



Simply put, CareerFactor is an employment agency that specializes in Information Technology personnel recruitment for our clients. We consult and advise with the candidates we recruit on career planning and professional development as they pertain to the opportunities we represent in the marketplace. We view ourselves as an extension of our client's technical management team when it comes to discerning talent, however, we care about the applicants we represent and we show it through honest communication and commitment to values.

CareerFactor is willing to invest upfront time to learn about the technological nuances, architectural history, and organizational aspects of the detailed position requirements offered by our clients. More importantly we ask technical questions and conduct a great deal of research while we strive to understand the management philosophy and technical practices of our client's IT organization. Then and only then, does CareerFactor engage in recruiting on the search assignment. In almost every instance we are selling more than an opportunity to practice your IT trade, instead, we sell the management team and/or the IT organizations we are representing. It is in this nuance where we separate ourselves from our competition.

The applicants that we recruit are personally evaluated by IT professionals that make up the CareerFactor team. Whenever possible, we meet with our candidates in person rather by e-mail or phone. We strive to go beyond the technical qualifications and employment history of our candidates. We scrutinize and evaluate the unique qualifications of each candidate in order to ascertain 'career evolution'.

The placement process will be seamless if and when the search firm can act as an extension of the hiring company. By performing a well executed recruiting, evaluation and interviewing plan, CareerFactor repeatedly makes the search process look simple. The candidate is given all the information required to successfully interview with maximum results. This is how we demonstrate quality of service to both candidate and company.

CareerFactor has developed long-term relationships with both companies and candidates through rewarding placements. We understand the companies we recruit on behalf of and key in on the skills, qualities and chemistry that their positions demand. This knowledge enables us to make solid recommendations for strategic hiring. We work closely with applicants to identify skill sets and career paths that will enable better control of their future. Our successful searches average four candidates presented or less and our typical placed applicant interviews at less than two companies. The process is streamlined to save all parties time and frustration. We pride ourselves solely on our relationships and this is why IT professionals refer growing companies and career oriented individuals to us. We have built a reputation of '*Quality Placement and Long Term Relationships*'.

A handwritten signature in black ink that reads "Robert S. Vissers".

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