

Human Resources



Superior Recruiting for Exceptional Candidates

- ✓ Specializing in hard-to-find talent
- ✓ 60 highly qualified, full-time recruiters
- ✓ Expedited delivery and no risk guarantee
- ✓ Exhaustive screening, skills testing, interviewing and background verification

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Key Capabilities and Competencies

Charter Global maintains a database of 1,800,000 consultants. Based on business forecasts and predictions, we have over 30,000 consultants available on demand. Additionally, we have over 60 full-time staff recruiters with technical backgrounds that support our clients throughout the US and the world.

GeorgiaTrend

On average, our account managers make 55+ contract placements and another 20 direct hires per month. Our consultants are placed all across the US and around the world with 65% concentrated in and

around Atlanta. In fact, Georgia Trend rated Charter Global as one of the Top 20 fastest growing companies in Georgia.

We found commercially available online candidate screening tests to be too generic, so we internally developed our own screening tool to ensure specific technical expertise for all of our candidates. Further, all principals of Charter Global hold Master's or Bachelor's degrees in Computer Sciences.

We've implemented over 400 successful projects in the past two decades and have never lost a single client. Our employees performed the key architectural work for Delta Airline's reservation system and recently completed a \$7M project for Total Systems, the largest credit card processing company.

Clients and Delivery Capabilities

The depth of our delivery capability is listed below along with our major clients in each area:

Delivery Capability	Clients
Big Data	Major Credit Card Transaction Processing Co. LexisNexis AT&T
Business Intelligence	Macy's Fiserv LexisNexis Cartera
Application Development	Cendant MasterCard Allconnect
Data Warehousing	AT&T Macy's
Resource Staffing	All Clients



Clients and Delivery Capabilities (cont.)

Delivery Capability	Clients
Enterprise Resource Planning (Oracle/ PeopleSoft)	Detroit Energy IHG Macy's Mobiqua NCR InterGraph AT&T Amdocs
Security	LexisNexis Fleetcor Total Systems
QA/Testing Services	Macy's IHG AT&T Cartera Most clients
Salesforce.com	SunTrust Alere
Loyalty Rewards	TSYS Macy's Kroger AMC TD Ameritrade M&I IHG CB&T Wa-Mu Capital One

Preferred Vendor Status

Charter Global is held on preferred vendor lists by:

 (Top 6 Vendor)	
	
	
	
	
	
	
	
	

Client Testimonials



Letter of Recommendation

"I have worked with Charter Global for more than 4 years now. They have always proven to be an **outstanding source for resources** and solutions to **very complex problems** and issues, at a very reasonable cost. Their blend of onshore and offshore resources makes it possible to obtain this **high value** for our company.

In one particular example, we were weeks away from one of our biggest implementations and a key conversion process was taking over a month to complete. Charter's resources got involved and, within 3 days, they were ready and able to **complete the conversion process** in less than 7 hours. It was a turning point for the project and helped to make it a **big success**. This is only one of several examples of this type of key solution that Charter Global has provided over the years.

I would **highly recommend** them to any of my colleagues and be confident that they would live up to my recommendation."

Sincerely,


Roger Hardgrove

CIO
TSYS, a Fortune 300 company

Client Testimonials (cont.)

Client	Testimonial
	<p>“Charter Global has effectively worked with NCR’s Software Engineering Center in delivering superior and creative solutions. The quality of work has been at a level that has allowed Charter Global to stand out from other vendors. Repetitive quality performance is the reason we continue to engage in a business relationship with Charter Global.”</p> <p><i>Rick Stroud</i> Director Software Engineering Center NCR</p>
	<p>“Our relationship with Charter Global dates back to 1997 when we solicited Charter’s onsite help in our effort to develop AM/FM/GIS software. They provided us with top quality and dependable Consultants. As a result of their efforts, we were able to address and resolve significant software issues, which resulted in tremendous savings. I would not hesitate to call on them for all our project needs.”</p> <p><i>Sam Newman</i> AM/FM System Supervisor Cobb EMC</p>
	<p>“Charter Global is a professional organization that has been providing our organization with cost-effective Information Technology resources and services. We value their integrity and the high quality service they provide. As a partner, Charter Global is courteous and efficient. I would recommend their services to anyone in our area of work.”</p> <p><i>Arthur Spencer</i> Vice President of Services Intergraph Utilities & Communications</p>

Client Testimonials (cont.)

Client	Testimonial
	<p>“Charter Global, Inc. has earned their place as a Philips preferred vendor. Eric Hanson has a thorough understanding of our businesses and leverages that knowledge to provide me a plethora of highly qualified candidates. His Executive Search Division has successfully supported extremely technical and high profile requisitions for my organization. They’ve become an extension of my corporate talent acquisition team and a true value-add. I highly recommend their services.”</p> <p><i>Ashlie Sitter</i>, ACIR, CIR, CDR Recruitment Account Manager HR Shared Services, Philips NA</p>
	<p>“I wanted you to know that David Streever and Mike Funk have been doing a great job on the Reservation side of the PCI compliance project. As you know, this is a critical and ground-breaking project for us. David in particular has been playing a leadership role. Both Todd and Ed have been very happy with the performance of the team.”</p> <p><i>Bill Camp</i> Vice President of CRM Technology Intercontinental Hotels Group</p>

Successful Placement: Key Examples

Quick Ramp Up/Ramp Down

Our long-standing client requested 50 java developers for a project. From the time of the request, we had all 50 developers on the project within three weeks. For a four-month project, we were able to ramp up and ramp down quickly.

Speed to Submittal

A global telecomm company struggled internally with a development project for two years. CGI was able to recruit 25 developers within three days to quickly move the project forward to completion.

Hard-to-Find Talent

Another large, worldwide company was having trouble finding a data scientist for their project. They partnered with Charter Global and we were able to quickly place a data scientist with them. We've since placed another 60 data scientists within this same company.


Successful Candidates

Several national recruiting agencies had been working on an assignment for a large global corporation. After three weeks, they were still unable to find Oracle Retek developers for the client. Charter Global was then given the request, and within 24 hours we were able to provide two strong candidates that were subsequently hired and worked on the assignment for 2 to 3 years. Thus we became their preferred partner and last year, we were their #1 IT vendor.



Certifications and Partnerships

Charter Global proudly holds stringent Information Technology certifications and uses methodologies that enable our consultants to deliver top notch products:

- Capability Maturity Model (CMM) Level 3 Certification (pending) 
- Oracle Gold Partner since 2006 
- PCI Certified since 2009 
- Agile Methodology 
- Member of the Security Standards Council
- Intergraph Partners 
- VMware 
- IBM Global Partner 
- Salesforce.com 

Diversity

We are a member of the **National Minority Supplier Development Council and Affiliates** as well as being chapter members of The Minority Supplier Development Council and Affiliates in Arizona, Chicago, Dallas, Florida, Georgia, and New Jersey.

We have received these awards for our diversity initiatives:

- Outstanding Commitment from BPDA (Black Data Processing Associates), Atlanta, 2013
- Outstanding Commitment from APACGA (Asian/Pacific American Council of Georgia), Atlanta, 2013

