

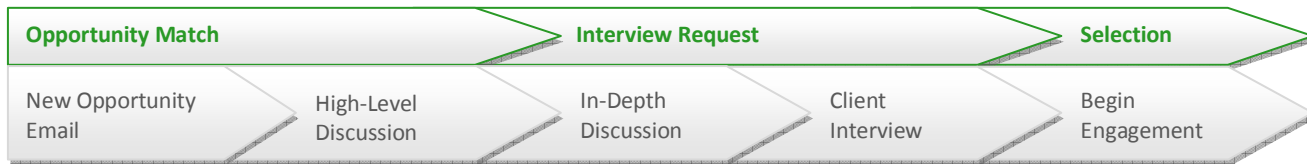


## Working With OnDemand Resources »

### Key Points

- We work continuously to match our network members to qualified opportunities that are a strong fit based on the experience and skills detailed in the members' Online Professional Profiles.
- Speed to market is our strength: many of our opportunities are of an urgent nature and will be staffed within five business days. Please let us know as soon as possible if you are *qualified, interested, and available* for an opportunity.
- We maintain MSAs with clients; your contract is with OnDemand Resources and we handle the back-office functions.

## The Staffing Process »



### You Are Matched With An Opportunity

#### New Opportunity Email

We initiate the matching process once we receive and qualify an opportunity. If the opportunity is a good match based on your Online Professional Profile, we will send you an email with a brief project overview to determine if you are *qualified, interested and available*.

*Timeframe: indication of interest and a summary of your on-point experience is needed ASAP.*

*Commitment level: you are not committing to the project by indicating your interest, just "raising your hand."*

#### High-Level Discussion

If your experience shows a strong match for the opportunity, we will have a high-level discussion to review the project: industry, scope of work, location, on-site requirements, compensation, and duration. If the project is still of interest to you, we will submit your resume to the client for their consideration. We submit very few candidates for any given opportunity; this both decreases the staffing lifecycle and increases the likelihood that you will be selected for the engagement.

*Timeframe: typically 24-48 hours after the new opportunity email is sent.*

*Commitment level: if we submit your resume it is an implicit commitment to the project; please inform us if you are looking at several opportunities so that we can ask our client to move quickly if they are interested in you.*

#### Qualified, Interested, and Available

We do not submit your resume to a client without having discussed a specific engagement first, and determined that you are *qualified, interested, and available*.

#### What Is A Typical Engagement?

- Full-time, Monday through Friday
- 3-6 months in duration
- On-site requirements vary by client: Fortune 500 clients often have flexibility  
Management consulting clients typically require that you are on-site Monday through Thursday
- 90% of our engagements are North America-based; the remainder span the globe



## The Client Requests An Interview

### In-Depth Discussion

If the client requests an interview, we will ask you to sign our NDA. We then have an in-depth discussion about the project: the client, our relationship and experience with them, and further detail about the opportunity. We will also coach you on how to best position yourself for the opportunity during your interview.

*Timeframe: signed NDA is needed ASAP after you are notified of the interview request; the signed NDA is immediately followed by the in-depth discussion.*

*Commitment level: if you choose to interview, you are committed to the project if selected.*

### Client Interview

This is your chance to sell yourself; come prepared to discuss your relevant skills and experience. You will also talk directly with the client about project scope, deliverables, and timing, and will get to have the all-important "chemistry test."

*Timeframe: the interview typically occurs within five business days of signing the NDA. We do not control client response time, but we typically hear back from the client within three to five business days.*

## The Client Selects You For The Project

If you are selected for the project, you will contract directly with OnDemand Resources; it is a contractor relationship and at the end of the year we issue a 1099 for tax reporting purposes if you require one. Time and expenses are submitted directly to us and you are paid monthly via direct deposit.

*Timeframe: projects typically begin within five to ten business days of the interview.*

## During The Engagement »

While you're on the engagement, we take care of the back-office functions: you submit your T&E to us, and we take care of invoicing, accounts payable, etc. We provide project support ranging from bringing issues to the client's attention to providing ongoing feedback. Finally, we provide business development support; we know the hardest part of being on an engagement is finding your next one, and we work to ensure a smooth transition to your next project.

### Key Points of the NDA

- The client relationship belongs to OnDemand Resources.
- All current and future employment contracts with the client are to be handled through OnDemand Resources.
- The NDA does *not* limit your future opportunities.

You may [review](#) a copy of our NDA in advance if you choose.

### Interview Overview

- You typically interview over the phone, but occasionally you will do so in person.
- You often speak with one person, but sometimes you will speak with several.

### Are You Pitching A Project, But Don't Have The Necessary Resources?

You can confidently walk into any pitch knowing that OnDemand Resources can provide experienced professionals to staff your project. **Exceptional Talent. When You Need It.**