

# Accelerate **Innovation** with Talent

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*Genesis10 is a professional technology services firm providing staffing, workforce optimization and domestic outsourcing solutions. Tas-usual initiatives cost-effectively, onsite or onshore.*



## DELIVERING THE TALENT AND SKILLS YOU NEED TO ACCELERATE INNOVATION AND GROWTH

Genesis10 is a professional technology services company that identifies, develops, and deploys talent to help organizations drive business and technology initiatives forward with staffing, workforce optimization, and domestic outsourcing services. Our onsite/onshore delivery model creates the flexibility to tailor talent solutions that align to your organizational needs while balancing cost, risk, and quality trade-offs. We help you to:

- Align talent and workforce strategy with your business and technology roadmaps
- Capitalize on location strategy by diversifying access to talent and enhancing capabilities and capacity
- Assess current workforce capabilities and fill critical gaps
- Fill high-demand positions with experienced professionals spanning the business and technology landscape
- Create scalable delivery capacity to enable on-time, on-budget delivery with an ability to flex up and down based on business needs
- Control contingent workforce spending
- Reduce multi-vendor complexity by providing multiple, integrated services



**\$150  
MILLION+**

*for a Fortune 25 Financial  
Services company, saved  
by optimizing our client's  
talent, delivery and  
location strategy*

## CXO DILEMMA

### VISION

Innovation

Digital Transformation

Enterprise Data Management

Workforce Optimization & Untapped Talent Pools

Location Strategy

Agile Development & Delivery As-A-Service

Infrastructure Simplification

Mobile Development

Internet of Things (IoT)

VS

### REALITY

Cost Control

Do More with Less

Risk: Privacy, Security, Delivery

Supply-Base Rationalization

Regulatory Oversight

Governance/Audit

Legacy IT

Talent

- Skills Gaps
- Workforce Evolution
- Wage Inflation & Competition
- Turnover
- Succession Planning
- Location Strategy
- Knowledge Retention & Transfer

*Disruption and competition are everyday realities. You know what your organization must do to thrive, but you have stakeholders to please, costs to control, risks to balance, and doubts as to whether you can source the talent you need to meet the challenges of innovation, digital transformation, and creating superior customer experiences.*

## WHAT MAKES GENESIS10 UNIQUE

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**PEOPLE.** Recruiting is a core competency. We identify and hire only the highest caliber talent to support Genesis10 and to provide services to our clients – be it for talent solutions development, client relationship management, direct placement, contract assignments or outsourced managed services positions.

**EXPERIENCE.** Genesis10 has been providing talent solutions since 1999. We have built our service lines organically based on deep insights gleaned over the years. We understand and recognize the importance of tailoring solutions that align with your business objectives, address market complexities, and promote innovation and growth.

**FOCUS.** Your focus is our focus. We maintain a pulse on the business landscape and U.S. labor markets, which enables us to develop and deliver services that are always relevant to our clients' evolving needs – both in terms of services offered and in the way we serve clients. Our account and delivery teams focus exclusively on your objectives and what we can do to deliver.

**SCALE.** Our onsite/onshore delivery approach gives you the flexibility that you need to scale delivery capabilities to support both growth and business-as-usual initiatives with the right capabilities, capacities, and caliber of talent.

**VALUE.** Our clients consistently say we deliver the best market value. We make it easy to do business with us and create visibility and transparency in our partnerships and supporting processes. We focus on managing costs and maintain a risk-first, delivery-first mindset. As a single provider with a breadth of services to address workforce needs, you avoid the costs and complexities of managing multiple partners and enable an enterprise approach to talent strategy that controls costs at a macro level, while managing where and how work is delivered and by whom.





## GENESIS10 SERVICE LINES

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### STAFFING

We competitively recruit qualified, high-demand business and technology professionals for immediate contract and contract-to-hire positions. In 18+ years of operating, we have consistently delivered a 1.5-to-1 candidate recruiting effectiveness ratio for each client requirement, yielding productivity gains and time savings for clients.



### WORKFORCE OPTIMIZATION:

There are interdependencies amongst a company's business strategy, talent strategy, and technology road map. Many of our clients find growing gaps in their workforce capabilities today and going forward. Genesis10's workforce optimization programs are designed to address capabilities gaps while also factoring in key human capital variables such as: flex/staff ratio, resource mix, and diversity needs. We help you to define, develop, and deploy

workforce solutions through a life cycle approach, planning for the future, identifying gaps, and acquiring or training to build the right blends of talent for short- and long-term business and IT objectives. Examples of our Workforce Optimization programs include:

- **Enterprise Data Management:** U.S. business leaders want to leverage business intelligence (BI) and enhanced data analytics to improve decision-making, resulting in a competitive advantage. The challenge is they cannot easily – or affordably – find talent that possesses the right combination of analytical reasoning, technical acumen, and industry/client specific knowledge to include tools and processes. Recognizing the talent gap, Genesis10 and Teradata have partnered to address the critical shortage of business intelligence and data management capabilities in the U.S. by building a platform-agnostic workforce on a contract-to-hire basis. Genesis10 Talent Services Leaders provide expert recruiting, onboarding, infrastructure, client-specific organization, contextual, and program management capabilities. Teradata, the leading global data analytics solutions firm, provides introductory and advanced training, mentoring, and ongoing support services to each team in training.

- **SWATT:** Our Software and Technology Team (SWATT) offers specialized software engineer and developer recruiting and direct hire services. We source high-demand talent using creative techniques such as gamification and assessment challenges that offer rewarding career development and advancement opportunities for candidates while delivering expert talent at affordable rates to clients.
- **Experienced Hires:** We maintain ready access to qualified talent pools nationally and in our primary geographic markets. Our strength in sourcing, recruiting, staffing, and ongoing candidate/consultant care sets Genesis10 apart from other staffing companies.
- **G10 Associates:** Our G10 Associates Program offers college-hire recruitment, development, training, and opportunity-to-hire services with emphasis on long-term retention, diversity, and balancing resource mix.
- **Military Veterans:** Genesis10 is passionate about helping U.S. military veterans transition into rewarding civilian careers. Our Military Veterans program features proprietary reverse Bootcamp training to speed assimilation by bridging military-to-corporate roles, organizational, and cultural gaps. The program provides one-to-one mentoring, ongoing support services, and cohort forums. Some 80% of program alumnae have been offered permanent positions; nearly 100% have accepted.





## DOMESTIC OUTSOURCING

Our Domestic Outsourcing services support clients' application and infrastructure needs in role-based, project-based, or managed service capacities. Genesis10 delivery centers enable clients to diversify access to talent, reach across regions to take advantage of locations outside their core footprints without taking on cost and risk burdens of real estate and infrastructure. Our delivery center clients enhance their capabilities and capacity while gaining an ability to scale up and down based on business needs. In providing domestic outsourcing services over the past seven years, Genesis10 has saved clients in excess of \$150 million.

Today, Genesis10 owns and operates six SSAE-16 certified U.S. delivery centers in Atlanta, Cleveland, Dallas, Detroit, Kansas City, and Orlando. Each delivery center consulting team is a high-performing blended resource mix – from utility and fungible capabilities to deep, specialized industry and business knowledge – that is defined by each client's specific talent and delivery requirements. Rigorous operational practices, attention

to physical and data security, and onshore proximity to clients enable Genesis10 to support a variety of projects from increasingly complex and high risk/rigor to business-as-usual sustainment initiatives. We operate as an extension of your delivery team, providing predictable capability where and when needed.

As we learn about your business through the course of each engagement, we also provide advisory services on: location strategy, delivery models, and technology trends, as well as insights and recommendations on how to improve processes, optimize total costs of ownership, and heighten delivery and throughput – all as value-added services in our partnership. Because we have been a prime mover behind the trend to onshore delivery capabilities within North America, our clients benefit greatly from the comparative maturity of our engagement, local talent recruiting, and performance management models.

***“...We simplify at Genesis10, just focus on our work & delivering on projects, which enables us to get things done...”***

**- EMILY L., DELIVERY CENTER CONSULTANT**

# PARTNER WITH GENESIS10

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