

Veritas Search Consultants, inc.

Technology & Telecommunication Dossier

Veritas Search Consultants Values

We consider ourselves an extension of the organizations we serve. We have committed ourselves to operate from a position of uncompromising integrity and deliver our service with enthusiasm and mastery. This means you are going to get straight answers, and if we cannot help, we will tell you. It means we will own our problems. If we make a mistake, we own the mistake. If we say it, you can count on it. This principle guides the conduct of our business and serves as the cornerstone for all our relationships.





“When your need is now, when your selection criteria is critical and when you have no margin for error it has to be done right the first time, that’s when you call me.”

The decision you have before you is to determine if Veritas is the right partner to help you recruit top talent for your organization. I am convinced we are uniquely qualified to be your staffing partner. I have fifteen years of successful executive recruiting experience in a wide variety of industries which include; Technology/Telecommunications, Financial Services, Biotechnology, and Nonprofit.

My success has come from developing long term strategic staffing partnerships where my clients rely on my firm as a preferred, if not single source staffing partnership in times of growth and in times when a more opportunistic hiring initiative is needed. Most of my client relationships started with an organization giving me a single search where I had an opportunity to separate myself from other recruiters and earn the opportunity to learn more about your current staffing challenges and offer a solution to solve your problem. The fastest way that I know how to earn that opportunity is to deliver value by recruiting great talent who can make a positive and immediate impact on your bottom line and allow that success to serve as a catalyst for a more enhanced alliance with your organization.

Over the past several years I have predominately been focusing my efforts in building and supporting my Telecom/Technology practice. This is a unique industry and we have developed a strong network of talented professionals all across the United States and Canada. I have developed databases, systems and methodologies to ensure my clients have access to the best available talent on the market.

The database is only a starting point. I am personally leading all recruiting efforts at my company. My team and I are constantly combing the market for difference makers while simultaneously working on a handful of searches for existing clients. In a matter of days I can quickly tap my network and identify candidates who have the background you are looking for, and will take my call. More importantly I have been honing my recruiting methodology and developing breakthrough practices each and every year so that I can quickly and efficiently identify the best and brightest talent for my clients.

During the past several years, we have worked with a select group of organizations; together we’ve been able to help our clients:

- Reduce their time to hire (*3-6 months average*) 75% of my searches are completed in 30 days one a commitment is made to our process.
- Introduce a topgrade screening process which minimizes the risk of making a bad hire.
The average cost of mishire can be 15-24 times a person’s base salary
- Source and recruit candidates who are in the top 20% - the “difference makers” who are buried in excellence and are not looking at the job boards to find their next opportunity.

Sincerely,

Michael Epifanio

President/Chief Recruiter
Veritas Search Consultants, Inc.



“When your need is now, when your selection criteria is critical and when you have no margin for error it has to be done right the first time, that’s when you call me.”

Jim Collins said, “If I were running a company today, I would have one priority above all others: to acquire as many of the best people as I could, I’d put off everything else to fill my bus.”

Qualified and potentially interested candidates fall into one of three categories:

- ⇒ **Active:** These are the candidates who are engaged in an active job search. Their employment status notwithstanding, these are the candidates who flood the Internet with their resumes. Their search strategy is overt and if they are any good at all, there is strong competition from many fronts for their services. At any given time, this group represents approximately 10% of the qualified talent pool.
- ⇒ **Semi-Active:** These candidates are currently employed but have made a decision to change jobs. However, because of the sensitivity of the situation, they must conduct their job search in a covert fashion, relying on networking, referrals and personal contacts for their job leads. They generally do not post their resumes on the Internet and only pursue opportunities when they are confident the exposure will not jeopardize their present employment. This candidate grouping represents approximately 15% to 20% of the qualified talent pool.
- ⇒ **Non-Active:** These individuals are not seeking a change. They are currently employed and totally unaware that a better opportunity may exist for them with another employer. Since they are non-active, the primary way to reach this group of approximately 70% of the qualified talent pool is through the confidential approach of a third party recruiter who has a committed relationship from the client.

While we consider all candidates from both the active and semi-active groups, our recruiting skills and carefully cross-referenced network of contacts allows us to confidentially approach the non-active talent pool as well. We do not restrict ourselves to the readily available candidates where the competition for a this talent pool is the greatest – which is where most recruiters will pull from because it is the easiest and they can shop the same resume around to multiple companies increasing their odds of a placement.

The first and most important element of an effective hiring strategy is to attract qualified and interested candidates to step forward and willingly enter the selection process. With the assistance of a good Recruiter, the employer can attract to the process a greater number of these qualified and interested candidates thereby exponentially improving your odds of hiring an “A” player.

Defining Roles and Setting Expectations

My Role in the Process

ADDITIONAL SERVICES TO YOU THROUGHOUT THE PROCESS

- I will completely qualify candidates' compensation, skills, accomplishments, etc. before presenting them to you.
- I will address counteroffers with the candidate.
- I will contact the candidate and you on the candidate's first day, two weeks after the start date, and thirty days after the start date to address any concerns.
- I will brief you on each candidate before each interview.
- I will debrief with you after each interview.
- I will address any issues that arise throughout the process that could create a roadblock.
- If there is an issue, we will collaborate together to resolve any problem.
- Before the final interview I will establish with the candidate compensation that he/she is willing to allow ME to accept on his/her behalf.

VERITAS SEARCH

- I will take an in-depth needs analysis profile of your opening(s).
 - I will create a search profile based on your input and approval.
 - I will understand the ideal fit for the position and culture.
 - I will identify skill-sets, attributes and accountabilities of the candidates I present to you utilizing one or more assessment tools.
 - I will create a search plan for your position.
 - I will develop a compelling recruiting presentation that establishes an accurate identity and value proposition for you.
 - I will be available 24/7 until the assignment is completed.
- I will provide you with a weekly status report on our searches (confirming we are moving in the right direction).
 - Within three weeks, I will present you with at least one "top candidate," along with a highlight sheet summarizing their qualifications and fit.
 - I will help develop a win-win hiring process based upon the current market environment.
 - I will absolutely operate from a foundation of integrity and expect the same from the candidates I represent.

Michael Epifanio
President, Veritas Search Consultants
michael@veritassearch.com

Client's Role in the Process

- You need to be as flexible as possible when scheduling interviews and time to talk with me.
- You must make sure you are available for the interviews that we schedule.
- You need to commit to the hiring process we establish at the start of the relationship.
- You must keep communication open and honest at all times.
- You must provide open and honest feedback at all times.



OUR SEARCH PROCESS

- PHASE 1 ▶ Initialize the Search**
Define Search Requirements
- PHASE 2 ▶ Implement the Search**
Go to Market
- PHASE 3 ▶ Candidate Selection**
In-Depth Vetting
- PHASE 4 ▶ Extension and Closure of Offer**

The Search Process

CONDUCTING THE SEARCH

Phase 1 ▶

INITIALIZE THE SEARCH

Step 1: Develop Your Message

Create a compelling story about your organizational structure, culture, and value proposition.

Step 2: Define Search Requirements

Full needs analysis resulting in written search assignment (position requirements, roles and responsibilities, benefits and compensation). Team assembled will review the position's specifications for market validity by assessing skills required, the competitiveness of the compensation, the hiring process, and group dynamics. We will address any concerns and offer recommendations.

Step 3: Brief Your Team

Each member of the search team is oriented to the agreed upon objectives of the search project.

Step 4: Create Customized Search Strategy

Compile a targeted list of sources to identify appropriate candidates. These sources include networking with industry contacts, executive level contacts, our proprietary database and original sourcing calls. Exploratory contacts are then made personally by Michael Epifanio to determine candidates' priorities,

motivation for change, and abilities. All candidates who are viable will be fully vetted. Candidates below the "bar" will be graciously let down. Candidates who are considered strong will be given the opportunity to move forward in the process.

Phase 2 ▶

IMPLEMENT THE SEARCH

Step 1: Identify Potential Candidates

Search team takes client message to market by contacting targeted source list.

Step 2: Interview and Qualify Prospects

Assess credentials, motivations, and career objectives and qualify achievements based upon requirements. We will narrow the field of existing candidates by a "sorting" process based on the candidates' criteria for change and your "must haves".

Step 3: References

In-depth verification of work history and character reference with a number of different contacts, including supervisors, peers, board members and direct reports.



Why Choose Veritas?

Our Internal Statistics

SPEED IN CANDIDATE IDENTIFICATION PROCESS

- Our average search takes five weeks to complete.
- When you work with Veritas Search Consultants you will find that we are able to produce great candidates quickly without sacrificing quality.

PROVEN SEARCH METHODOLOGY

- 95% of every search we have accepted in the past five years has been successfully completed.
- In 2011 Veritas Search Consultants placed candidates from three sources:
 - ▶ Referrals 39%
 - ▶ Direct Recruits 33%
 - ▶ Network (Internal Database) 28%
- 100% of the candidates we placed came from sources our clients would not have been able to access except through our services.

ACCURACY

Candidates do not accept counteroffers.

- Over the last five years we have only had one candidate not accept a client offer because they chose to accept a counteroffer instead.
- We will not waste your time with candidates who are just shopping or positioning themselves only to improve their current situation. We uncover early on in our vetting process if a candidate is likely to accept a counteroffer. This saves you the time and frustration of having to start the search process all over again.

SUCCESS/ROI

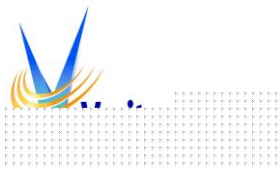
- 85% of our candidates placed are still employed with the same organization three years later.
- When you hire a Veritas Search Consultant's candidate, you are not hiring a short term employee, you are hiring a successful team partner that desires to be with you and your organization to make an impact long term.



Michael began his professional life in the kitchen of his grandfather's neighborhood Italian restaurant in Queens NY when he was 10 years old! He quickly adapted to the hectic pace of the restaurant business and by the time he was 13 years old he was running the kitchen! Over the years Michael became a successful restaurateur. Michael cites his success in the recruiting business back to his days of running his own restaurants; "I love people, and I love to make them happy; there is no greater satisfaction than seeing the smile of well fed customers; the recruiting business is no different you feed your customers great service/value and in the end they are absolutely satisfied."

Michael Epifanio is the President of Veritas Search Consultants, Inc. and has been in executive staffing and consulting for the past 16 years. Michael began his career in executive recruiting/consulting in 1995 with a nationally recognized Information Technology Firm headquartered in New York City. In a short period of time Michael was promoted to Vice President of Operations and was relocated to Charlotte North Carolina to head up the Charlotte division with the responsibility of managing the consulting and executive recruiting division. In 1999 Michael formed a partnership with a boutique Executive Recruiting & Consulting firm and began building several practice areas which included Biotechnology, Information Technology, Broadcasting and Banking.

In 2004 Michael formed Veritas Search Consultants, Inc. which currently has four strategic practice areas; Telecommunications/Technology, Non-profit, Financial Services and Biotechnology/Pharma. Over the years Michael has been a trusted advisor to his clients. As a result he has helped companies significantly impact their bottom lines and experience incredible growth by bringing in game changing candidates. Michael has developed a recruiting methodology which has proven to be effective in every practice area he has started. Michael is part of an elite group of top producing recruiters in the country and is considered an expert in recruiting and sourcing.



Some Testimonials

"I have known and worked with Michael Epifanio for the past 7 years, Michael has been an integral part of helping me build my organization from the ground up when I assumed the President's role with Preferred Home Mortgage/TOUSA. He has successfully placed a large percentage of my Senior Management team across the country in all areas of operations, sales, technology and development. Michael has demonstrated his value as a trusted search partner over and over again. I would highly encourage any organization that is looking for executive talent to work with Michael Epifanio at Veritas Search Consultants.

*President
National Mortgage Company*



I appreciate the incredible effort you and your firm put forth in helping me with one of my most critical leadership searches in my territory. I was impressed by your attention to detail and the amount of time you spent up front to really understand what I was looking for in a candidate. This admittedly was a difficult search, but you produced top notch candidates in a relatively short period of time. You worked your tail off for me, and even though I was tough to reach you stayed the course and never wavered in your persistence to deliver results.

Your professionalism, responsiveness and attention to detail made it a pleasure working with you and Veritas Search Consultants. I would highly endorse you and your firm to any company that has critical positions to fill in and needs a pro to recruit top talent!

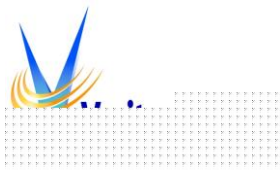
I typically have not had good experiences working with recruiters because the ones with whom I have worked in the past did not listen to my requirements and effectively match their candidates to them. Upon my initial interview with Michael, I felt comfortable that he understood what I was looking for and his eagerness to help came through over the phone. He was also very confident in his abilities stating upfront that should he not deliver, he would understand my looking elsewhere.

My expectations were that Michael would listen to my requirements and present me with suitable candidates to review. He did not pass everyone on to me to screen but rather did the first screening himself. Michael exceeded my expectations as he put forth 3 highly qualified candidates and also helped in selling the chosen candidate in moving over to Orange. He made the whole process much easier and saved me a lot of time finding a candidate in a territory where I am not home based.

I found Michael a pleasure to work with. He was persistent, helped me stay on track with my project timelines, found very qualified candidates in a remote geography (even different country), he sold the candidate on our company, and negotiated salary on my behalf. He really saved me a lot of time and recruited a candidate in about 1/2 the time I originally expected or could have done on my own.

I would definitely work with Michael again, and would highly recommend him to others.

*International Senior Sales Executive
Multi National Integrated Computer Technology Organization*



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*Executive Vice President
National Telecommunications Organization*