



# VTPMO Talent Staffing

Executive Presentation

# About Us

We created an effective hiring process and tech stack to support our clients' goals.

AI Talent Search

Screen Candidates

Final Candidates

Client Interviews

Client Decision

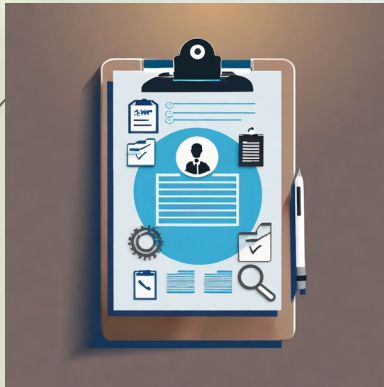


We have grown by an average of 15% year-over-year for 18 years straight.

*We do SOW, contract, contract to hire, direct placement, and staff augmentation.*

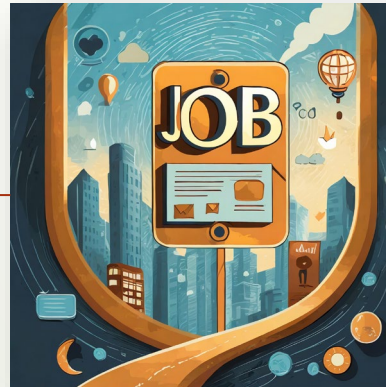
# Talent Scout Process: *How*

- What it takes to find a qualified new employee:
  - IT TAKES MORE THAN A JOB POSTING. ***IT TAKES AN EFFECTIVE PROCESS.***



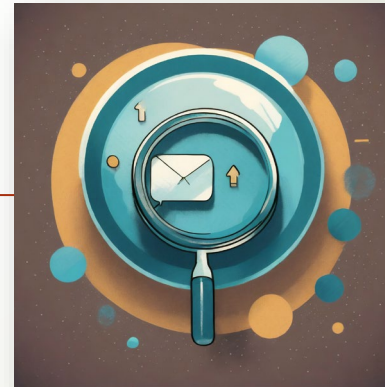
## ***Build***

Create a competitive job description that stands out and attracts the right candidates



## ***Post & Promote***

Using AI, choose from thousands of job boards, social networks, and career site



## ***Active Outreach***

Using AI, send messages to passive candidates to get conversation started



## ***Screening & Interviews***

Screen candidates, develop candidates short list for client to interview and make final decisions

## Our Staffing Guidelines

- Using reliable staffing selection criteria and estimation processes to determine staffing levels
- Aligning roles and responsibilities with the scope of work
- Assigning roles and responsibilities to project team members based on their qualifications, skills, and experience
- Dedicating personnel to the project for applicable project phases
- Implementing a smooth transition to operations with overlap



# About You

- Why do you need new talent?
  - I need to hire because of growth
  - I need to hire because of turnover
- How often do you need new talent?
  - I need to fill one or two specific roles
  - I need to continually fill a role
- What type of talent?
  - Administrative
  - Sales
  - Technical
  - Manager-Level
  - C-Level
  - Customer Service
  - Agile Coach
  - Director-Level



# Featured Clients

✓ Federal Reserve Banks (NIT-FRS)

✓ Visa

✓ RightStar

✓ Ingenico

✓ Capital Banking Solutions

✓ Optum

✓ State of Michigan (DHHS)

- Enterprise Agile Transformation and Coaching (SAFe).
- Enterprise Agile Ecosystem Frameworks (Jira Align, Jira, Confluence, Azure DevOps, Clarity).
- Lean Portfolio Management Implementation.
- Data Modernization / Solutions.
- EDW and AI / BI Analytics.
- QA Test and Automation.
- Talent Staffing.

2023

✓ Wells Fargo Bank

✓ Robinhood

✓ cprime

- Enterprise Agile Transformation, Training, and Coaching (SAFe, LeSS).
- Agile Ecosystem Configurations and Administrations (Jira Align, Jira, Confluence, Azure DevOps).
- Data Governance / Solutions.
- Talent Staffing.

2020

2014

✓ Optum (UHG)

✓ State of Arkansas (DHHS)

✓ State of Indiana (FSSA)

✓ State of Nebraska (DHS)

✓ State of Illinois (DHHS)

- MMIS Enterprise Data Warehouse Modernizations
- BI / AI / ML Analytics and Visual Portal.
- ETL Development.
- QA Test and Automation.
- Scaled Agile Transformation and Coaching.
- Agile Frameworks (Jira Align, Jira, Azure DevOps).
- Talent Staffing.

2013

✓ Federal Reserve Bank of Kansas City

- Agile PMO Transformation.

2011

✓ Optum (United Healthcare Group)

- Enterprise Systems Modernization.
- Software and ETL Development.
- QA Test and Automation.
- Security Consulting Services.
- Data Governance / Solutions.
- Scaled Agile Transformation and Coaching.
- Talent Staffing.

2009

✓ Wellmark (BCBS of Iowa)

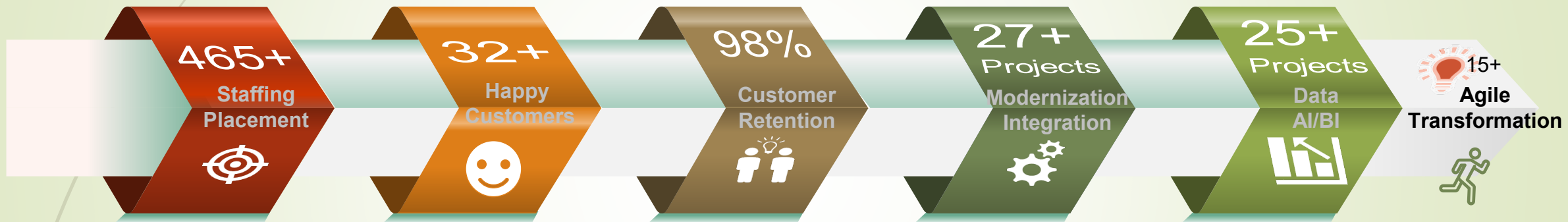
- EDW and BI Modernization and Integration.
- ETL Development.
- Security Consulting Services.
- QA Test Automation.
- Agile Transformation and Coaching.
- Talent Staffing.

2004

✓ Wells Fargo Home Mortgage

- Data Modernization and Solutions.
- BI Rules and Analytics.
- ETL Development.
- QA Test and Automation.
- Data Governance / Solutions.
- Agile Scrum Transformation.
- Talent Staffing.

## In Summary



*We have grown by an average of 15% year-over-year for 18 years straight.*

VTPMO is the leader IT provider for Full Stack Development, Atlassian Solutions (Jira, Jira Align, Confluence, JSM), Agile Ecosystem Framework Solutions, Agile Transformation and Coaching, Data AI / BI Analytics, Integration, Automation, and Talent Staffing.

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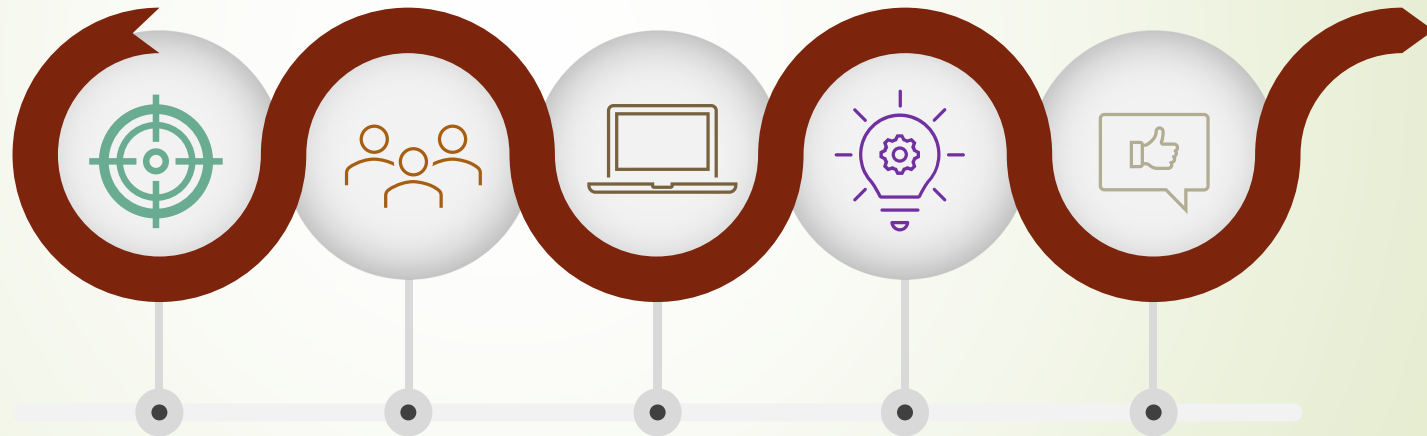
## Vision

Partnering with clients to success, everyday, and modernize systems, processes, and technologies.

## Mission

Provide exceptional services to clients' enterprise goals driven by innovative and passionate people towards efficient, agile, quality, and fast product delivery.

## Values



### Integrity

Honor commitments and never compromise ethics

### Relationship

Build trust through consistent collaboration

### Transparency

Clear, unhindered honesty in the way that we do business

### Innovation

Invent the future and learn from the past

### Performance

Demonstrate excellence and quality, always