



The Kineta Group, Inc.

Specialists in SAP Direct Hire and Consulting Solutions

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'Empower Your Enterprise'

Introduction to The Kineta Group



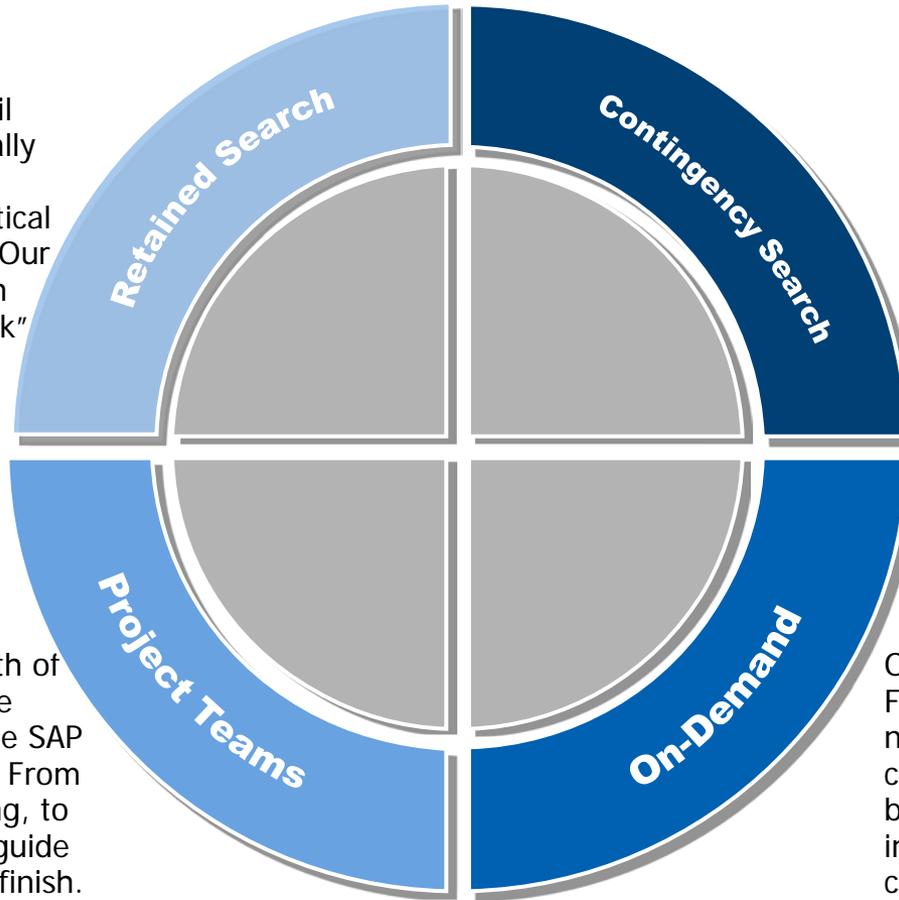
- **Headquartered in the Tampa Bay area, The Kineta Group's SAP Practice is led by David Patterson, a 15 year veteran of the Executive Search and IT Consulting industry, and the founder and Managing Partner of the one of the first search firms to successfully specialize in both SAP Direct-Hire and SAP Consulting solutions. He has completed search assignments and staffed major projects for such leading companies as Deloitte, Sun MicroSystems, Hitachi, Volvo, Valero Energy, ITT Corporation, and hundreds of others. He has been nationally recognized in the top of his industry throughout his long career.**
- **We are an SAP-savvy team that is able to understand your unique SAP environment at the module, sub-module, and business process level and thus deliver candidates and consultants that meet your unique SAP requirements. In support of this, we have developed one of the industry's largest, proprietary, and up to date databases dedicated solely to SAP professionals ranging across technical, functional, and management candidates, with over 75,000 profiles.**
- **Even candidates who look good on paper may not have the required behaviors, values, character traits, and soft competencies – the defining criteria that leads to effective performance. Our team draws from our years of experience in Retained Executive Search and Big 5 Consulting to benchmark Key Performance Indicators as well as utilize behavioral interviews and client-specific questionnaires in order to find the "Right Fit."**
- **We are the industry's only SAP services provider able to effectively bridge the gap between Managed Projects, On-Demand Consulting, and both Retained and Contingency Executive Search services.**

"Nothing our company does is more important than hiring and developing superior talent." ~ Larry Bossidy

Our Engagement Models

Fully scalable SAP delivery capabilities to meet each individual client's needs

Retained Search – Dedicated recruiting team is assigned until the search is completed. Typically used when confidentiality is important, or when mission-critical resources are needed quickly. Our clients retain our services when they want an “all hands on deck” approach to their search.



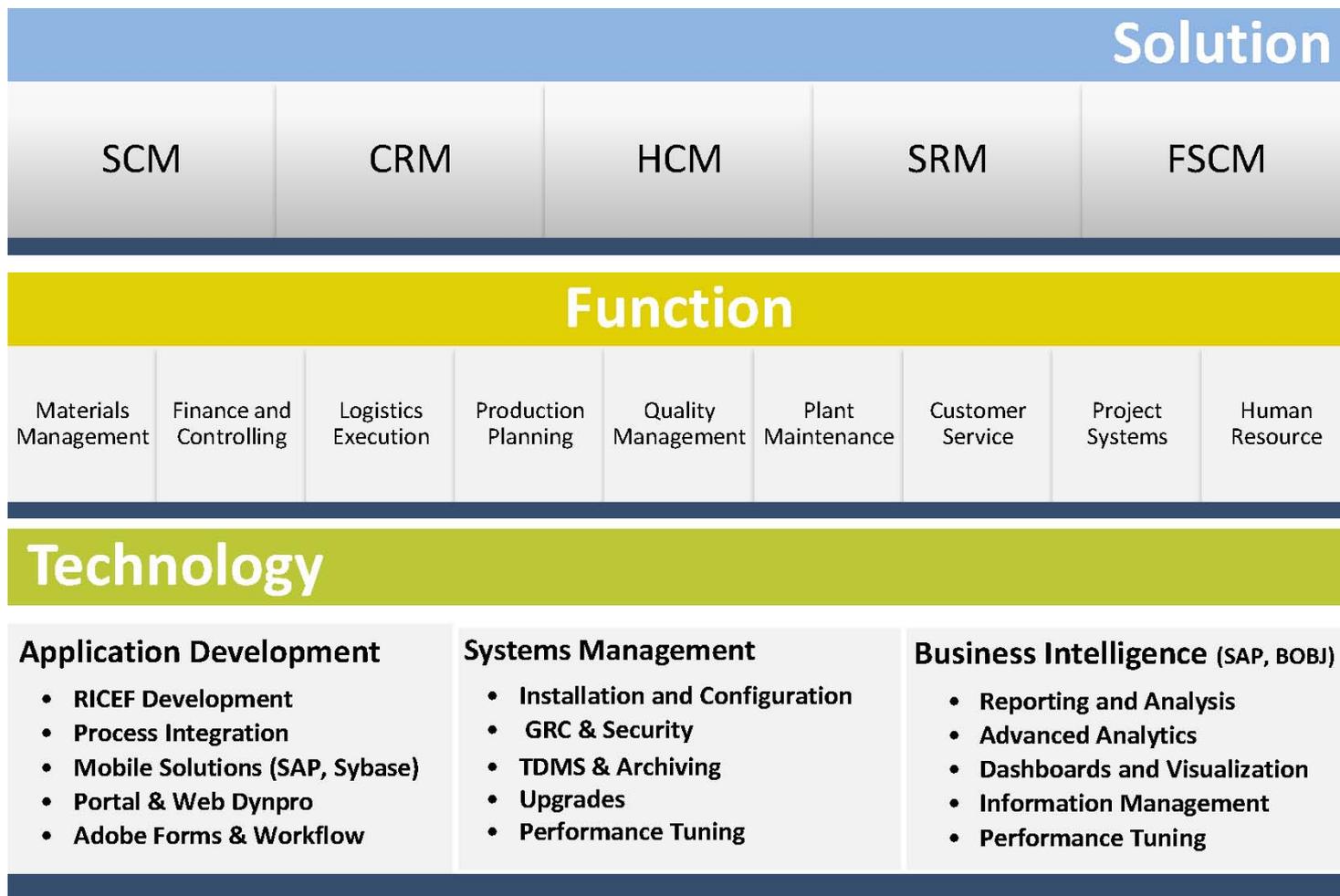
Contingency Search – Available to companies that do not want a devoted effort, but want to see qualified and reference-checked candidates with whom we are currently working.

Project Teams - With our breadth of SAP resources and expertise, we offer cost effective Full Life Cycle SAP project solutions to our clients. From project planning and blueprinting, to realization and go-live, we can guide your SAP projects from start to finish.

On-Demand Consulting - Flexible staffing services for a new implementation or when a client does not have the bandwidth or required skill sets in their existing team to complete a project.

"If you pick the right people and give them the opportunity to spread their wings—and put compensation as a carrier behind it—you almost don't have to manage them." ~ Jack Welch

Technical and Domain SAP Specializations

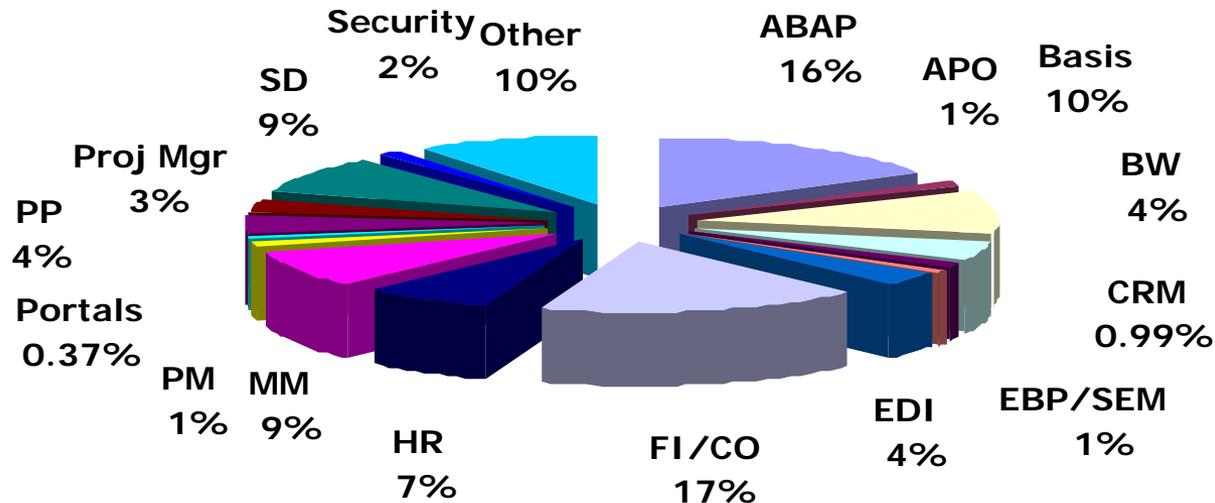


"If you think hiring professionals is expensive, try hiring amateurs" ~ Unknown

Proprietary SAP Database

- Unlike vendors who depend upon the internet job boards as their primary delivery function, The Kineta Group utilizes a proprietary database of over 75,000 active SAP profiles for our clients' SAP requirements. We proactively source & databank qualified candidates in order to populate our database to build for the future. We embrace both a "build to order" and a "build to stock" philosophy giving us the ability to respond quickly to client needs.

SAP Skill Diversification



"People are definitely a company's greatest asset. It doesn't make any difference whether the product is cars or cosmetics. A company is only as good as the people it keeps." ~Mary Kay Ash

Direct Hire Search Candidate Sourcing



Kineta Dedicated Search

- Extensive needs analysis and on-site visit if necessary
- Kineta fully understands your unique culture to assist in making the right fit
- Job description fleshed out with requirements fully defined
- Detailed pre-screening questions agreed upon
- Customized search plan targeting both active and passive candidates
- Documented search process agreed to with established benchmarks
- Fully committed deployment of Kineta's internal recruiting team to achieve maximum market penetration
- 100% commitment to complete search

Non-Exclusive Search

- Interface with you to gain minimum position requirements
- Existing pool of active candidates are targeted
- Resource deployment is restricted as resources are assigned to projects with respect to other concurrent search projects
- Candidates are presented as they surface through Kineta's targeted efforts on other dedicated searches

"Hire people who are better than you are, then leave them to get on with it . . . ; Look for people who will aim for the remarkable, who will not settle for the routine." ~ David Ogilvy

Direct Hire Search

Attracting Candidates



Kineta Dedicated Search

- Acts as your “PR” firm by openly sharing your company name to increase success by eliminating initial candidate resistance and widening the net, all the while promoting a positive public image
- Enthusiastically presents and promotes a targeted message to separate your opportunity from others in the hyper-competitive SAP marketplace
- Commitment to attract the best candidates with complete objectivity, regardless of source
- Assistance with interview arrangement and scheduling, with an eye towards ironing out potentially unforeseen roadblocks
- Extensive interview preparation and consulting with you and all managers involved in the process
- Extensive debriefing of selling points and individual candidate’s hot buttons needed in order to attract them to your opportunity

Non-Exclusive Search

- Your opportunity will be presented in conjunction with other non-exclusive search assignments
- Snapshot of selling points given
- Assistance with interview scheduling

In determining “the right people,” the good-to-great companies placed greater weight on character attributes than on specific educational background, practical skills, specialized knowledge, or work experience.” ~ Jim Collins

Direct Hire Search Candidate Evaluation



Kineta Dedicated Search

- Progress reports provided detailing market penetration, overall market reaction, compensation surveys, and suggestions to improve your opportunity's attractiveness
- Candidates from all sources are evaluated by Kineta's search team, enabling a homogeneous filter to objectively screen
- In-depth interviews reveal technical skills, interests, accomplishments, motivations for change, with objective feedback from references provided if needed
- Customized candidate presentations that matches your needs, which may include resumes, in-depth project history, technical assessments, references, behavioral assessments, and background verification as requested
- Accountability to ensure that the best possible candidate is selected, regardless of source
- True collaborative partnership, with Kineta having no vested interest in a specific candidate, and instead acting as an extension of your team

Non-Exclusive Search

- Limited verbal snapshot of search data
- You are responsible for screening of candidates and acting as a filter for candidates from a variety of sources
- Initial interviews match technical skills with position requirements, with emphasis on speed of presentation to get candidates' resumes submitted first before other agencies
- Presentation of resume, with short description encapsulating candidate's skills
- Vested interest in firm's sourced candidates getting hired
- Vendor approach to recruiting

"There are two kinds of candidates: tap dancers and superstars. Tap dancers go through the motions and superstars get the work done. I recruit the superstars." – Anonymous Executive Search Consultant

Direct Hire Search Candidate Acquisition



Kineta Dedicated Search

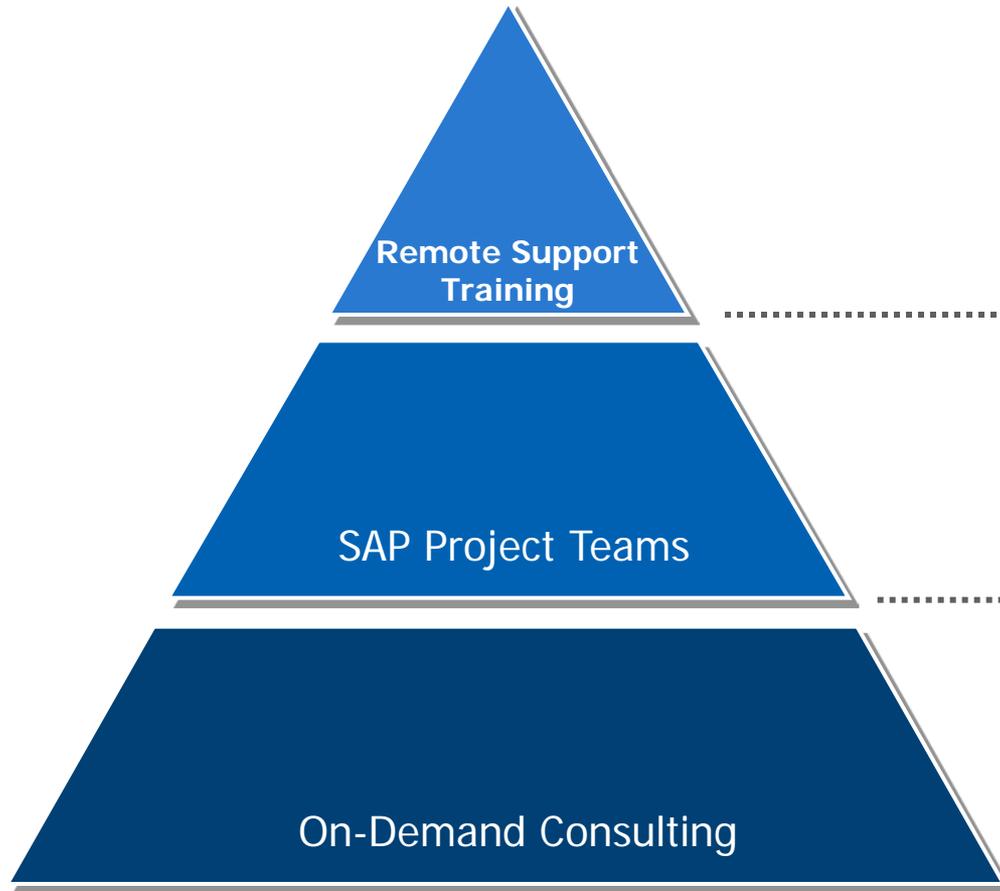
- Exclusivity of relationship used to provide credibility to your opportunity
- Stronger guarantee
- Extensive consulting on resignation process with candidates to ensure they do not accept counter-offers
- Post acceptance and resignation follow-up with candidates to ensure the new employee's smooth transition into your organization
- Assistance with relocation issues through our national network of relocation partners

Non-Exclusive Search

- Effort to establish your opportunity's credibility
- Standard replacement guarantee
- Advise candidate on the dangers of counter-offers
- Post acceptance and resignation follow-up with candidates to ensure the new employee's satisfaction with your organization

“Great employees are almost never in the traditional job market – they’re good and they know it, so they make it known that they are available.” ~ Dale Dauten

SAP Consulting Services



- Remote Support & Training are services that some clients have found to be a viable and cost effective solution. Whether the need is for on-going support after a project or an SAP trainer to get your internal staff up to speed, we are able to meet your unique requirements every time.
- From full life-cycle implementations to production support initiatives, The Kineta Group has the in-house knowledge to apply the right mix of people, processes, and technology to suit any of your project requirements.
- Our dynamic SAP On-Demand Consulting service is aimed at clients with SAP environments that are mature and capable of leading their own initiatives. In these instances our clients are simply seeking the best SAP consultants at the best rate points.

"One great employee equals three good people." ~ Kip Tindell



Projects/Solutions

- SAP Implementations
- SAP Upgrades
- SAP Enhancement Services
- SAP Managed Maintenance
- SAP Assessment Services
- SAP Project Management
- SAP Project Teams
- SAP Quality Assurance & Testing
- SAP Training & Documentation
- SAP Technical Services

Roles

- Project Management
- SAP Architects
- Team Leaders
- SAP Subject Matter Experts
- Business Process Subject Matter Experts
- Hands-on Functional Configuration Professionals
- Technical Developers
- Basis Administrators
- Business & Program Analysts

“The key for us, number one, has always been hiring very smart people.” ~ Bill Gates

Better Consultants = Better Projects

Platinum

- Kineta Platinum Consultants are considered our 'Top Gun SAP Architects.' Consultants in this category have solid understanding of multiple SAP Functional & NetWeaver products as well as elite consulting and presentation skills
- Our Platinum Consultants have specialized expertise as SAP Solution Architects, NetWeaver Architects and ESA/SOA Architects
- Most of our Platinum Consultants will have at least 8 years of hands-on Functional or NetWeaver experience with a minimum of five live projects

Gold

- Kineta Gold Consultants are considered our leaders in functional and technology areas. Consultants in this category have experience in at least 2 SAP Functional or Technology areas which enables them to design better business solutions
- Our Gold Consultants have specialized expertise in core SAP functional modules, mySAP Components (SCM, CRM, SRM), SAP NetWeaver Components such as Portal, MDM, XI/PI, BI & BOBJ, NetWeaver Technologies, Mobile solutions & BPM
- Most of our Gold Consultants will have at least 5 years of hands-on Functional or Technology experience

"The people who are doing the work are the moving force behind the Macintosh. My job is to create a space for them, to clear out the rest of the organization and keep it at bay." ~Steve Jobs

The Kineta Group as your SAP Search Partner

"A Flexible and Easy Organization to Work With"

You will have a single point of contact at The Kineta Group.

Team of career recruiters and a central Delivery Manager

Referrals are how we build our business, and we strive to have yours



SAP solutions focused organization, not a sales driven company

Big 5 culture with structured processes and methodologies

"I believe the real difference between success and failure in a corporation can be very often traced to the question of how well the organization brings out the great energies and talents of its people." ~ Thomas J. Watson, Jr.



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