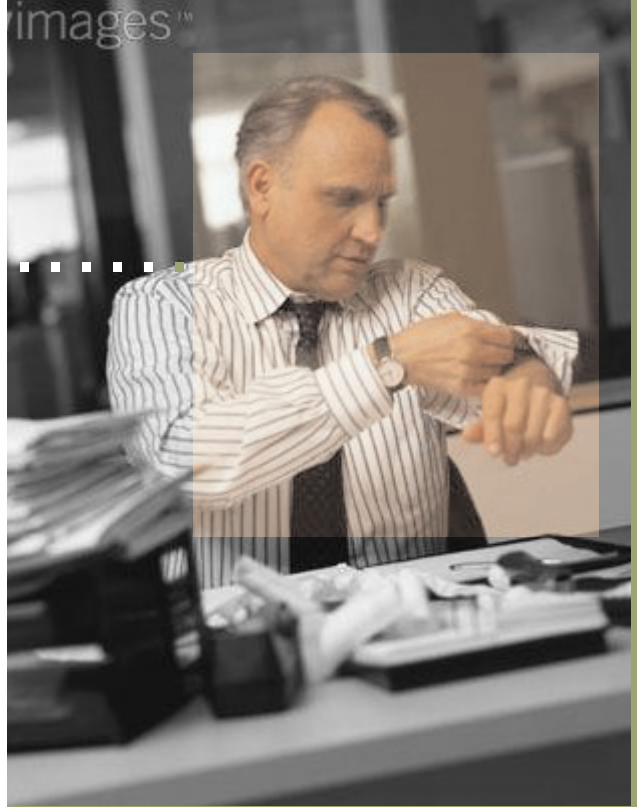
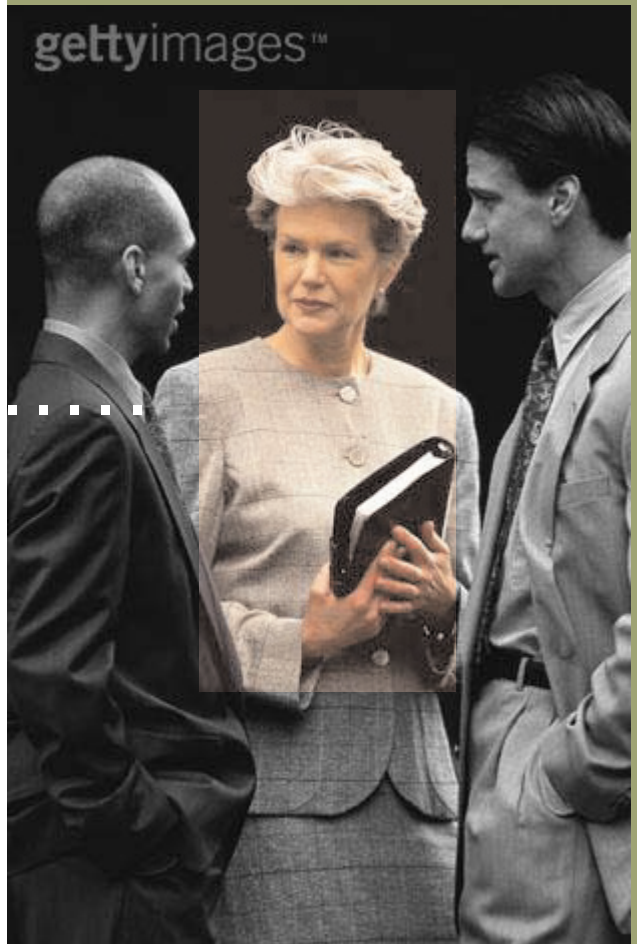


FIND work ethic.....



FIND maturity.....





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FIND expertise...



Trovaré



...HERE. At the place called find.

There's a reason we named our recruitment firm Trovaré. Because trovaré (Italian, "to find") is what we do. We draw on a pool of seasoned professionals—second career seekers, former military officers, retirees—to find you not just employees, but employees with experience, wisdom, work ethic, the ability to mentor. The qualities that make you more productive, save on training costs, and add real depth to your most important resource: your staff.

Capitalize on the new work force.

Retirees want to keep working. Skilled professionals are seeking second careers. Clearly, times have changed.

That presents a prime opportunity for your business.

Consider the benefits these professionals bring. By hiring their vast skills and experience, you shorten the learning curve—and lower training costs. By adding their work ethic to your organization, you boost productivity.



By bringing their deep sense of loyalty on board, you reduce turnover.

Just as important, you're hiring mentors for your less skilled employees—spreading all these benefits throughout the organization. And because many of these professionals are concerned less with competitive salaries than with other factors, you can leverage their strengths without unduly increasing your staffing costs.

It is a recipe for solid growth.

Place the burden on us.

At Trovaré, we take the burden of hiring off your shoulders while ensuring an ideal match. And we do this across the spectrum of hiring options:

Permanent placements

If you're tired of sorting through piles of resumes—with mixed results— Trovaré can help. We:

- Take the initiative to fully understand your hiring needs
- Translate those needs into a complete and accurate job description
- Recruit qualified applicants from our wealth of resources
- Thoroughly screen, test, and check references before presenting applicants to you
- Communicate your offer of employment to your candidate of choice

Supporting these steps are our guarantees. Trovaré guarantees all placements for a specified period of time; if the employee leaves during that period—for any reason—we replace him or her one time at no charge to you. And if you find an employee's first-day performance unsatisfactory, simply call us within four hours of the assignment's start, and we will not charge you for that time.

Temporary placements

If you need help for a day, a week, or longer, you can turn to us for the right temporary staff. After listening carefully to your requirements, we prepare a complete and accurate job description—then recruit from our large bank of temporary employees. Just as important, we take extra measures to facilitate your success and ease your administrative burden:

- Within two hours of your initial request, we contact you with an update.
- On your temporary's first day, we contact you within 15 minutes to confirm his or her prompt arrival and professional demeanor.
- We handle all payroll issues: withholding taxes, paying unemployment insurance, making Social Security deductions, and paying employer contributions.
- We carry complete insurance coverage, including comprehensive liability, commercial fidelity bond, workers' compensation, and state disability benefits.



Contract consulting

Trovaré draws a varied pool of highly skilled IT experts to consult with you on a project basis. As a result, you gain access to professionals with decades of experience—ready to go from day one—without the burden of finding them yourself.

Our meticulous recruitment and project process is designed to meet your objectives:

- We consult with you to review project requirements, inventory your current system, discuss options, and formulate a project plan.
- A written proposal, project timeline, and system diagram accompany our contract for your review.
- We select the experts best suited to your needs—and brief them thoroughly.
- We maintain constant communication with you, and with our consultants, to ensure project success.

Temporary to hire

It is the best of both worlds. Trovaré's temporary-to-hire option allows you to determine the necessity of a permanent hire—and confirm the suitability of particular applicants—before making a commitment.

After we prepare the job description and recruit top candidates:

- You have the option of interviewing the applicant in person, conducting the interview by phone, or letting Trovaré select the candidate for you.
- We promote a truly mutual match by providing the applicant information about your company, including policies, procedures, and benefits package.
- We follow up with you regularly to ensure your satisfaction.
- You can "try out" the candidate for 90 days before making a hiring decision.

Find employees at the place called *find*. Trovaré. The very first firm in the Capital Region devoted exclusively to seasoned professionals. **For more information, please visit us at www.trovarejobs.com, or call (518) 694-0723.**

