





EXECUTIVE SUMMARY

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WHY EAPPS TECH

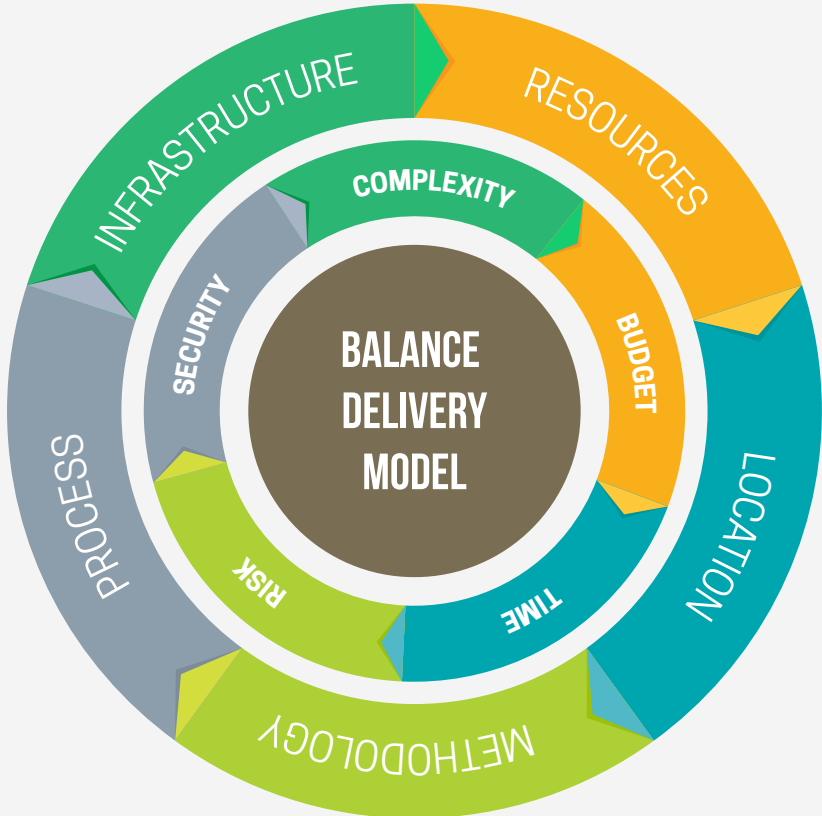
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COMPANY OVERVIEW



HEADQUARTERED IN RALEIGH, NORTH CAROLINA - USA
GLOBAL DELIVERY CENTERS IN INDIA, USA AND UK
EXPANSIONS PLANS FOR APAC

We are one of the fastest growing, privately-held business and technology firms in the U.S.—growing organically at an annualized rate of over 100% since establishment. We create long-term sustainable partnerships with our clients by providing resources and solutions that enable them to achieve their strategic business and technology objectives.



USA CLIENTS



INDIA CLIENTS



UK CLIENTS





Our unique “convergent” business model merges leading practices of solutions-based management consulting firms, including thought leadership, delivery management and consistent quality, with the speed, ease of use, and transparency of a traditional staffing model. Clients have called us their “Utility Player” based on our ability to provide flexible, scalable and proven resources and solutions that align with how they wish to engage.

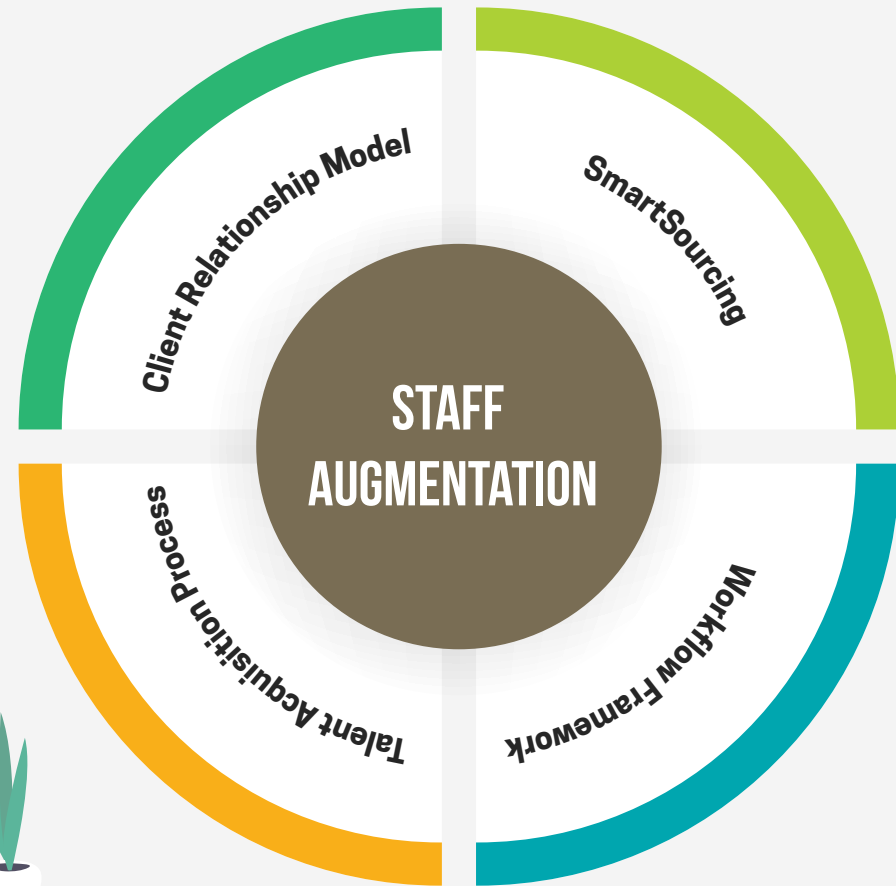
Our portfolio of clients is well diversified and includes many Fortune 500, privately-held and non-profit companies in industries including Financial Services, Insurance, Manufacturing, Healthcare, Energy, Consumer Retail, Telecommunications and Government.

We recently took over a company in India, which is specialized in the area of procuring specialized and talented manpower. We are associated with HCL, Genpact, Honeywell, Apollo health street, FCS, Finite solutions, Quinnox among others and have been supplying manpower with high strike rates, for strengthening our Domestic Staffing Business in India

01

COMPANY OVERVIEW

EApps Tech has the reach and the resources to connect you to the very best talent. We draw from our proprietary database and network to help you find professionals that fit seamlessly with your team and your goals.



Our Guaranteed Delivery Program removes the risk associated with hiring new talent and gives you the confidence you need to move quickly and achieve measurable results.

STAFF AUGMENTATION SMARTSOURCING

SMARTSOURCING

- ✓ Full Spectrum ON DEMAND and PRO ACTIVE Time and Material Services
- ✓ Proven Metrics based Methodology
- ✓ Flexibility to adapt to VMS/MSP/Client
- ✓ Multi-shift sourcing model

BUILDING HEALTHY PARTNERSHIPS WITH CLIENTS/VMS/MSP

- ✓ Proactive Staffing Augmentation Model
- ✓ Dedicated Client Sourcing Team
- ✓ Custom Client Sourcing Strategy
- ✓ Exclusive Pool building for Customer needs
- ✓ SPOC Client Relationship

360° STAFFING SERVICES

Contract Staffing

- ✓ Pure Contract
- ✓ Contract to Hire
- ✓ Direct Hires

STAFF AUGMENTATION SMARTSOURCING

SmartSourcing offers a “continuous workday” Global Delivery Model with recruitment and sourcing services and offers an highly effective Engagement Model with flexibility to adapt to client processes and models

GLOBAL DELIVERY, RECRUITING MODEL & ENGAGEMENT MODEL

Quick-to-market capability through “Continuous Workday Model” ,
Effective and Flexible Account Management

- ✓ 24X7 Assembly Line Recruitment Model
- ✓ Complete tool and process driven Recruitment Execution Methodologies
- ✓ Diversified global resource pool
- ✓ Single point of Accountability
- ✓ Three levels of Escalation including Senior Management Oversight
- ✓ Recruitment cells in India, USA and UK

STAFF AUGMENTATION SMARTSOURCING

DOMAIN AND TECHNICAL DEPTH

Advanced and New Technology Capabilities including open source

Data Warehousing, ecommerce, ERP, CRM, Financials, SCM, Conversion and Interfaces, and Business Process Automation solutions

Experience with vendor platforms, web development languages and protocols, legacy systems, and practices, such as ERP, CRM, and ECM

Structural Engineers , Site Managers and Supervisors

AutoCAD Drafters/Designers

Landscape Architects, Soil/Concrete Technicians

Civil/Land/Site Development Engineers

Geologists, Geotechnical Engineers, GIS Specialists

Transportation Engineers, Work Inspectors

Aeronautical/ Aerospace/ Mechanical/ Electrical/Avionics Engineers

Tech Support Associates

Transaction Processing Officers.

Process Associates, Trainers and Managers

Customer Support Associates/ Supervisors/Officers/Managers

Sales Associates and Managers

Operations/HR Executives and Managers

Centre Managers and Team Leaders/ Supervisors / Asst Managers/Managers

Clinical Supply, Serious Adverse Effect Reporting, Clinical Data Management

Clinical Research Specialists, Medical Program Financial Specialists

Clinical/Research/Regulatory specialists/leads

Bio Statisticians, Clinical Operations Specialists

Biologist, Chemist, Bio-Chemists, Statisticians, Technicians, Research Specialists

STAFF AUGMENTATION WORKFLOW FRAMEWORK

STUDY CUSTOMER

- Understand focus technology areas
- Understand recruitment practice and typical turn around times
- Understand hiring cycles of customer
- Understand customer HR forecast
- Understand the values and vision of the customer

STRATEGIZE CUSTOMER NEEDS

- Identify focus technology areas
- Identify the proper approach to identify, lock resources with in client parameters (skills, cost, turnaround times)
- Create resource pools
- Maintain resource pools
- Identify best approaches to obtain resources that are not part of resource pools (job portals...)

GATHER FEEDBACK

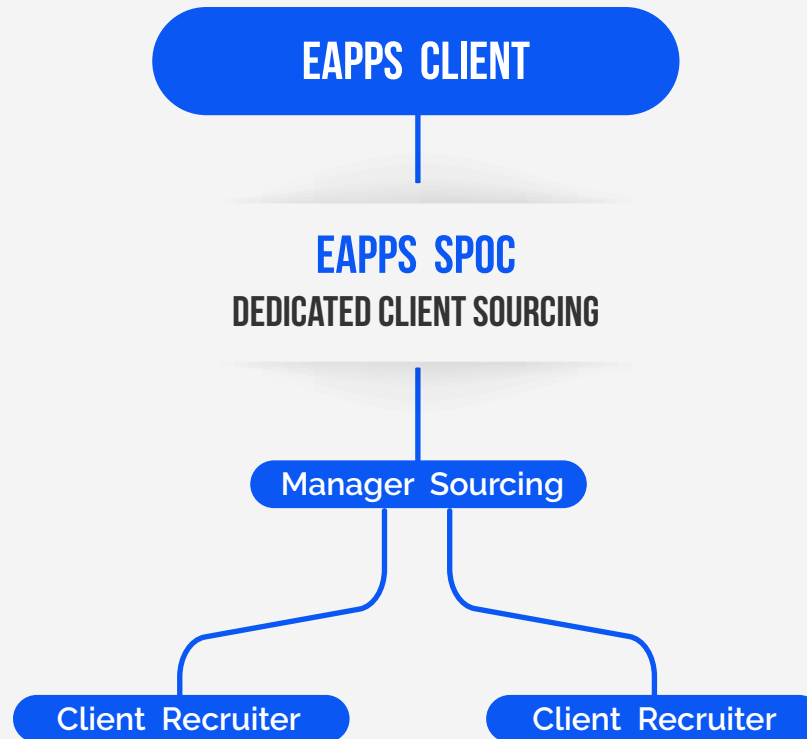
- Follow-up with all levels of Stakeholders
- 3600 feedback system
- Client Satisfaction Survey
- Performance Metrics
 - Turnaround times
 - Closure Rates
- Management/Status Reports through Custom Web based tool

SOURCE CUSTOMER

- Establish a Single Point Of contact (SPOC)
- Map Competency to Requirements
- Screen and Evaluate
- Source from Internal Resource Pool
- Source from External Resource Pool
- Client Coordination through Joining

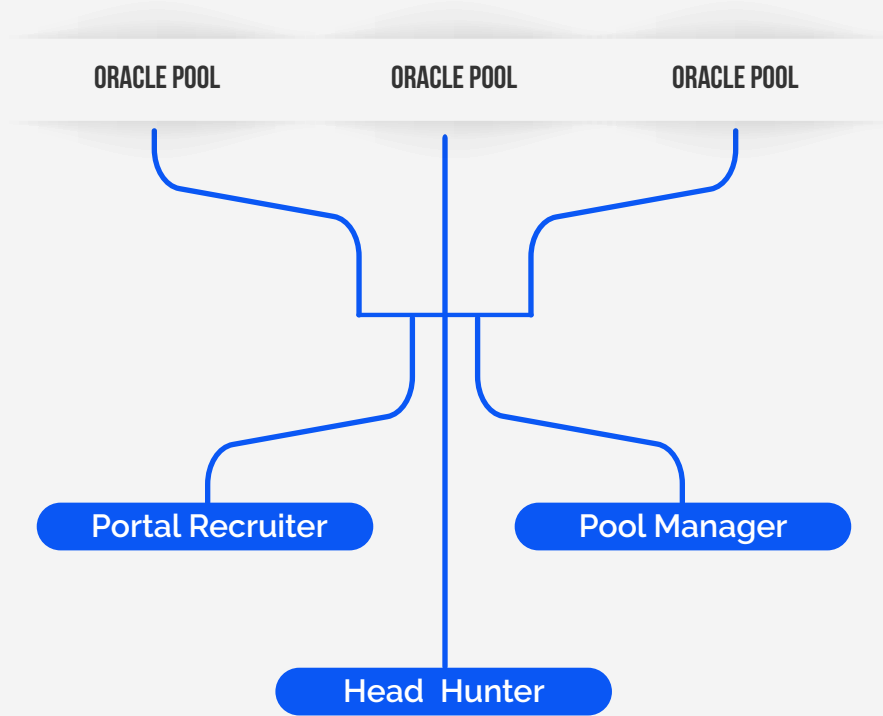


TALENT ACQUISITION PROCESS - STEP 1

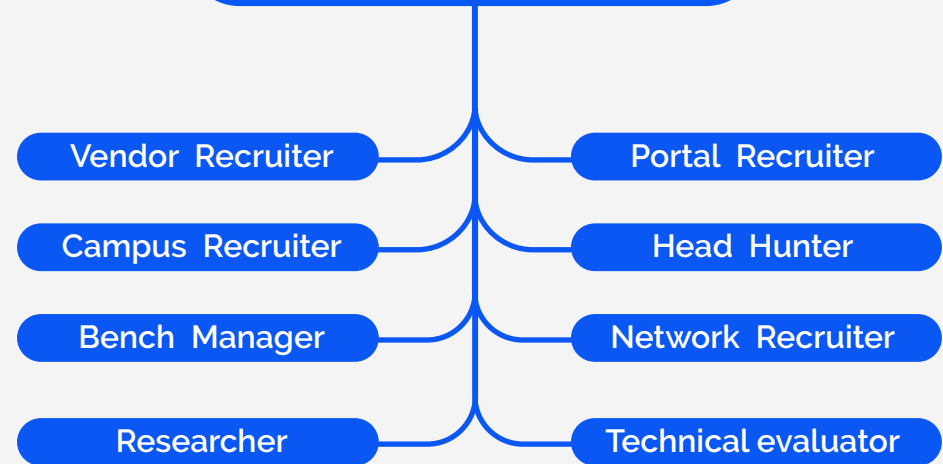


TALENT ACQUISITION PROCESS - STEP 2

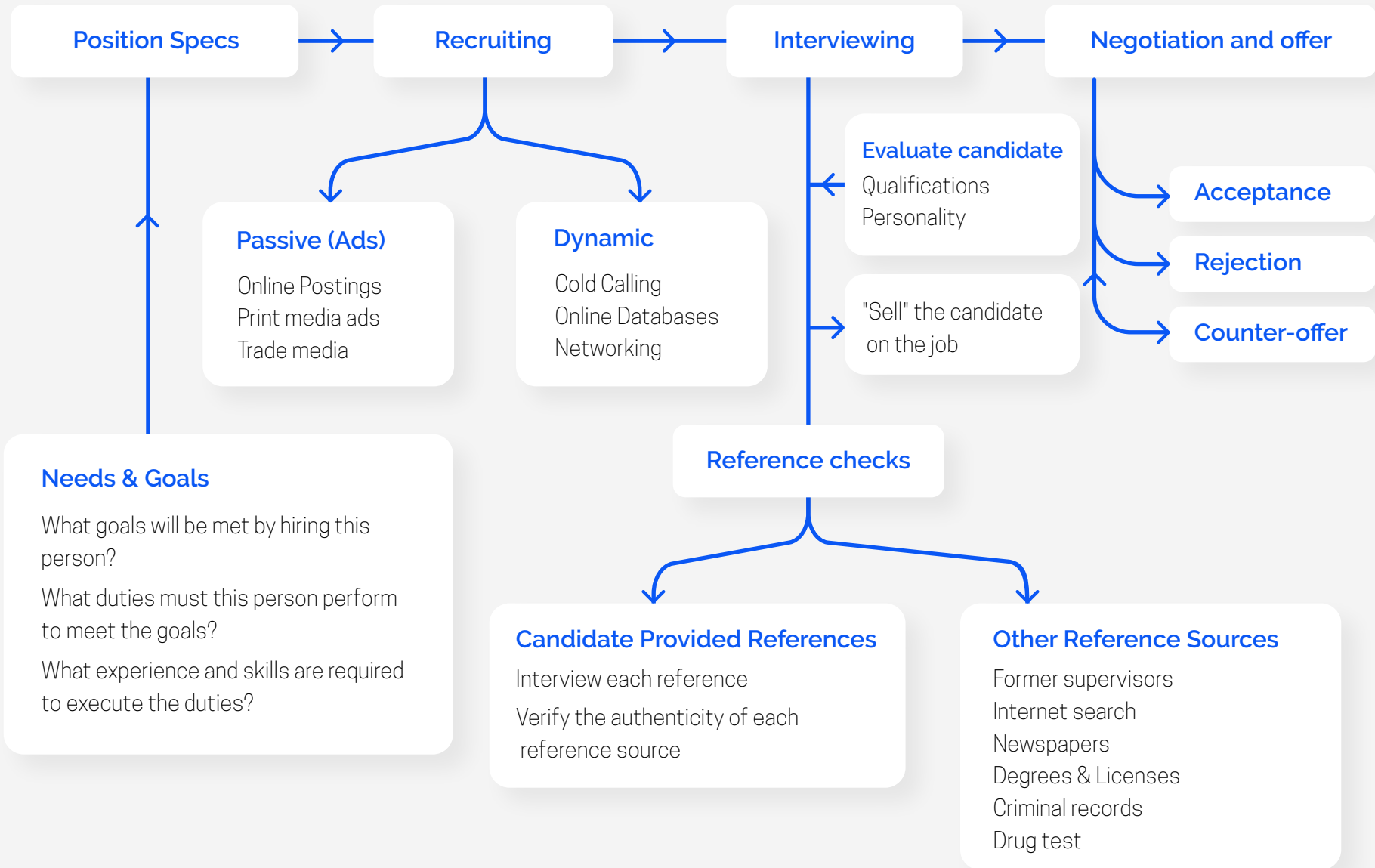
NON TECHNICAL ASSESSMENT



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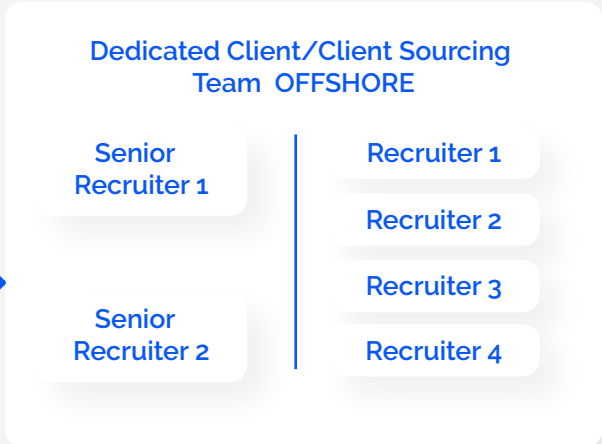
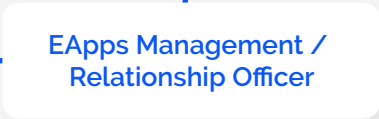
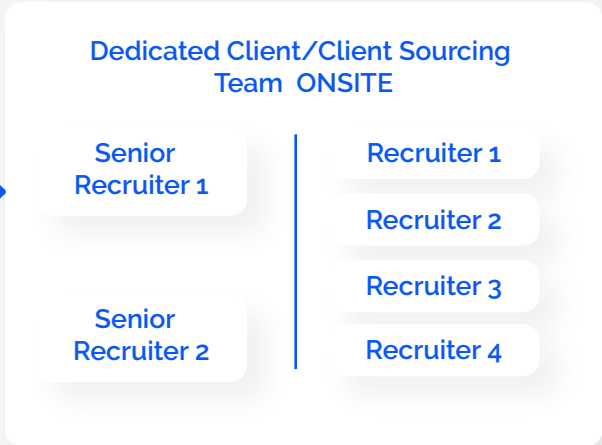


TALENT ACQUISITION PROCESS - STEP 3



ACCOUNT MANAGEMENT

ONSITE



OFFSHORE



CLIENT RELATIONSHIP MODEL

EAPPS TECH RESPONSIBILITIES

Understand Client Business and potential requirements

- Expected Technical/Domain/Hard/Soft skills

Competency Mapping

- Initial Screening and Evaluation
- Detailed screening (Technical/Domain/Hard/Soft skills)
- Reference checks

Pre, Post & Interview Coordination

- Interview Scheduling and planning
- Follow-up through Joining

Attrition Management

- Retention through strategic instruments
- Buffer creation to cater to no-show / attrition during first 60 days
- Employee Expectation management
- Employee Relationship Management
- Mentoring program

Exclusive Pipeline Creation

Training Program for Employees (emerging/key client technologies)

Client Relationship and Expectation Management

Performance Metrics

- Statistics / Management Reports / 3600 Feedbacks

CLIENT RESPONSIBILITIES

Forecasting

- Provide insight into focus technology areas, recruitment practices, typical turnaround times, hiring cycles and typical rates
- Provide HR forecast
- Educate on client values and vision

Vendor Relationship

Technical Interviews

Candidate Feedbacks

Final Selection

Responsive feedback



- ✓ Reduced Client Costs
- ✓ Reduced Total Cost of Ownership
- ✓ Improved ROI
- ✓ Reduced Risks
- ✓ Enhanced Productivity
- ✓ Reduced Attrition

03 WHY EAPPS TECH

Market Analytics: We know who the top technical professionals are, what they earn, where you can find them and when they're available. We also understand their priorities and what it takes to recruit and retain them.

Customer Knowledge: We take the time to understand your business and IT culture. Doing so enables us to consultatively assess your service requirements and collaboratively develop an Employee Value Proposition (EVP) to attract top talent.

Sourcing Strategy: By leveraging our massive network of IT professionals and utilizing a referral-based sourcing strategy, we increase our selectivity, speed and effectiveness in finding top talent to meet your specific needs.

Screening & Selection: We personally present you with a fully-vetted shortlist of top professionals who match your requirements. All of our candidates are screened through a robust qualification process - and we can prove it.



Relationship Management: Our commitment to ongoing contact drives consultant performance and retention through project completion. It also allows us to proactively plan for your upcoming workforce needs.

Guaranteed Delivery Program: At EApps Tech, we do more than make claims. We make guarantees. Here's how it works:

You evaluate the resource for 40 full hours. If you're not completely satisfied, you pay nothing and it's our responsibility to find an alternate candidate that meets your expectations. It's that simple - we guarantee your complete satisfaction in 40 hours or you pay nothing. Your risk is eliminated. Your productivity soars. And your results are realized.

That's our promise and we stand behind your success all the way.



THANK YOU

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