



IT Professional Services On-Demand

AIC delivers quality IT professional services on demand. We hire the most qualified consultants, and we forge long-lasting relationships with our clients.

Our client portfolio includes mid-sized to Fortune 1000 companies, more than half of whom have trusted AIC with their IT talent needs for more than a decade. We are a 2016 Inavero Best of Staffing™ company – a distinction held by less than two percent of all staffing agencies in the U.S. and Canada – for achieving a level of client satisfaction nearly three times the industry average. This is the fifth consecutive year that AIC has achieved this distinction. Here's how we do it.

We Stick With What We Know

Our core skill is the IT professional services we provide to our clients. We stick with what we know. And we know IT.

- Project Managers
- Business Analysts
- Software Architects and Developers
- Quality Assurance/Testing
- Support Services

We Work to Client Specifications

AIC works closely with clients to pinpoint their talent needs. Client specifications may include educational and experience requirements, technical skills, business culture, organizational structure, IT environment, and more. Our recruiters work from these specifications to match each client's needs with speed and accuracy.

The Right Match Makes All the Difference

Working from client specifications, our technical recruiters identify candidates through our extensive AIC alumni talent community and through referrals, social media, database mining, professional association memberships, job boards, technology fairs, and cold calling.

Our internal recruiting system automatically matches and ranks candidates from our extensive database of technical applicants coast-to-coast. To shorten response times, we maintain an active pipeline of candidates who are qualified to client specifications.

We Screen and Interview for the Best

Our screening techniques include in-person and online technical and non-technical interviews, reference checks, and verification of authority to work in the United States. Technical interviews are conducted by AIC field consultants well-versed in the skills required. An automated testing tool is used to measure skills, technical insight, and depth of experience. We also handle background checks and drug tests in accordance with client requirements.

We Submit Only Highly Qualified Candidates

We strongly believe in submitting only highly qualified and very suitable candidates. AIC does not submit multiple, less qualified candidates in the hope that one may be deemed acceptable. Nor does AIC submit candidates without the candidate's knowledge.

Our Benefits Package Is Designed to Attract

It's one thing to be great at finding exceptional talent. It's another to be great at attracting and retaining them. Our competitive benefit plan helps us hire and retain the very best.

Flexible Delivery Options Just Make Sense

Different client situations benefit from different service delivery methods. So in addition to matching our talent to our clients' needs, we also tailor the delivery of our services to meet those needs. Options include staff augmentation, contract-to-hire, and direct hire placements. We help clients choose the delivery method that makes sense for each engagement.

Client Orientations Increase Productivity

We are invested in the success of our consultants and our clients. We take time to understand how our clients work and what they expect from the

consultants they engage. We then build client-specific onboarding programs that increase our consultants' speed to productivity and success. Of course, we fully orient our new consultants to AIC. We also orient them to their clients.

- Client background and structure
- Client policies and procedures
- Client logistics and work environment
- Client project team culture
- Client job-specific standards and methodologies
- Client-specific job aids and templates

Our Talent Communities Support Growth

Our consultants are driven to stay at the forefront of their disciplines. Our AIC Talent Communities provide our consultants with the opportunity to mentor and learn from like-minded consultants across the country. Our webinars provide opportunities for consultants to learn and to maintain certifications in their fields.

Ongoing Consultant Care Is Key to Success

We believe that maintaining a strong connection with our consultants on assignment is key to their success and to the success of our clients. Our consultant care program includes:

- Regular communications related to the engagement
- Career status and development counseling

- Opportunities to network with other AIC consultants
- Memberships in technical organizations
- General support and problem-solving

This support is provided by consultant care specialists at AIC and through consultant leadership at the client site.

Ongoing Client Care Keeps the Engagement on Track

Our support model includes an Account Executive who is primarily responsible for the client's account. This person is the client's single point of contact for all communications related to the engagement.

- Contract execution and extensions
- Changes in requirements
- Service-level reporting
- Consultant performance
- Additional services requirements
- Any other questions, praises, or concerns

The Account Executive is supported by AIC management, recruiters, consultant care specialists, and skilled administrative and operations staff.

The Bottom Line

AIC has been providing IT professional services since 1966. We know the IT staffing business, and we deliver quality IT professional services on demand.

We welcome the opportunity to serve your needs.

Contact Us

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About AIC

AIC is a talent services firm that provides highly-skilled Information Technology (IT), Engineering, and Finance professionals to clients nationwide. With an unwavering commitment to excellence, integrity, and innovation, AIC draws from 50 years of experience in the consulting services industry to provide unparalleled business and technical expertise to middle market to Fortune 1000 companies. AIC is a business unit of Analysts International Corporation, a wholly-owned subsidiary of ACS Group, with offices nationwide.

www.aictalent.com

ACS Group is a certified MBE organization.

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