



Sound Advice  CONSULTING SERVICES

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## Company Background

Sound Advice Consulting Services (Sound Advice) is a boutique consulting, staff augmentation, and recruitment process outsourcing firm dedicated to bridging the gap between business and technology. Located in the heart of mid-town Manhattan, Sound Advice professionals have nearly thirty years of combined industry experience.

Our principal objective is to provide clients with the consulting and direct hire placement resources that will save them time and money. Our consultants are specialists in the areas of Information Technology, Healthcare Technology, Life Sciences, Pharmaceuticals, Financial Services, and the State and Federal Government sectors. We work intimately with our customers to ensure deliverables are completed on time and under budget.

## Our Mission

To create and maintain a level of trust and loyalty with our clients by delivering high-quality, low-cost, specialized services in a timely manner and on a consistent basis. Our professionals produce quantifiable results that increase profitability, decrease overhead costs, and generate growth opportunities.

## Client Benefits

Sound Advice's team of highly skilled professionals works alongside our clients to tailor our services to their unique business needs. Our time-tested method of successful placement includes the **pre-qualifying, screening, and assessment of prospective candidates**, and an **accelerated response time**. We are committed to an efficient and effective process that results in our clients' increased productivity and achievement of their business goals.

## Our Values

Sound Advice is committed to respect for all individuals and honesty with internal consultants and external clients. Sound Advice Team members shall conduct themselves in accordance with the following values:

1. **Confidentiality** is the foundation upon which we build trusting and longstanding relationships with our clients. We utilize the most current technologies and highest personal standards to safeguard the privacy of our consultants and clients.
2. **Professionalism** is the cornerstone of our productive business environment. We empower our employees to use their individual expertise and experiences to provide our clients with a quality product.
3. **Client Service** is the basis of our organization. We excel in the provision of superior service to our internal and external clients and achieve results by meeting or exceeding our clients' expectations.
4. **Initiative** is the key to our success. We are proactive, innovative and flexible in our service delivery model and have our collective finger on the pulse of new technologies that enable our clients to achieve their business goals.
5. **Innovation** is the wellspring of our accomplishments. We challenge ourselves to improve our business processes and incorporate fresh ideas into all our creative solutions.
6. **Integrity** is integral to the success of our relationships with clients and consultants. We contend that all employees are honest and reliable while conducting business.
7. **Accountability** is fundamental to our reputation. We pledge to observe and comply with all state and federal laws and regulations.
8. **Diversity** is the underpinning of our organization. We promote a business environment where people are valued and rewarded on the basis of their efforts and ideas, without regard to their race, nationality, religious beliefs, gender, sexual orientation, or creed.
9. **Education** and Lifelong Learning Opportunities are valued highly within our organization. We are committed to an environment that supports professional development, knowledge sharing, and teamwork.
10. **Excellence** is at the core of our business strategy. We promote progressive thinking and a client-service oriented atmosphere that yields effective and efficient solutions and lucrative results for our clients.

## **Recruitment Process Outsourcing (RPO)**

Companies today must do more with less to remain competitive. Recruitment Process Outsourcing (RPO) is a service whereby clients outsource the internal recruitment function for a portion or all of its jobs. Sound Advice is well equipped to help its client manage the entire recruiting/hiring process from job profiling through the on-boarding of the new hire.

Sound Advice's RPO will improve a company's time to hire, increase the quality of the candidate pool, provide verifiable metrics, reduce cost, and improve governmental compliance. Our RPO team members serve our clients by becoming an integral part of their internal recruiting function, lowering recruiting costs, reducing time to hire, and improving hiring results. By providing a full service outsourced recruitment process, Sound Advice will help your company turn a job requisition into a new hire.

For more information on Sound Advice's Recruitment Process Outsourcing services, please contact your Sound Advice Account Manager today.

## **Contract Consulting/Staff Augmentation**

Sound Advice works with our clients to shorten development times, manage risks, and bring programs and projects under control. In today's fast-paced, corporate environment, organizations and their IT departments often find it challenging to meet their constantly evolving technical needs when they rely solely on their internal staff. To overcome this hurdle in a timely and cost-effective manner, many IT decision makers turn to Sound Advice for consultants who will augment their current workforce.

Sound Advice consultants consistently deliver superior performance at an exceptional value. We support your needs in a variety of areas and specialties, including:

|                              |                        |
|------------------------------|------------------------|
| Business/Systems Analysis    | Database Design        |
| Project Management           | E-Business             |
| Program/Portfolio Management | Extranet               |
| Sarbanes Oxley IT Auditing   | Internet Development   |
| Software Development         | Network Administration |
| Software Engineering         | Package Implementation |
| Database Administration      | Systems Integration    |
| Quality Assurance            | Systems Migration      |
| Client Server                | Technical Support      |

The success or failure of any IT outsourcing strategy depends on choosing the right partner. The right partner will understand your business challenges and will work with you and your team to achieve your technical deliverables, project goals, and overall business objectives -- Sound Advice is that partner.

## Direct Hire/Permanent Placement

In today's ever-changing workforce, hiring full-time resources can be challenging. Sound Advice has an extensive network of relationships with business and technical professionals throughout the United States, and provides the best candidates for our clients' full-time hiring needs.

Full-time hires are usually made in one of two ways - contract to hire (which enables the firm to try the resource before hiring him/her as a full-time employee), or direct hire placement. In both cases, Sound Advice will work with you to identify the appropriate resource, whom we define as a person who has the technical and/or business skills needed to meet the job requirement, and who is a cultural fit within your business environment. Our Direct Hire Placement professionals conduct comprehensive interviews with and reference checks on a variety of candidates with hard to find skills sets every single day.

## Vertical Markets

Sound Advice Consulting Services (Sound Advice) is a boutique consulting, staff augmentation, and recruitment process outsourcing firm dedicated to bridging the gap between business and technology. Located in the heart of mid-town Manhattan, Sound Advice professionals have nearly thirty years of combined industry experience. Our principal objective is to provide clients with the consulting, direct hire placement, and RPO resources that will save them time and money. Our consultants are specialists in:

Consulting Services  
Systems Integration  
Financial Services  
Healthcare  
Insurance

Information Technology  
Software Development  
Manufacturing  
State and Federal Government  
Telecommunication

Within these sectors, Sound Advice can provide support with:

Recruitment Process Outsourcing  
Best Practices  
Project Planning  
Feasibility Studies  
Systems Analysis  
Requirements Definition  
Systems Design

On Shore/Off Shore Development  
Implementation  
Integration  
Quality Assurance Testing  
Installation  
Deployment  
Maintenance

We work intimately with our customers to ensure deliverables are completed on time and under budget. For more information about our firm or any of our service offerings, please contact us at 877.707.7227 (877.707.SACS) or 212.679.7227, or email us at [info@sa-cs.com](mailto:info@sa-cs.com).

## Successful Searches

We have completed several hundred consulting and direct hire searches for our clients. Below are examples of the types of positions we have filled:

### Technology

Project Management  
Business/Systems Analyst  
Client Server  
Computer Telephony Integration  
Data Centre Support  
Database Design / Administration  
Distributed Network  
E-Business Consultant  
Call Center/Technical Support  
Internet/Intranet

Internet Development  
Knowledge Management Consultant  
Network Administrator  
Package Implementation Consultant  
Quality Assurance  
Rollout Consultant  
Software Development  
Software Engineering  
Systems Integration/Migration  
Sarbanes Oxley IT Auditing

### Healthcare

Nurse (NP, RN, LPN)  
Physician Assistant  
Clinical Manager  
Office Manager  
Grant Writer

Research Coordinator  
Administrative Assistant  
Associate Scientist  
Lab Technician  
Radiology Technician

### Finance/Accounting

CFO  
Director  
Comptroller  
AP/AR Clerk  
Billing Manager

Financial Analyst  
Controller  
Tax Manager  
CPA  
Auditor

### Engineering

Vice President, Director, Manager  
Project Manager  
Architect  
Principal/Sr. Software Engineer

QA Engineer  
Release Engineer  
Documentation Manager  
Technical Writer

### Sales / Marketing

Vice President  
Business Developer  
Account Executive

Pre/Post Sales Engineering  
Product Marketing Manager  
Marketing Director

For more information about our firm or any of our service offerings, please contact us at 877.707.7227 (877.707.SACS) or 212.679.7227, or email us at [info@sa-cs.com](mailto:info@sa-cs.com).

## Affiliations/Memberships

Sound Advice values involvement with the business communities in which we work. To that end, we are proud to report our active memberships in:

**American Staffing Association (ASA)**

[www.americanstaffing.net](http://www.americanstaffing.net)



**Human Resources Association of New York (HRNY)**

[www.hrny.org](http://www.hrny.org)



**Human Resources Outsourcing Association (HROA)**

[www.hroassociation.org](http://www.hroassociation.org)



**Information Technology Association of America (ITAA)**

[www.itaa.org](http://www.itaa.org)



**National Human Resources Association (NHRA)**

[www.humanresources.org](http://www.humanresources.org)



**New York Staffing Association (NYSA)**

[www.nystaffing.org](http://www.nystaffing.org)



**Recruitment Processing Outsourcing Alliance (RPOA)**

[www.rpoa.org](http://www.rpoa.org)



**Society for Human Resource Management (SHRM)**

[www.shrm.org](http://www.shrm.org)



If you would like to know more about Sound Advice's affiliation with any of these associations, or would just like to learn more about each organization, please contact your Sound Advice Account Manager today.

## Partnerships

In addition to our other service offerings, Sound Advice has teamed up with industry leaders in several key areas in order to help you and your business with:

- Data storage, off site backup, and disaster recovery
- Telecommunications and VOIP services
- Business Intelligence Software, Service Oriented Architecture (SOA), and enterprise wide system analysis, design, and implementation
- Relationship marketing, e-newsletter and web presence campaigns

**Data Storage Corporation**  
[www.dscorp.net](http://www.dscorp.net)

The logo for Data Storage Corporation features the words "Data Storage" in a blue, sans-serif font above the word "Corporation" in a larger, bold, black, sans-serif font.

**Information Builders**  
[www.informationbuilders.com](http://www.informationbuilders.com)

The logo for Information Builders features the words "Information Builders" in a bold, black, sans-serif font. The letter "I" in "Information" is stylized with a circular graphic element.

**Haley Marketing Group**  
[www.haleymarketing.com](http://www.haleymarketing.com)



**Vocalocity**  
[www.vocalocity.net](http://www.vocalocity.net)



If you would like to know more about Sound Advice's strategic alliances and how our trusted relationships can help you and your firm in any of the aforementioned areas, please contact your Sound Advice Account Manager today.

## Office Locations

Sound Advice is headquartered in the heart of mid-town Manhattan. We also have a development center in Chennai, India.

**Worldwide Headquarters**  
**New York, NY**  
139 East 35<sup>th</sup> Street, Suite 7K  
New York, NY 10016

**India Development Center**  
K-48, Anna Nagar East  
Chennai, Tamil Nadu  
India - 600 102

For more information about our service offerings, please contact us at 877.707.7227 (877.707.SACS) or 212.679.7227, or visit us on the web at [www.sa-cs.com](http://www.sa-cs.com).

## The Sound Advice Promise

*Sound Advice Consulting Services was founded with this promise to our clients: “We ensure the delivery of quality solutions to your business challenges by providing you with experienced professionals who complete the job successfully every time.”*