



# JFW Associates, LLC

Technical recruiters specializing in the computer industry.

"Anyone can post jobs on the Internet and collect resumé — but that isn't what our clients need. They want to interview only the very best candidates available. And that's why they call us."

—John Wilbur, Partner

"Our success comes from the people we hire and how we train them. Our people conduct thorough interviews and listen carefully to what a candidate says. Before we present any candidate to a client, we know we've done our homework."

—Bob Vissers, Partner

## Finding the Right People

You know how challenging it can be. Many technical skills that are in demand today were unknown just a few years ago. Or, you may need a hard-to-find person who is an expert at legacy technologies. At JFW Associates, our specialized approach to recruiting is designed to find qualified candidates for every position. We accomplish this by carefully defining the profile of the ideal candidate, recruiting aggressively from the best talent available and recommending only those who are the most qualified and interested in a new opportunity. This results in a consistently high offer and acceptance ratio.

Since being founded in 1990, we have developed long-standing, successful relationships with both large and small firms in Connecticut and surrounding communities in New York, Massachusetts and Rhode Island.

We work exclusively in our area of expertise — the computer industry — and recruit candidates on the executive, mid-range and entry levels.

Your time is valuable — we won't waste it.

## Conducting a Search

Our first step is to learn as much as possible about your job requirements, your work environment and your corporate culture. This important step establishes open communication between you and your JFW recruiter.

Potential candidates are then located through networking, database searches, direct mail, Internet listings on our corporate web site and other professional sourcing techniques.

A potential candidate is carefully interviewed and evaluated for verbal communication skills, presentation and motivation level, as well as career interests. References are routinely checked. Work history and educational background may also be checked at your request.

Because JFW Associates recruiters invest the time needed to carefully screen candidates, a very high percentage of those recommended are accepted for client interviews.

Our areas of specialty include mainframe, mid-range and client-server systems. We are knowledgeable in such environments as legacy systems, the Internet, UNIX, client-server, database systems and local and wide-area networking.

We source candidates whose skills include:

- Analysis & Design
- Programming
- Management
- Computer Operations
- Systems Support
- Software Engineering
- Technical Sales
- Database Administration
- Technical Writing/Training
- Quality Assurance
- Security & Audit
- Network Engineering

## www.jfw.com

In addition to our extensive database of computer professionals, our corporate web site is a proven means of sourcing candidates. Current job openings are posted monthly. Jobs are described with such specifics as required skills, salary and location. Visitors are invited to register with us on-line. The web site, used in conjunction with other sourcing techniques, has allowed us to recruit industry professionals ranging from entry level people to executives.

## Client Comments

"JFW Associates is always at the top of our list of companies to call. They are extremely accurate as far as choosing candidates to send to us, and they are always very upbeat and professional."

*–Dorothy Giannotti, Human Resources Manager  
McHugh Software International*

"JFW Associates knows our environment, our technology and our culture, and they use that knowledge to recruit candidates for Nasdaq. Due to our location and the specialized skills that we're looking for, our positions can be difficult to fill. JFW Associates comes through for us when other agencies have given up."

*–Jane Matanga, Manager of Human Resources  
The NASDAQ Stock Market, Inc.*

"There's a lot of competition for people with above average skills – those are the people we're looking for. JFW Associates comes through for us and finds them."

*–Gerry Raiche, IT Staffing Manager  
Hartford Life, Inc.*