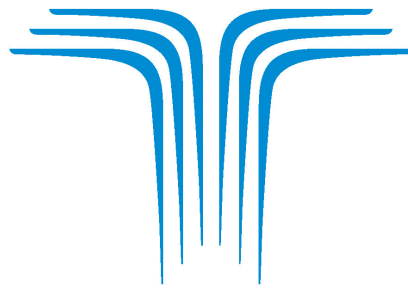


Talent International:
EICTA's
Preferred Supplier of
IT Recruitment Services



TALENT
INTERNATIONAL



refreshingly committed

ADELAIDE BRISBANE CANBERRA MELBOURNE PERTH SYDNEY

Talent International is proud to be the sole preferred supplier of Electronics and ICT recruitment services to EICTA. We are committed to securing the best Electronics and ICT talent for your member organisations and look forward to working in partnership to achieve your business objectives and add value in a timely and cost effective manner.

What do we do?

Talent International is a privately owned Australian recruitment company specialising in the supply of high quality ICT professionals throughout Australia, from graduate level through to CIO. Our services cover all aspects of permanent and contract recruitment, administration, candidate performance management, candidate care and retention, payroll management, skills training, trend analysis and reporting. As an ISO 9001:2000 certified company, we place great emphasis on the level of our service and the skills and competence of our employees and all activities are undertaken in accordance with our quality standards.



Talent International provides the complete range of ICT and Electronics professionals on a permanent or contract basis. This includes candidates with specific sector experience in Mining and Resource, Telecommunications, Government, E-Commerce, Electronic Engineering, IT Services and Finance. We place in excess of **600 permanent candidates** annually and introduce and manage the performance of **over 900 contractors** working at client locations throughout Australia.

Our proven track record

Talent International was established in 1995 and has quickly transformed into a truly national organisation with offices in Western Australia, New South Wales, Queensland, Victoria, South Australia and the ACT. Talent International is supplier to an impressive portfolio of complex corporate businesses across Australia, including Alinta, ANZ, CBA, Chevron, CSC, EDS, Ergon/Energex, ETSA, First Data, HBOS, IBM, KAZ, MBF, Origin Energy, Perpetual Trustees, Rio Tinto, SA Water, SP Ausnet, St George, Tabcorp, Sun Microsystems, Thales and Western Power. We have also had significant success as a major supplier to both State and Federal Government Customers; at last review we were the number 2 supplier on the NSW Government ICT Contract 881 and we have also been appointed to 19 Federal Government supply panels.



Our commitment to delivering the highest quality service to both our clients and candidates was acknowledgement this year when we were recognised as **Australia's Best Large IT Recruiter** at the SEEK Annual Recruitment Awards (SARAs).

What can we do for the EICTA?

We believe we are extremely well placed to not only meet but exceed EICTA and its members' expectations. Talent International has an established, nationwide team made up of 40 dedicated consultants with the market knowledge, industry expertise and candidate networks in place to support the needs of EICTA and its members. We have developed an enviable understanding of the needs of our clients across multiple industries and have strategies in place to maintain momentum and work successfully in sectors heavily influenced by fluctuating market conditions. To rapidly meet the needs of our clients, we have also built a dedicated database of candidates with relevant and highly sought after experience and have highly mobile talent pools organised by skill set of candidates who have performed well as Talent International contractors with other clients.

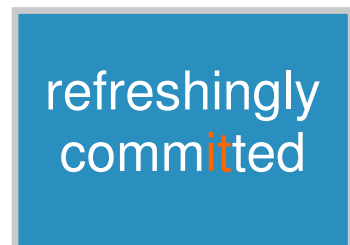
Our existing partnership with EICTA Members

Talent International (SA) has been supplying to the South Australian marketplace since 1985 and has continued to build strong relationships with many local, interstate and international businesses during this time.

We are preferred suppliers to many EICTA member organisations, including Internode Systems; SA Water; ETSA Utilities; Origin Energy, Centrelink; Adam Internet; ESRI; Babcock and Brown; Bendigo and Adelaide Bank and EDS Australia and also have excellent relationships in the Defence, Manufacturing and Government sectors.

Why work with us?

A refreshing change. We aim to surprise those who have come to expect an average and purely transactional service from their recruitment providers.



How do we do this? Our philosophy is based upon thoroughly understanding your needs in terms of roles, skills required and the cultural profile of your business, and combining this with our in depth ICT and Electronics expertise. Be it a short term contract role or a senior permanent position, we understand it is vital to supply the right person for your role and your team each and every time.

We have also applied our philosophy to our own organisation and have attracted a dedicated team of expert consultants across Australia to provide you with a level of service that sets us apart from our competition.

By choosing to partner with Talent International you will be assured of the following benefits:

- A refreshingly committed and honest approach to on-time service delivery
- Highly structured recruitment processes that identify the best skills in the market
- A dedicated team with relevant technical and niche ICT and electronics expertise, specific market knowledge, candidate networks and expert consultants
- Excellent staff retention levels ensuring continuity and consistency of service delivery
- Impressive track record in candidate care and retention
- Reduction of costs without compromising quality.

What makes us different?

The IT recruitment market is a highly competitive arena, with many of our competitors claiming to be the 'largest' and the 'leading' companies in the industry. We believe that the little differences can often make the biggest difference when it comes to outstanding service delivery. We differentiate ourselves by being:

- **Empowering.** As a privately owned business, Talent International has a unique ownership structure where key personnel are shareholders in each state. This culture and approach is intended to create a sense of ownership and empowerment and encourage a dynamic and flexible decision making process. As a result, our consultants have a far greater degree of interest and display a higher level of care.
- **Consultative.** A high proportion of our consultants are "ex-technical" with ICT industry backgrounds. As a result, we are more likely to understand your environment and technical needs. We also have a greater ability to assess our candidates and determine their technical competence.
- **Strategic.** Through working closely with our clients across our national office network we are able to develop a detailed understanding of where their business is going and what their future resourcing needs may be. Talent International is one of the few IT specialists that have harnessed a truly national and balanced delivery capability in the 6 main commercial centres of Australia.
- **Selective.** Our model is based around providing the best candidates to our clients. Quality is at the centre of everything we do. We do not confuse high activity levels with effectiveness. We have invested heavily in developing innovative attraction and selection strategies to target passive candidates, including ex-pat Australians with highly sought after overseas experience. A highly selective approach ensures cost efficiencies for our clients and a greater reputation for our business.
- **Stable.** Talent International maintains a reputation for retention of its consultants and clients. In an industry prone to high turnover, Talent International can provide you with the continuity and stability associated with dealing with the same consultant over an extended period. Many of Talent International's consultants and managers have worked with clients for more than 10 years.
- **Committed.** Talent International is committed to providing the highest level of service by engaging the very best practices. Talent International's Quality Management System is ISO9001:2000 certified by Standards Australia. Talent International's Managing Director (Richard Earl) sits on the board of ITCRA, and SA's General Manager (Anthony Whyte) is the regional SA Chairman of **ITCRA. These industry bodies sets and oversees standards and ethics within the IT Recruitment industry.** We are committed to leading the marketplace and acting according to our core values of quality, integrity and ethics.

Staff Profiles - Adelaide

The Adelaide team is led by a Regional General Manager, and 3 Recruitment Consultants who are supported by a Candidate Management Team of 3. All members of staff are experienced and skilled in both a commercial and IT industry sense meaning you receive candidates who are closely matched to your vacant roles in the fastest possible time.

Anthony Whyte

General Manager SA

Areas of Specialisation

- Information Technology Recruitment - Permanent & Contract
- 22 years experience in Information Technology
- Government, Corporate & Transportation Industries

Career Summary & Industry Experience

Anthony began his career working in the Government sector as a computer operator with Southern Systems (formerly State Computing in Adelaide in 1986). During the next seven years he advanced his career and moved into the position of Manager, Operations Support, where he managed a team of 15 people.

In 1993, Anthony commenced a one-year project to establish a 'Hot-Site' for Southern Systems that incorporated all aspects of Disaster Recovery. After the success of this project Anthony moved into the position of Account Manager where he assisted customers in the review of their agency and implemented the best structure, job design, policies and practises to meet their business needs.

In early 1996, Anthony transitioned to EDS Australia as part of the 9 billion dollar outsourcing agreement with the South Australian Government. Anthony was quick to establish himself in the role of Senior Business Analyst and then as a Customer Support Manager (CSM). As a CSM, Anthony was responsible for six government agencies in the Transportation and Services sector. This role required the translation of customer business needs into working technical solutions leveraging EDS's Global network and state of the art technology.

Anthony then joined Infopeople Recruiters in August 1997 as Resource Manager - IT. He was promoted to Consultant after 12 months, and in July 2000 was appointed General Manager (SA) of Infopeople Recruiters, managing a team of 8 staff.

In July 2007, Infopeople (SA) merged its business with Talent International and Anthony continues to lead a team of highly experienced consultants.

Anthony has a track record of building and maintaining long-term relationships with clients and candidates and providing consistent results while remaining committed to his personal and organisational values.

Qualifications & Associations

- ITRCA Certified Recruitment Specialist and current South Australian Chairman
- Certificate IV in Leadership
- Member of the AIIA
- Member of Women in Innovation and Technology (WIT)
- Advanced Certificate in Marketing

Daniel Wundersitz

Senior Recruitment Consultant

Areas of Specialisation

- Information Technology Recruitment - Permanent & Contract
- 13 Years' Experience in International Business Development & Sales
- 11 years Experience in IT & Telecoms

Career Summary & Industry Experience

Daniel completed a Bachelor of Tourism Management from Otago University (New Zealand, 1994) and began his career working for tourism operators such as AJ Hackett Bungy, and Shotover Jetboat Tours both in Queenstown. He then joined Telecom New Zealand in 1995 as a Sales Representative, kicking off his IT & Telecoms career.

In 1997, Daniel travelled around the USA for close to 2 years, before moving to the United Kingdom, where he worked for The Financial Times Newspaper (IT & Telecoms Division) as a Global Account Manager. Daniel won a number of international sales awards while at the FT, and played co-created of the first ever worldwide industry global Telecom Awards (held in New York). Whilst working at The FT Daniel was also sponsored to study an MBA at the London Business School.

Daniel then worked for a large global IT software vendor (mediation, rating, and billing) as a Business Development Manager (Europe, Middle East, Africa), selling to Tier One Telco's and Celco's such as British Telecom, Virgin Mobile, Hutchison Whampoa, Telenor, Telkom Africa, MStelcom Israel, Vodacom, Orange, Vodafone, T-Mobile.

In 2002, Daniel moved with his (Czech) wife to Czech Republic to have their first child, and founded an English Language teaching agency, The Native Touch, in the southern region of Moravia. He employed 4 teachers in addition to himself, was a member of the Cambridge Examination Board (Eastern Europe), and built up an impressive client list including; European Union Commission, CSOB Bank, Czech Military (Special Forces "SAS"), Ceska Sportelna Bank, T-Mobile, Vodafone, and The Czech Art School.

Daniel relocated to Australia in 2004 with his wife and daughter, and was appointed to manage and lead a team of 12 sales people for Commander Australia in Adelaide. In this role his achievements included winning a number of national sales team awards, increasing sales contracts 20% FY 05/06, and increasing AMPU 5% in FY 05/06.

Finally in November 2006 he joined Infopeople (who merged with Talent International in July 2007) as a Senior Recruitment Consultant. Daniel brings a diverse mix of global business acumen, a wealth of ICT experience & knowledge, and a sound history of building & maintaining strong long term relationships based on expertise, honesty and integrity.

Qualifications & Associations

- Bachelor in Tourism Management – New Zealand
- Post Graduate Business Management Diploma – London
- IITBM – International IT Billing & Mediation specialist
- TEFL (Teaching English as a Foreign Language) – Czech Republic
- Masters in Business Administration (MBA) – 75% completed – London
- ITRCA Certified Recruitment Specialist

Gayle Bampton

Senior Candidate Manager

Areas of Specialisation

- Information Technology Recruitment and Search - Permanent & Contract
- 19 Years' Experience in Information Technology

Career Summary & Industry Experience

Gayle joined Infopeople (SA) Pty Ltd. (Merged with Talent International 2007) as a Candidate Manager in early September, 2001. Her previous position had been as an IT Recruitment consultant in South Australia.

Gayle had enjoyed a 12 year career within the Information Technology industry in Computing Sales of Hardware and Software in a variety of roles, such as Business Development Manager, IT Sales Executive, IT Sales Consultant and Account Manager.

During her Sales career Gayle was employed predominately within the Reseller environment selling the name brand products and services of Compaq, IBM, Toshiba, Hewlett Packard, Epson and Canon.

Gayle's customer base was quite diverse successfully dealing with all three Adelaide Universities, State and Local Government organisations and major Corporate businesses, such as **AusBulk**, Bridgestone and Mitsubishi Motors.

Gayle has a professional attitude towards her Candidate Management role and her philosophy is to ensure that all candidates and contractors are treated well, with courtesy, care and genuine interest in their welfare and that all contractors are made to feel a part of the Talent International team.

Summary

Talent International is proud to be EICTA's preferred supplier of recruitment services. We have identified the members of EICTA as key clients we want to work with and would be proud to include in our client portfolio.

Given our existing relationship with EICTA and its various members, our capability, experience and credibility in the ICT and Electronics space and the recent industry recognition we received as **Winner of the Large IT Recruiter category at the SARAs**, we feel we are well placed to form a successful, long term and mutually beneficial partnership with your organisation. Talent International looks forward to providing an exceptional recruitment solution based upon a blend of a continually high quality service, a proven and successful recruitment methodology, exceptional candidate sourcing and retention strategies and market expertise. Should you require any further information or wish to discuss any aspect of this document in further detail, please do not hesitate to contact **Anthony Whyte on (08) 8228 1555**.