



Square One Resources Ltd

ORACLE & PEOPLESFT CAPABILITY



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FOREWORD

This document has been prepared to showcase Square One Resources Ltd's (hereinafter referred to as "Square One") capabilities.

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1. ORACLE & PEOPLESOFT PRACTICE

Square One has been providing both contract and permanent recruitment solutions to a host of Oracle & PeopleSoft clients (including Oracle Corporation UK) over 15 years across the UK and Europe; delivering resource requirements in an efficient and timely manner. Over this period of time, we have partnered with Oracle on a number of occasions to go above and beyond the expected role of an average recruitment business, enabling them to achieve their strategic business objectives. Due to our relationship with Oracle as a trusted and reliable supplier, Square One has been made an official **Oracle Partner** through the **Oracle Partner Network (OPN)**.



Square One's Oracle & PeopleSoft Snapshot:

- 200 Oracle & PeopleSoft Contractors working on client sites throughout Europe and the UK;
- 30 Oracle & PeopleSoft permanent placements per annum;
- Lead Vendor to Oracle Corporation UK;
- We supply to the majority of UK Oracle Partner Consultancies;
- 18 dedicated Oracle & PeopleSoft Recruitment Consultants;
- Oracle Partner and UK Oracle User Group (UKOUG) member.

We supply to an impressive array of end clients and consultancies and as such we are specialists in complementing Implementation Partner (IP) or Client Implementation teams, covering skills shortages and supplying skilled resource for greenfield / new implementations, customisations and upgrades.

Many of the candidates we supply to our clients are **Known & Trusted Resource**. This often means that the candidates have worked for Square One previously and often on multiple occasions covering a number of years

Where a candidate has not worked for us previously, we take every effort to reference them with both clients and trusted candidates they have worked with on previous projects. This means that our clients have a greater chance of a candidate matching their requirements, ensuring the delivery of value to the project and to their relationship with the end client (if the client is a consultancy). It also means that there is less risk that the candidate is unsuccessful in delivering the project which may have a negative impact on cost, the project and possibly the relationship with the end client.

In addition, we regularly have Known & Trusted Oracle & PeopleSoft Personnel/Consultants come into our offices to brief our Recruitment Consultants on the latest products, developments or news within the Oracle market. These briefings enable our Recruitment Consultants to remain educated and ahead of the competition, and also to be able to source better Oracle candidates for our clients. This is a unique achievement for a recruitment agency and as a result, we are ideally placed to maintain our leading position in the marketplace whilst providing you with exceptional service in this area.

We currently have **18 dedicated Oracle Recruitment Consultants** within this practice; we have placed **170 Oracle Consultants placed onsite at Oracle** since we formed a relationship with the Corporation, far more than our competitors. All our placements at Oracle have been only Known & Trusted Resource. The Corporation continues to renew our Agreement repeatedly because of the level of trust we have gained by supplying only high quality resource every time. This is working attitude we adapt to all our customers; we will only ever supply the highest quality Oracle resource on our books to you.

Square One's Oracle & PeopleSoft Practice firmly believes in its status as Europe's leading supplier of Oracle resource; we have demonstrated this, not only by our brand in the market and exclusive agreements with organisations such as Oracle Corporation, but also by our unrivalled 'breadth' of knowledge and understanding of our clients needs both in the short and long term specific to Oracle's current and future roadmap toward Fusion Applications.





Our Oracle & PeopleSoft Practice covers the following technologies:

- Oracle E-Business Suite (11i, R12)
- Oracle Core / AS & Weblogic
- Oracle SOA / BPM / BPA Suite 10g / 11g
- Oracle UCM (10g, 11g)
- Oracle Retail (R12, R13)
- Oracle BI (Hyperion S9 / EPM v11, OBIEE / OBIA 10g / 11g)
- Siebel 8 CRM
- PeopleSoft ERP

Oracle E-Business Suite:

We have a long standing reputation in the market covering all core Oracle E-Business Suite modules (*FI, SCM, HCM, Man*) both 11.5.10 and r12 including processes such as; P2P and O2C.

In addition and in line with Oracle's market strategy and subsequent acquisition trial, we have built a strong presence in a number of these newer areas such as:

- Project Analytics, PJM, Resource Management and Collaboration aspects of the Project Accounting suite.
- OBIEE and Hyperion (Planning & HFM) within Oracle's Business Intelligence (BI) offering.
- SOA/BPM

Core Oracle Technology:

In addition to the standard Oracle Development tools (PL/SQL, Forms, Reports, DB) we have considerable experience in supplying skills around Fusion Middleware / SOA suite including; BPEL and BEA Websphere.

PeopleSoft:

We are Europe's number one supplier of PeopleSoft solutions with over 100 freelance contractors working on various client sites covering HRMS, CRM, Financials (both technical and functional expertise in all modules), Student Administration plus a specialisation in global payroll. For over 15 years our PeopleSoft team has specialised in supplying experienced PeopleSoft resource throughout Europe.

- HCM with a focus on Global Payroll
- Financials
- Supply Chain
- CRM

Siebel:

Within the Siebel arena, Square One has strong coverage of Siebel Public Sector 8.1 along with:

- Sales & Marketing
- Campaign Management
- Pharma/Life Science
- Handheld
- OnDemand
- Field Service
- Call Centre
- e-Sales
- e-Comm; and
- e-Service





JD Edwards:

- Financials
- Supply Chain
- Manufacturing

We have a track record of proven delivery, along with an active presence and key contacts in the contractor market across the above technologies and over the following areas:

- DBAs
- Technical Consultants
- Functional Consultants
- Lead / Team Lead Consultants
- Architects (Technical, Solution, Infrastructure, Enterprise)
- Project / Programme Management

How can Square One's Oracle & PeopleSoft Practice benefit your business?

- As a true Oracle & PeopleSoft specialist, Square One can provide up to minute price guides for contract resource and forewarn you of conditions in the market place that may affect your project plans.
- We agree fees and margins with you at the start of any project, so that our business dealings can result in a long term relationship based on trust.
- Pre-selection of the best candidates - Having screened many more; the benefit of our experience and our reputation for prompt and efficient service will save you valuable time and money. We identify high calibre candidates to suit not only your technical needs but who also fit your company culture. In addition many of our candidates choose to work exclusively through us that mean we have firsthand knowledge of their ability and attitude.

Our complete immersion in the Oracle & PeopleSoft contract and permanent markets enables our consultants to match the right people for the job specification. Short-listing from 100's of candidates that "look right", down to the best 3 or 4 reducing the administrative burden.

Our market understanding enables us to provide realistic market rates for both permanent and contract candidates.

Our Vertically-aligned Recruiters have a thorough understanding of the project lifecycle from Development / Enhancement Projects through to full-scale Enterprise Implementation Programmes:

- Support
- Strategic Review
- Scoping
- Business Analysis
- Proof of Concept / CRP
- Solution Design, Build, Configuration
- Technical, Functional, Infrastructure & Gatekeeper Project Management
- Build Management
- Control & Release Management
- Change & Transition Management
- Data Strategy & Governance
- Information Security & Enterprise-Scale Management





As a certified partner and the **Lead Vendor** to Oracle Corporation, our specialist approach has propelled us to a coveted status amongst our competitors as the leading recruitment company that can provide top quality pan-European Oracle resource. This is a unique achievement for a recruitment agency and as a result, we are ideally placed to maintain our leading position in the marketplace whilst providing you with exceptional service in this area.

In addition to our Oracle Partner status, Square One is a committed partner of the UK Oracle User Group (UKOUG) and is working very closely with this organisation to achieve a number of goals such as; increased market awareness, and marketing through association all with the aim of providing a more specialised service to both our clients and candidates alike. Our Consultants regularly attend Workshops & Discussions hosted by UKOUG on Oracle Applications & Modules to enable them to gain a stronger understanding of our clients' requirements.



Our Oracle & PeopleSoft Practice supplies an impressive array of end clients and as such we are specialists in complementing Implementation Partner (IP) or Client Implementation teams, covering skills shortages and supplying skilled resource for Greenfield projects / new implementations, customisations and upgrades.

ORACLE CLIENTS	
Oracle Consulting UK	BG Group
EDS NV	Business at Work
The Global Fund	ING Real Estate
Smith Medical	GAP (France & UK)
Teamsolve	WM Morrison
Elsevier	Ricoh
Unite	Cancer Research
Deloitte UK	Pace
EAO	UNHCR
Ferring	Capgemini
Projected Consulting	Symatrix

Partnering with Consultancies:

Due to the levels of resource currently available to a Consultancy at any given time, the generation of business opportunities and client projects which may have been previously perceived as unsuitable can be captured through the development of a relationship with a specialist resourcing partner such as Square One.

As such over 45% of our turnover is attributed to consultancies such as **Capgemini, Logica, Teamsolve, Deloitte, Symatrix, BearingPoint, Fujitsu, Atos Origin** and **CSC**. This level of business has meant we have developed a thorough understanding of the issues and drivers behind consultancies and have attained sole supplier status to four consultancies whom are platinum partners with Oracle.

The strength of these unique partnerships is that they provide clients with not only extensive geographic coverage, but also experience and expertise of both a consultancy and a specialist recruitment agency.



1.1 Case Studies

CASE STUDY 1 - Oracle Corporation UK

CLIENT:	Oracle Corporation UK
DURATION OF CONTRACT:	2006 to date.
SCOPE OF SUPPLY:	Lead Vendor Programme: Square One manages the supply chain (PSL agencies) on Oracle's behalf.
SOLUTION:	<p>Having been a valued supplier to Oracle Corporation for over 12 years and successfully attaining Oracle Partner status, Square One have engaged with Oracle since June 2008 on the Lead Vendor programme. This is a solution developed in conjunction with Oracle, whereby, Square One is responsible for all contingent delivery into Oracle Consulting via the Extended Delivery practice.</p> <p>This programme supplements and compliments Oracle's internal resources and professional services and is a scalable solution according to both business needs and the evolving business of the Oracle Corporation. There is a commitment to delivery and sponsorship at all levels to ensure investment in Square One to meet Oracle's future needs. The programme allows Oracle to resource directly via Square One, with the added benefit of having its extended preferred supplier list also managed by Square One.</p> <p>The main benefits of this solution are as follows:</p> <ul style="list-style-type: none"> • Open communication between both parties; • Liaison between Extended Delivery Practice / Delivery Leads and Square One account team; • Proactive and reactive solution - roles, market information, best practice; • Full supply chain management (PSL agencies); • Full management and payroll of direct contractors to ensure single management, contract adherence, contractor care and compliancy.
SKILLS/DISCIPLINES PROVIDED:	<p>In keeping with Oracle's acquisition and deployment strategy, the skills recruited for include areas such as:</p> <ul style="list-style-type: none"> • Oracle eBusiness Suite • PeopleSoft • JD Edwards • Siebel • Core Oracle DBAs • BEA Weblogic • BI (Discoverer, OBIEE, Analytics)
OUTCOME:	<p>Square One provides Oracle with on-site support in two main areas, Account Management and Credit Control support.</p> <p>Our dedicated Oracle Account Manager is responsible for:</p> <ul style="list-style-type: none"> • Recruitment liaison • Supplier Management • Process best practice • Market intelligence • MIS <p>Our Oracle Credit Control Team is responsible for:</p>

- Reducing DSO;
- More efficient PO closure for Oracle’s projects;
- Consolidated invoicing;
- Contractor / Supplier support on Oracle’s time recording system;
- Financial administrative support.

The successful introduction of the Lead Vendor Programme in the UK consulting area has led to discussions with both EMEA and the Oracle Utilities Global Business Unit (OGBU) about a payroll programme which will ensure that contingent consultants managed out of the UK are compliant, working under approved contracts and better management of resources. This solution has recently been agreed with the OGBU and the initial transition of contractors to this scheme is underway.

Square One has placed 170 Oracle Consultants placed onsite at Oracle since we formed a relationship with the Corporation, far more than our competitors. All Contractors we have placed are Known & Trusted Resource.

TESTIMONIALS:

“Having Square One’s on-site team and external scalable support has allowed me to redeploy key staff to more internally focussed projects.”

- **Head of Resourcing, Oracle Corporation**

“Square One has been a key supplier in meeting Oracle’s additional resource needs. We receive an excellent service and have contracted over 100 contractors from Square One covering: Oracle E-Business Suite, Oracle Core Technology and PeopleSoft since 2005. Square One is a true specialist in its field and shows a flexible and mature approach to both delivery and account management.”

- **Delivery Operations Director, Oracle Corporation**





CASE STUDY 2 - Research Councils UK (RCUK)

RCUK's is the largest implementation of Oracle R12 in the UK. Square One was the most successful supplier of contract resource to this project, with 25 Contractors onsite at its peak.

The location, Swindon, and the fact that this was a public sector project meant that this was a challenging search as most Contractors had anywhere between an hour and 2 hours commute each way; also the Contractor's daily rates were lower in comparison to commercial projects.

Due to the Square One's extensive knowledge of the Oracle application candidate base in the UK, we were able to find candidates who not only committed to the commute to Swindon, but also to seeing the project through to completion. This is demonstrated by the continued low attrition rate of our placed contractors, despite the market showing signs of improvement.

Skills provided include:

- E-business suite/DBA
- SOA/Fusion Middleware
- OBIE
- Hyperion
- Siebel
- Technology





CASE STUDY 3 - Teamsolve Ltd

Teamsolve is an Oracle e-business Gold Partner, whose practice areas are based on database support and remote e-business best practices.

Location: Derby

Over the past 5 years, we have placed 84 Contractors (half of these Contractors' contracts are extended repeatedly) with Teamsolve and have outperformed their original suppliers through consistent delivery of high quality resources; this has led to us becoming a Trusted Partner to Teamsolve, who have awarded us lead vendor status.

We do not supply Teamsolve on long term engagement i.e. 3 to 6 months plus. Due to the nature of their business they only require Contractors for 1, 2 or 3 day engagements. As we are committed to supporting Teamsolve in achieving their business objectives, we put the same effort into successfully resourcing for these short term engagements as we would do the long term ones.

Skills provided included:

- Oracle e-business Functional/Technical/DBA
- OBIEE
- Core DBA Technology Stack
- VMWARE Architecture





CASE STUDY 4 - Pace plc

Location: Saltaire (Leeds)

Pace is an Oracle e-business end client that provides the latest in digital technology hardware. The client required Oracle resource to help them work on system enhancement projects required to run simultaneously to enable Pace to be in a position to upgrade in 2011.

Pace's challenges on this project included:

- Rates;
- Location;
- High demand on top performers to comply with these parameters;
- The mind set and character of the individuals resourced; and
- Multi projects running at the same time with demands on deadlines.

Pace's Hiring Manager said, *"We know what we can hire at these rates", plus stiff competition from rival suppliers during tight market times..."*

We have provided contingent resource to Pace over a period of 5 years. However, there has been a volume surge in Pace's resource requirements recently and Square One has provided successfully against every single requirement. At the project peak this year, we had 10 contractors on site.

Skills provided included:

- Oracle Projects Functional
- Oracle HR Functional
- Oracle Supply chain functional
- Oracle e-business developers (team of)





1.2 Client Testimonials

Acting Manager for IT New Initiatives, The Global Fund, Switzerland

"It's a pleasure working with Square One. They proved themselves to be a quality provider of Oracle contract resources. They are a responsive and personal recruitment company, who take the time to get to know both their customers' business environment and their specific needs. They take the time to understand the role and the team into which they are placing people. This means that more often than not we see candidates who are technically qualified for the role are also a good personality match. In addition they maintain excellent relationship with me".

ERP Support Practice Manager, Vertex Data Science

"Contract and Permanent Oracle E-Business Suite Consultants from Square One have been key in supporting Vertex through a number of 'Greenfield' implementations. As testament to Square One's specialist Oracle skills I have hired over 20 contractors from them and a number as permanent employees."

Director, Business at Work

"It has been a pleasure working with Square One's PeopleSoft & Oracle E-Business Suite Practices over the past 5 years. Their unique combination of market knowledge and recruitment best practice has led to a true partnership between the two organisations. I use Square One solely for my recruitment needs and would not hesitate in referring them as 'true market specialist'."

Head of Resourcing UK & Ireland, Oracle Consulting UK

"Having Square One's on-site team and external scalable support has enabled me to deploy key staff to more internally focused projects."

Development Manager, TK Maxx

"Square One has always managed to find me the right people for the job, and invariably faster than other recruitment agencies - sometimes within the same day. I have also appreciated their openness and good service - regular check-up calls to see how the contractors are doing in the first couple of weeks of the contract, as well as full disclosure of the margins they are making, and what the contractors are receiving."

Oracle HRMS Payroll Project Manager, Hounslow Borough Council

"I can testify to the professionalism and above all the specialist knowledge that Square One's Oracle Practice brings. They have staffed a number of high profile Oracle Payroll projects that I have successfully delivered, always with the right blend of Consultant who is both 'fit for purpose' and 'fully committed' to me as a client. I would always come to Square One for my resource needs and highly recommend the organisation to any client involved in the Oracle E-Business Suite."



2. ADDITIONAL PRACTICE AREAS

In recent months, Square One has spent considerable time developing a strong resource capability across mainland Europe. In conjunction with these developments, our relationship with our clients has enabled us to provide them with expert resources proficient in delivering business software projects across the globe.

- **Our consultants** have a deep knowledge of both the technology and specific market sectors within which we focus our services.
- **Our specialist approach** and depth of experience in the market allows us to be well-positioned to supply the most appropriate candidates who truly fit your requirements.
- **Our knowledge and expertise** mean we are able to locate not only active, but also passive candidates, providing a ready supply of experienced candidates for future projects or ad-hoc resource needs.
- **Our tailored approach** enables our clients to be the most competitive in the candidate market.
- **Our consultative approach** ensures that we effectively and efficiently introduce you to the right people for your business.

In each practice area, we have created ‘centres of excellence’ that vertically align with a variety of niche technology areas required by our clients.

The following diagram provides further information on Square One’s vertically aligned practices. Please note that this list is not exhaustive; we have demonstrable expertise and delivery in a greater range of technologies.

SQUARE ONE TECHNOLOGY PRACTICES & ROLES TYPES						
ERP	CRM	MICROSOFT TECHNOLOGIES	MEDIA TOOLS	BUSINESS INTELLIGENCE	PROJECT MANAGEMENT / INTERIM	TESTING
Oracle E-Business Suite Oracle Fusion PeopleSoft SOA/BPM JD Edwards SSA Baan SAP	Siebel Clarify Oracle SAP PeopleSoft	.Net C++ C# MS Dynamics Sharepoint Biztalk MS SQL	Flash Actionscript Photoshop Javascript HTML CSS Accessibility	Cognos Business Objects SAS Crystal Oracle	Project Managers Business Analysts Solution Architects Technical Architects	Test Managers Test Analysts Automated Testers Manual Testers
EAI	CONTENT MANAGEMENT	JAVA / J2EE DEVELOPMENT	INFRASTRUCTURE SUPPORT	NETWORKING & IT SECURITY	TELECOMS	MOBILE & WIRELESS
Tibco Tivoli Webmethods	Documentum Vignette Interwoven Stellant IBM Lotus Workplace	OpenSource IBM Websphere BEA Weblogic	Support MS-Office MS-Outlook Lotus Notes and Domino Windows Active Directory Exchange Server SQL Server Unix Novell	TCP/IP DNS DHCP VPN Management LAN WAN Cisco Routers & Switches Cisco Pix Checkpoint Firewalls Anti-virus Technologies	OSS: Cramer Micromuse Netcool BSS: Clarify CRM Amdocs BILLING: Geneva Kenan ADC singl.eView Intec and Edocs BSCS VOIP	C C++ J2ME Unix Linux Windows UMTS/GSM 3 G/WCDMA

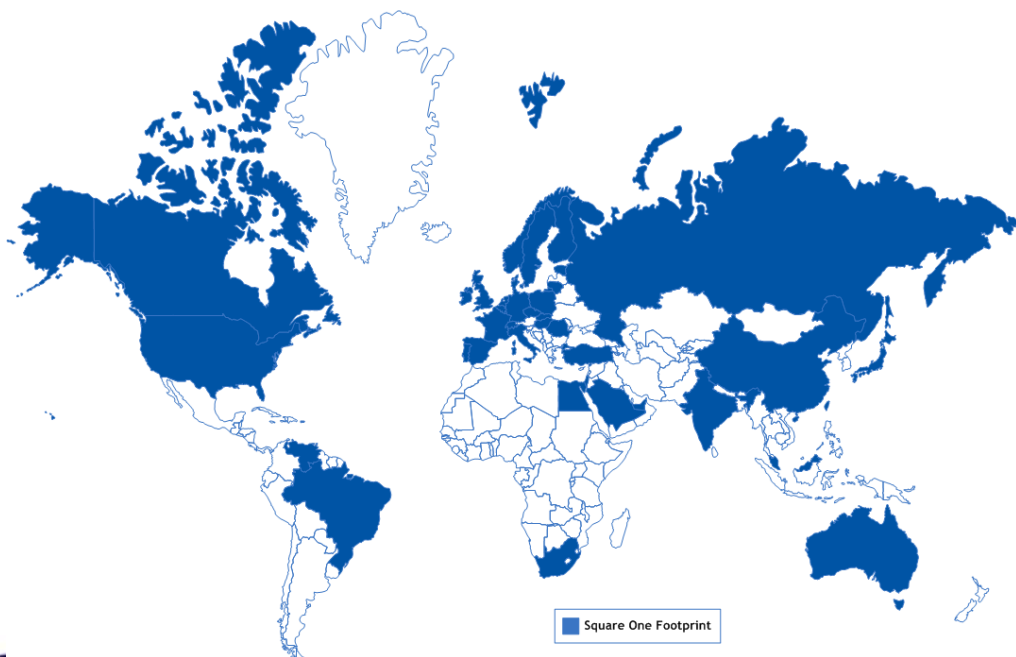
3. GEOGRAPHIC COVERAGE

Square One has succeeded through a continued commitment to provide progressive staffing solutions to multinational companies in 40 countries. We have strategically placed virtual offices throughout Europe so that we can offer continuity of service and local / pan-European support from local teams to global organisations. Our consultants are multilingual affording them the flexibility to engage and deliver to our clients both locally and on an international scale.

SQUARE ONE'S GEOGRAPHIC COVERAGE			
Australia	Belgium	Bermuda	Brazil
Canada	China	Czech Republic	Denmark
Dubai (UAE)	Egypt	Estonia	Finland
France	Germany	Hungary	India
Israel	Italy	Japan	Lithuania
Luxembourg	Netherlands	Norway	Poland
Portugal	Republic of Ireland	Romania	Russia
Saudi Arabia	Singapore	Slovakia	South Africa
Spain	Sweden	Switzerland	Taiwan
Turkey	United Kingdom	USA	Venezuela

We are not a subsidiary of any corporation and stand alone as an International recruitment supplier. Our corporate structure some unique benefits to Square One partners by facilitating centralised decision making, ensuring consistent implementation of our clients' business objectives in any required location.

The map below shows our Global footprint to date:





4. PARTNERSHIPS AND AFFILIATIONS

We are committed to ensuring the highest standards in our industry and in pushing for greater quality and ethics; as such, we are a member of a variety of industry bodies which help us identify and adopt best practice in all our service offerings. Our partnerships and affiliations include the following:

Recruitment and Employment Confederation (REC):

Square One is a member of the Recruitment and Employment Confederation (REC), the body representing the private recruitment industry in the UK.



We are bound by its professional code of conduct. All members must ensure that their operations both for the home and the overseas markets are conducted in accordance with the appropriate laws and regulations including the Employment Agencies Act 1973, The Conduct of Employment Agencies and Employment Businesses Regulations 2003, and those relating to taxation and statutory deductions.

The REC also provides a forum for clients and candidates seeking redress in cases of agency misconduct. Should a member not adhere to local laws and regulations, the REC has the power to revoke membership status of the company concerned.

The REC promotes:

- High Standards - members adhere to a strict Code of Practice;
- Adherence to all relevant legislation; and
- Professional development through specialist recruitment, training, qualifications and events.

APSCo:

Square One is a full member of APSCo. Association of Professional Staffing Companies (APSCo) is the professional body that represents the interests of organisations engaged in the acquisition of business professionals. APSCo provides a powerful unified voice for the Professional Staffing Industry and is proud to represent, support and promote such a vibrant and innovative sector of the recruitment industry.



APSCo focuses on:

- Supporting our members with high quality information, services and events;
- Positively influencing policy and industry regulation as well as lobbying Government;
- Raising recruitment standards and recognising achievement and excellence;
- Promoting best practice.

Oracle Partner via the Oracle PartnerNetwork (OPN):

Square One Resources is delighted to have been approved as an Oracle Partner via the Oracle PartnerNetwork. As part of the Oracle PartnerNetwork, we are uniquely placed to maintain our leading position within the Oracle E-Business Suite and PeopleSoft resource market supporting clients with the highest quality resource on a contract or permanent basis, along the roadmap to 'Fusion'. Please view our page in the OPN Solutions Catalogue <http://solutions.oracle.com/partners/squareoneresources>.



UK Oracle User Group (UKOUG):

Square One is a committed partner of the UK Oracle User Group and is working very closely with this organisation to achieve a number of goals such as; increased market awareness, and marketing through association all with the aim of providing a more specialised service to both our clients and candidates alike.





Microsoft Gold Certified Partner:

Square One is extremely pleased to have attained Gold Certified status in the Microsoft Partner Programme. This allows us to clearly promote our expertise and relationship with Microsoft to our customers. The benefits provided through our Gold Certified status will allow us to continue to enhance the offerings that we provide for customers.



SAP UK & Ireland User Group:

Square One attend numerous events throughout the year, that cover a wide range of topics relevant to the operation and implementation of SAP software, and including presentations by users on their own experiences and by SAP on the latest development in their products (sometimes including pre-launch information).



Professional Contractors Group (PCG):

We are an affiliate member of the PCG. PCG's aim is to be the voice of freelancers, working with Government and industry to protect and promote freelancing and freelancers, on a local, national and European level. PCG seeks to be the heart of the freelance community, supporting and nurturing its members through all parts of the freelance life cycle, as well as offering commercial support, fostering peer support and encouraging new ways of working.



The "2 Ticks" Disability Scheme Award:

Square One has also been accredited with the Two Tick Disability Symbol status, which recognises our commitment to good practice in employing disabled people. The Award aims to make sure that people with disabilities feel confident that their employer will be positive about their abilities.



The Five Commitments under the Two Tick scheme that Square One commits to are:

- To interview all applicants with a disability who meet the minimum criteria for a job vacancy and to consider them on abilities;
- To make sure there is a system in place to discuss, at any time, but at least once a year, with disabled employees what can be done to make sure they can develop and use their abilities;
- To make every effort when employees become disabled to make sure they stay in employment;
- To take action to make sure that all employees develop the right level of disability awareness needed to make these commitments work; and
- Each year, to review the five commitments and what has been achieved, to plan ways to improve on them and let employees and Jobcentre Plus know about progress and future plans.

Square One undertakes a wide range of efforts to support clients with their diversity commitment; we have a stated diversity policy which promotes equal opportunities for both employees and external candidates.

We review, on an on-going basis, all aspects of our recruitment process to avoid unlawful or undesirable discrimination. Our policy states we shall not discriminate unlawfully when deciding which candidate / contract worker is submitted for a vacancy or assignment, or in any terms of engagement for contract workers. We also ensure that each candidate is assessed only in accordance with the candidate's merits, qualifications and abilities to perform the relevant duties required by the particular vacancy. Square One does not accept instructions from clients that indicate an intention to discriminate unlawfully.





AFTERWORD

As a purchaser of recruitment for your business - either contract, permanent or both - you have a wide selection of agencies to choose from. So, why Square One?

SPECIALIST RECRUITMENT SERVICE:

Whenever our teams receive an assignment their specialist focus ensures they quickly know the best candidates available in the market. We consistently commit to sending the best available CVs within 2 hours for contract roles and 4 hours for permanent roles.

SPECIALIST ACROSS NUMEROUS TECHNOLOGIES:

We offer this specialist approach across the IT spectrum. We have the structure and experience to manage the performance of each of our specialist teams to harmonise the delivery and offer a complete IT recruitment solution. Our model offers clients the advantages of a specialist provider across a number of technologies often accessed through a single point of contact - saving you time and resource.

BUSINESS PARTNERSHIPS:

Our success has been built on proven service delivery and recognising the impact of our service on clients. Our partnerships with both candidates and clients are based on open communication, an understanding of their environment, urgency and commitment, mutual trust and respect and accountability. As the relationship grows the effectiveness of delivery increases as we tailor and adapt the process. Clients trust our advice as it is backed up with experience, knowledge and evidence. Through sharing market intelligence we enable them to effectively manage projects and departments in terms of budgeting and number of suitable resources.

Our specialist approach to recruitment delivers:

Speed of Response - The delivery of the best candidates available within 2 hours for contract and 4 hours for permanent. The speed at which we can deliver this resource is vital to our clients' commercial success and we know from experience it is essential to offer this response time.

Cost Effectiveness - Our consistent monitoring and management of the cost of resources against market conditions ensures a transparent, cost effective service.

Consultative Approach - Our knowledge and experience in each market means we have the ability to understand our clients' issues and deliver tailored solutions which address their problems.

Square One believes that successful partnerships are built upon a foundation of trust, respect, strong individual brands, stakeholder engagement, mutual understanding of capabilities and financial processes, and perhaps most importantly, an ability to deliver a level of support to the client which could not be achieved independently. Through this contract, we would like the opportunity build such a relationship with you and become the Trusted Partner for all your resourcing needs.

We hope that the information contained within this document will be sufficient to provide us with an opportunity to discuss and present our capabilities to you in greater detail. Should you require further information or seek clarification on any of the information provided in this document, please contact us via the details provided on Page 2 (*Foreword*).

