



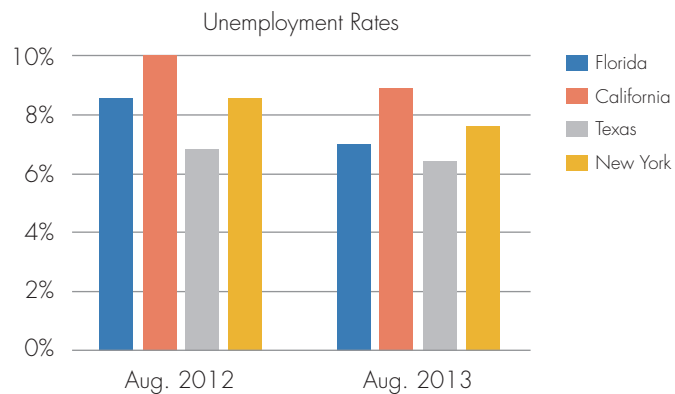
SIGMA MATCH

Hiring tips for today's job market include:

- In an interview...
 - Be prepared
 - Respect their time
 - Act fast
- Know your market and sell your company's strengths
- Rely on a trusted partner who knows what candidates expect

Sigma Match: Hiring Tips for a Hot Job Market

In the last five years, candidates were at your beck-and-call. Now, as the recession comes to a close, the unemployment rate is steadily declining. So, it's no wonder that most job candidates are receiving multiple job offers and are no longer waiting by the phone to hear from you.



U.S. Bureau of Labor Statistics. [2013]. Over-the-Year Change in Unemployment Rates for States. Retrieved from <http://www.bls.gov/web/laus/launstch.htm>.

To attain and keep the best talent, you need to treat this job market as the seller's market it is. Be prepared to offer a competitive package – salary, benefits, quality of life – all of these decisions go into a job candidate's decision. And, make sure you've done your homework, so you don't miss out on your top choice.

Sigma Match is here to help. We've been placing candidates in the Commercial sector since 2006 through recessions, recoveries, growth markets and everything in between. We'll not only find you the right candidates, we'll help make sure they sign on the dotted line.

The interview. It's a two-way street.

Candidates today are interviewing you just as much as you are interviewing them. Be prepared, respect their time, and act fast if you're interested.

- **Be prepared** – Review the candidate's resume before the interview and prepare a stock list of questions to ask every candidate.
- **Respect their time** – Set up interviews with other members of the staff, so the candidates can meet multiple people on the team in one visit. This allows you to get feedback from the other interviewers, too.
- **Act fast** – Have the PO ready so when you find the right candidate, you aren't waiting on paperwork. The candidate could easily accept another job offer while you are chasing the approval process.

Why Sigma Solutions?

Vision: Our experience designing and integrating enterprise data center solutions gives our clients access to skills and expertise beyond their in-house IT teams and traditional resellers.

Execution: Our highly-trained professional services team configures and implements complex projects with hardware and software from multiple vendors and suppliers.

Operations: Our managed services team removes the burden of managing specific IT resources, allowing in-house IT teams to focus on more strategic initiatives.

Expertise: Our unmatched technical expertise has been developed via investments in training, certification and technologies.

Proof: Our extensive lab and equipment pool is available for proof-of-concept development and “try before you buy” demonstrations.

Know Your Market. Money isn't Everything.

Sell your company's strengths. A compensation package includes annual salary, as well as vacation and retirement pay, just to name a few “extras” to consider. Your company's mission is also worth mentioning. Some candidates want to know they are bettering their state, city or country by the work they are doing, while others prefer the rewards of the private sector. Determine what is important to your candidate and highlight how your company offers those often intangible benefits. If it's a better quality of life your candidate wants, then explain how he or she will be able to spend more time with family, vacationing or concentrating on hobbies.

Have a Trusted Partner. Sigma Match is Your Staffing Resource.

Sigma Match places professionals every quarter. We know what an experienced, reliable candidate requires in terms of salary, and can provide guidelines and comparisons so you are just as knowledgeable. Just like the housing market, you need a partner to provide you the best options and an expert to help you through the process. Allow Sigma Match to be your trusted partner.

About Sigma Solutions

Sigma Solutions is the solutions integrator of choice for companies needing a technology partner that easily transitions from the strategy of the executive suite to the operations of the data center.

We offer the perfect mix of business acumen and technical expertise to help align IT operations and management functions with organizational objectives.

Our local presence and technology skills, combined with our business savvy and understanding of the strategic goals of companies make us the right choice to help organizations leverage IT infrastructure to its greatest advantage.

We deliver IT transformation by designing, implementing and supporting data center solutions for companies across all industries. Learn more at www.sigmasol.com or by calling us at 888.895.0495.



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