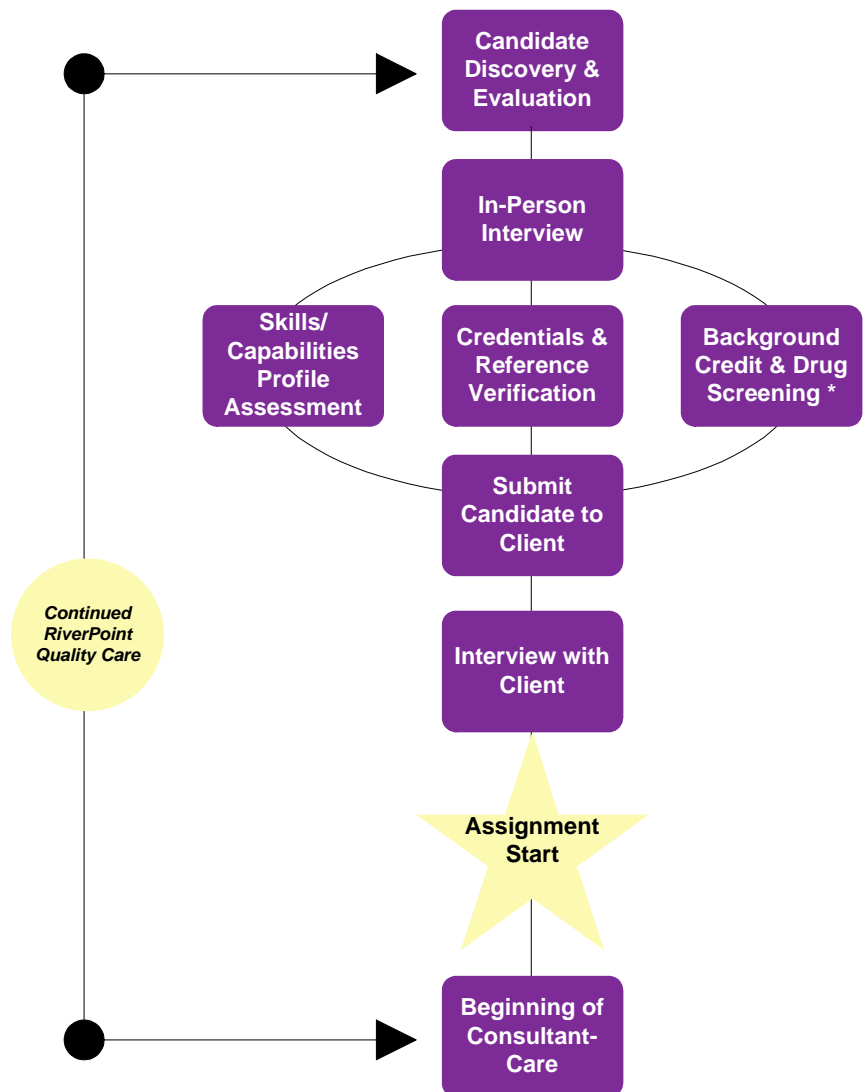


Our Recruiting Process

RiverPoint employs a methodical, systematic approach to the recruitment process ensuring only the very best candidates are presented to our clients. Our team works directly with the client to gain a complete understanding of the position requirements, technical abilities needed and the soft skills necessary to make a candidate a success.

- We review the qualifications of the technology professionals in our extensive database and pre-screen all candidates who possess the desired qualities and skills through a telephone interview to determine suitability and interest.
- Upon successful completion of the telephone interview, RiverPoint recruiting and sales associates host an in-person interview with the qualified candidates to gauge not only what technical and business contributions the candidate could bring to the client's business needs, but also how well the candidate will integrate into the environment and existing team.
- A technical screen is then conducted by a RiverPoint technology professional to assess the candidate's technical skills and experience by getting into the details of the tools and technology.
- If the candidate is determined to be a good match, a preliminary background, credentials and skills check is performed. The candidate is then presented to the hiring manager for review and an interview is scheduled with members of the hiring team.
- Should the client wish to engage the consultant, RiverPoint conducts a comprehensive background and reference check to ensure our clients' satisfaction and safety.
- Our dedication to candidate excellence does not end with the consultant's first day on the client site. RiverPoint will work with the client to communicate and enforce all corporate rules including the client's confidentiality, harassment and electronic policies.



* This step performed at the request of the client.