLOBAL SOFTWARE PUTS YOU IN CONTROL OF YOUR TECHNICAL RESOURCES

PROVEN SUCCESS WITH GUARANTEED SATISFACTION SINCE 1988

Global has delivered quality staffing solutions since the 1980s by consistently delivering greater value at lower cost. Our list of satisfied clients continues to grow year after year, demonstrating Global's commitment to quality and customer satisfaction.

FLEXIBLE, CUSTOMER-CENTRIC SOLUTIONS DESIGNED TO MAXIMIZE SAVINGS

Time after time Global creates custom staffing solutions designed to meet each customer's unique demands. Some of our most successful programs have been packaged to deliver high value / low cost solutions to you. Global will work with you to determine a strategy to maximize productivity and minimize cost.

WIDE ARRAY OF STAFFING SOLUTIONS THAT ENABLE MAXIMUM COVERAGE

Unlike many staffing companies, Global provides full service staffing solutions including full-time placement and contract consultants. Global will structure opportunities so you can easily convert contractors to employees or move personnel from one location to another, including internationally, without hassle or additional cost.

DEDICATED ACCOUNT MANAGEMENT TEAM & LOW TURNOVER

Global will provide dedicated resources to ensure not only the best candidates are presented for your review, but once you select a person they will remain loyal during your entire project. Global's approach is to focus on providing quality resources, retaining those resources, and exceeding your expectations.

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Selecting the Right Staffing Partner:

Global Delivers People and Personnel That Exceed Your Expectations

Global Software specializes in creative staffing solutions designed to save your firm money while providing the highest quality resources at the same time. Since 1988, Global has consistently delivered greater value at lower cost than any other full service IT staffing company. Global's success formula offers you superb talent, low turnover and extremely competitive rates.

Whether it's finding the right person to address a specific skill or providing complete enterprise staffing solutions, Global delivers with the highest level of responsiveness and commitment. The result of our effort is consistent satisfaction time after time.

Discover how Global's Cost-Plus Program can drive down your enterprise information technology contract rates. Learn how Global can provide outsourcing solutions comparably priced to offshore operations right here in the United States. Take advantage of a high value / low cost resource team and dramatically reduce the costs of premium skilled consultants. Enjoy the freedom of Global's standard contract-to-hire and accelerated discount recruiting programs without painful, up-front vendor negotiations. At Global, keeping your costs down and your benefits up is our mandate.

Three Major Contract Offerings that Save You Money

Cost-Plus Contracting Offers Unbeatable, Predictable Rates

The Cost-Plus Program is specifically designed to reduce hourly rates without sacrificing quality and skill across your organization. Global has developed a pricing and business model that essentially allows Global to offer superior resources at unbeatable rates. The pricing model formula is determined as follows:

- Hourly rates are based on an individual contractor's total compensation package. Compensation is negotiated in a balanced manner in order to maximize savings and minimize potential turnover risk.
- Direct costs to Global such as payroll taxes and benefits are added to the contractor's hourly compensation.
- A fixed hourly uplift is added to the hourly rate to cover Global's overhead including selling, general, and administrative expenses.
- A small contractually dictated percentage is included in the uplift for profit.

With this approach, Global Software delivers unmatched cost savings through an open and straight-forward pricing model. As Global earns your trust and your on-going business, profits increase because of our ability to spread our fixed overhead across a larger consultant base. Once you have experienced our outstanding talent, you will recognize that no other staffing company can compare. Our relationship will expand and your savings and productivity will increase.

High Value / Low Cost Resource Teams Save Millions Annually

Global has developed a program designed to lower the cost of "hard-to-find" resources such as legacy system developers and emerging technology consultants. Both scenarios require skilled individuals that are tough to find and require a premium for their services. Global has successfully implemented an approach that offers high productivity, scalability and multi-million dollar cost savings for our clients.

In order to drive down your rates, Global matches less experienced programmers with highly skilled working mentors. Global consultants participate in intensive "Just-In-Time" training focusing on your methods, corporate culture, and technical environment. In addition to the JIT training, Global consultants undergo intensive classroom preparation combined with ongoing on-the-job training at no charge to you.

Outsourcing Delivers As Much As 50% Savings

Global provides a large variety of outsourcing options including turnkey development, offshore development, and domestic off-site development services. Armed with years of experience, Global can assist your organization in realizing up to 50% savings in new development, production support, and re-engineering efforts. Global offers several solutions tailored to meet your specific needs including:

- Proof of Concept Pilots
- Shared Responsibility Time and Material Projects
- Fixed Price Turnkey Development
- Dedicated Off-Site Resource Centers in the United States and Abroad

Many of Global's outsourcing solutions are available right here in the United States. Global's domestic outsourcing options provide similar savings while mitigating many of the risks associated with offshore development. When offshore services are advantageous, Global has formed alliances with leading companies from around the world in order to maximize coverage and availability of resources.





Global Specializes in Permanent Placement Solutions

Accelerated Discount Recruiting (ADR) Ensures Lowest Cost Contingency Fees

Many companies prefer full-time hiring practices to contract personnel. Recognizing this need, Global has developed a program designed to make hiring new information technology employees easy and cost-effective.

Like a frequent flier program that rewards business travelers for frequent flights, Global has established a “permanent placement rapid rewards program.” The aim of the Accelerated Discount Recruiting Program is to dramatically lower the cost of acquiring quality permanent personnel.

Some of the features of the program include:

- Earned Free Placements
- Sliding Discount Scales based on Volume
- 90-Day Replacement Guarantee

By providing both contract and full-time personnel, Global is truly a full service staffing company. Like Global’s contract offerings, Global’s permanent placement programs also come with guaranteed satisfaction and results. Global’s comprehensive recruiting database ensures that your requirements are filled quickly with the best possible candidates on the market.

Flexible Work-to-Hire and Contractor Conversions for Easy Employee Acquisition

Whether you like to “try before you buy” or if you simply desire added flexibility in your IT staffing, Global makes contractor conversion easy and straightforward. Global structures contracts enabling you to convert consultants to employees.

Like many of Global’s contracting solutions, Global’s permanent placement provisions are creative and flexible. You can bundle placement fees into hourly rates or pay lower contract rates with fixed fees at conversion.

The work-to-hire program also substantially lowers your risk associated with the hiring of new personnel. Not only do you obtain the ability to “test-drive” an individual or team, but you also retain the flexibility to keep individuals as contractors until you are certain that the work load justifies the addition of new permanent staff members. Global’s consultant compensation rates and expectations are matched to your needs to ensure positions are accepted if offered.

Design Your Own Custom Program to Suit Your Unique Needs

Global specializes in creative staffing solutions. Should you require a unique program to satisfy a particular skill requirement, fiscal goal, or an unusual business process, Global will design a custom program that will meet your exact needs.

Comprehensive, Worldwide Recruiting Network

Traditional and Non-Traditional Recruiting Channels

Global leverages numerous channels to seek out and determine the best candidates for your assignments. Traditional web, print and telephone recruiting techniques are leveraged to create a comprehensive database of potential candidates. Global has also developed alliances with offshore companies capable of delivering talent from anywhere in the world. Our systems capture a candidate's skills, work preferences, salary requirements, and other vital statistics enabling us to quickly select a person that matches your needs. Although Global leverages modern technology to track and recruit, Global's best candidates come from referrals from our existing and previous employees. In fact, Global has created an incentive program called the Associates Program that offers rewards to individuals referring top talent to Global's recruiters. The Associates Program is open to both Global and non-Global employees.

Quality Recruiting and Screening Ensure Top Talent and No Hidden Surprises

Because low cost without quality is of little value, Global takes every precaution possible to limit exposures and identify the best talent. Global's recruiting and sales management possess decades of experience and use various channels to identify and recruit personnel for your assignments.

Before presenting a candidate for your review, Global implements several procedures to properly screen and identify potential matches.



Global procedures include:

- Telephone and Resume Screening
- Personal Interviews
- Skills Evaluation and Technical Interviews
- Reference and Education Verification
- Optional Drug Testing, Security Clearance, Criminal Background Checks, and/or Credit Checks

Satisfying a Wide Array of Skills and Positions

Global offers skilled consultants in all areas of information technology. Some of these areas include:

- Internet and E-Commerce
- Legacy, Mid-Range and Windows-Based Systems
- ERP, Business Intelligence and CRM Solutions
- Network and Communications
- Quality Assurance, Technical Sales, Project Management, and Executive Recruiting

Full Immigration and Expatriate Experience

Global's years of experience in issues relating to work visas, green card processing, and foreign work permits ensure that you don't have to be concerned about anything should your requirements call for skilled foreign workers or offshore project development. Global not only processes visas and paperwork for its own employees, but can assist your company in understanding what is required to do work or projects overseas. Global's consultants have a can-do, go-anywhere attitude.

Satisfaction Guaranteed

If for any reason you are not completely satisfied with the performance of one of our candidates, Global will replace that candidate free of charge. Global's policy since 1988 is to guarantee performance. Provisions in our contracts protect you in the event a contractor or full-time employee does not perform to your satisfaction during the initial term of their assignments.



About Global Software and Our Proven Success

Exceeding Your Expectations is Global's Business

Global Software dedicates itself to satisfying and exceeding our customers' expectations. With more than a decade of history behind us, Global has enjoyed a successful track record of implementing large staffing and software solutions with 100% success in every engagement we embark upon with our clients.

Many of Global's clients have enjoyed multi-million dollar savings in both resource and development costs associated with the development and support of business applications. Global is able to promise these results by leveraging a potent combination of people, methodology, technology, and experience. By creating a unique and exciting work environment, Global is able to attract, recruit, and retain market-leading talent dedicated and committed to our clients' success.

Consider partnering with a company with a proven track record of delivering consistently on its promise:

- Low Cost, High Capability Resources
- Low Employee Turnover
- Strong Repeat Business and Reference Base
- Top-Rated, Industry-Recognized Application Solution Suites
- Thousands of Technical Associates Worldwide

Continuous Quality, Commitment and Value

Global maintains a concentrated effort to meet our customers' demands for quality, timely delivery, and value for services rendered. We are proud of the value we have delivered to our clients and having maintained a steady track record of profitability. We look forward to continued success by repeatedly exceeding our customers' expectations.

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