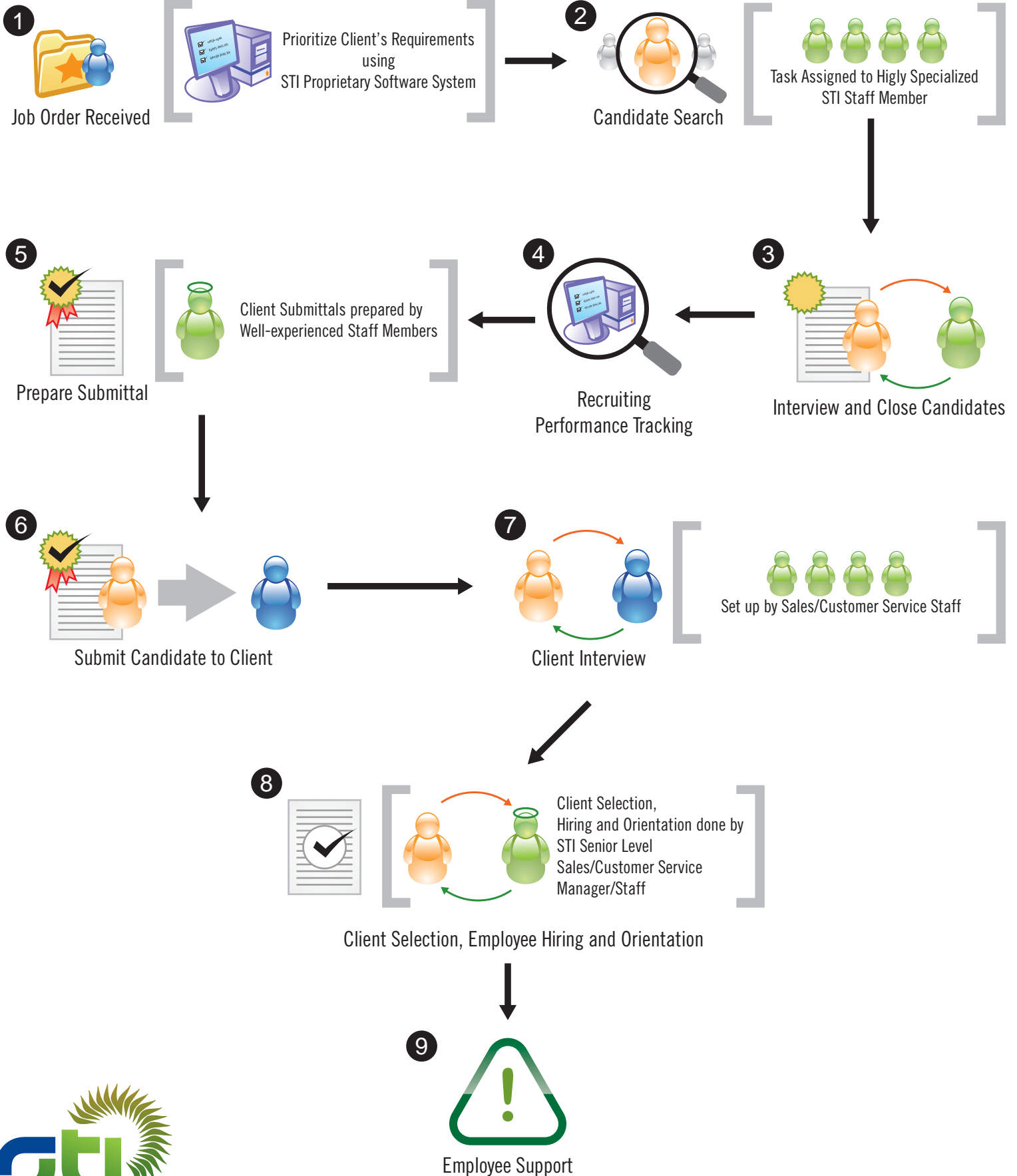



# Recruiting Process Flow



 Job order	 Client	 STI Staff Member
 STI Proprietary Software System	 Candidate	 Well-experienced Staff Members
 Candidate Search	 Closed Candidates	 Submittal
 Recruiting Performance Tracking	 Client Selection, Employee Hiring and Orientation	 Employee Support

- 1 Job order received and entered in PASS-Inhouse system based on priorities and requirements of the client
- 2 Candidate search based on Client skill set requirements - Job done by highly specialized STI staff members
- 3 Interview and Close Candidates for the job - done by highly specialized STI staff members
- 4 Recruiting Performance Tracking - Closed candidates are entered in the system and monitored by our real-time ASP software system
- 5 Prepare submittal for client - Well-experienced staff members prepare client submittals with STI quality standards
- 6 Submit candidate to client - reviewed by experienced sales/customer service staff and tracked by our real-time ASP software system
- 7 Client Interview - Set up by sales/customer service staff
- 8 Client selection, employee hiring and orientation - done by STI senior level sales/customer service manager/staff
- 9 Employee support and on-going maintenance - done by STI senior sales/customer service manager/staff to ensure employee performance

