



Oros-Connect Inc.

MISSION STATEMENT

Oros-Connect is committed to professionally servicing clients with their search and recruitment requirements. We bring together:

- In-depth expertise with extensive experience
- Objectivity with creativity
- Originality with flexibility
- Timeliness with cost-effectiveness
- Quality with customer-focused service

Who we are ...

Oros-Connect is a professional, personable and creative search firm who offers a consistently, effective alternative to meet your Search/Recruitment requirements.

Formed to meet the ever-changing market, Oros-Connect counts a number of major companies among its clients. All of our clients are repeat clients.

It possesses over 13 years of professional recruitment experience in the many facets of Search, General Recruitment, Consulting and extensive Market Research.

The keystone of the company's philosophy is a clear understanding that every one of its clients has a different set of requirements and a different culture.

- All work is undertaken on a fixed fee retainer basis derived exactly to meet the services requested
- There are no hidden charges, no salary-based percentages
- We work in partnership with your selection team to facilitate the entire hiring process.

When companies are faced with the dilemma of needing quality people to fill key positions but not having the time or resources to devote to finding them, we will put together the recruitment strategy and methodology required for each individual position. By acting as an extension of clients Human Resources, Oros-Connect possesses the uniquely adaptable ability of being able to bring its extensive Recruitment Market knowledge and resources together to locate, screen and present the ideal candidates in the most cost-effective and timely manner.

SOLUTIONS

Oros-Connect Inc.

Oros-Connect provides a range of services, including Full Search, Research Summary.

Here are the Search Service Steps

Each search is uniquely tailored through a comfortable working relationship. A clear understanding of the position requirements and responsibilities are determined at the outset along with the assurance that the cultural fit is understood.

The client is kept completely informed while Oros-Connect develops a decisive search plan, pinpoints the target markets to explore, finds and presents the best candidates from which to choose.

We incorporate e-recruitment tools to all already proven traditional measures therefore...

Every search is a careful and thorough combination of:

- Target-oriented Market Research, using the full experience and existing knowledge base of Oros-Connect. Incorporated are a number of key external resources, to establish the specific context in which to review the identified candidates.
- Involve personally developed channels, educational and other reputable organizations, association and Career Transition Services contacts, etc.
- Topical web-based searching of job hubs, industry related and other high quality sites using internet sweeping tools.
- Utilization of our database as a reference to expedite the service.
- Each candidate is assessed for their skills, experience, abilities and competencies against the strategy/plan and undergoes a thorough appraisal as to their suitability before being considered for presentation.
- Offer is presented/negotiated and accepted dependent on objective reference checking completed through a reliable third party organization.
- Follow-up with candidates and support through the decision making process.
- This service comes with the guarantee of a hire.

Solutions, Continued...

OUR INTERVIEWING STYLE

Oros-Connect believes very strongly that interviews should be more than mere confirmation of potential suitability through the simple checking of abilities, qualifications and experience listed on a resume. We look not only at the aptitude of the potential candidate but behind that, at the candidate as an individual person. This is our strength.

Beyond the experience and technical skills required to fulfill the job in an exemplary fashion, companies also demand exceptional 'people skills' and the ability to fit in well with the Corporate Culture. Oros-Connect fully recognizes these special requirements and incorporates them into the search process.

If selected for a screening interview, a seasoned interviewer will look at the candidate's aptitude, skills and experience and at whether they possess the personal attributes necessary to allow them to thrive in the client's organization.

At all times, of course, strict confidentiality is scrupulously maintained on behalf of the candidate

OUR RESEARCH SUMMARY SERVICE

The Research Summary Service offered by Oros-Connect employs the same methodology as the Full Search but it unbundles the process and gives clients a statistical-based comparison of the present market conditions to allow them to make their candidate selection by utilizing comparative data.

The fixed fee is similar to the cost of advertising and the productivity time to screen responses. It is not a guaranteed hire however we work with you early in the process to identify issues should they arise.

Here are the Research Summary Steps...

- Upon inception, Oros-Connect will devise a research strategy to identify qualified candidates incorporating our proven techniques and tools.
- We will directly contact and collect data to reveal market compensations, educational levels, titles, perceptions of the position presented and general market comments.

Research Summary Steps, continued...

- Resumes will be obtained from interested candidates and candidates that could be future considerations.
- All data is compiled in report format and this thorough assessment package is presented at the end of a four-week process. We expedite this timeframe by submitting interested candidates ahead of the deadline (prior to the final completion of the hard copy report). This helps benchmark early and potentially gain a successful hire(s) ahead of schedule.

The bottom line....

The client will then be presented with a comprehensive list of potential candidates whom they feel comfortable in calling forward for an interview as well as the research knowledge of how the candidates are positioned in the market at the present moment and how client companies are perceived.

The fee is structured for one hire however you are not limited to one hire should multiple candidates be selected – the fee does not change! Also, it is the same fee for all levels.

A KEY PARTNERSHIP

Oros-Connect is headed by two highly qualified and client service oriented professionals.

Laura Foster Oros contributes a long and proven record of success in the Executive Search process. In 1989 she joined a leading Executive Search organization, she quickly rose to a Senior Research/Client Consultant position, dividing her time between Business Development, Client Management and Market Research across a broad industry span. This included the health care, retail, packaged consumer goods, manufacturing, financial, food and beverage and aerospace industries, among many others.

After a very successful interval as the Managing Director of a research focused subsidiary of the company, Laura returned to the parent company, being offered a partnership before deciding to leave and co-found her own firm.

Dedicated to client service, Laura is noted for her superb analytical and assessment skills. She is a highly creative thinker with a constant eye to the future. She understands the importance of attracting the right people and meeting expectations.



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**A Key Partnership,
Continued...**

Sasha Oros brings a wealth of varied and innovative Information Technology talents to the company. He is an engineer and before co-founding Oros-Connect Inc., Sasha counted large, multi-national companies in the IT field as clients in designing and developing web-based and other applications around Lotus Notes/Domino technology. In Senior Consultant and Management positions, Sasha designed a Knowledge Management application and constructed widely used, web-based Human Resource applications before being invited to join an international team formed by IBM to develop e-business certification.

Making a seamless transition to the Search field, it is Sasha's expertise, coupled with his unfailing ability to adapt to change and constantly to seek innovative ways to solve problems and remove obstacles that has made him such a highly effective and productive asset to the company.

Laura and Sasha's exceptional technical and dedicated HR-related skills form the perfect complement to each other for maximum effectiveness in providing clients with a superior level of quality commitment and service that fully meet today's progressive recruitment expectation.

LOOKING TO THE FUTURE

Oros-Connect is proud of its achievements and is determined to use those accomplishments as the base for developing its services into many exciting new areas.

The company is a multi-faceted organization that is committed to a policy of recognizing changing market needs and adapting to meet them. Oros-Connect has a five-year plan that is currently committed to:

- Developing new Search, Consulting and recruitment techniques
- Developing uniquely innovative technology and processes to support both Oros-Connect and third parties (a new recruitment package is already in design)
- Solidifying and expanding upon existing relationships, continuing to help them recruit expeditiously while maintaining quality

Oros-Connect is constantly rededicating itself to the ultimate in client service.