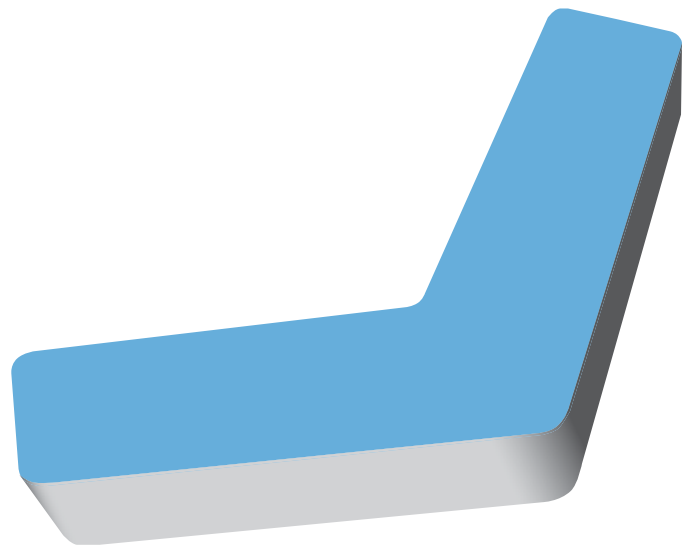




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... are your resource suppliers listening to you?

of things



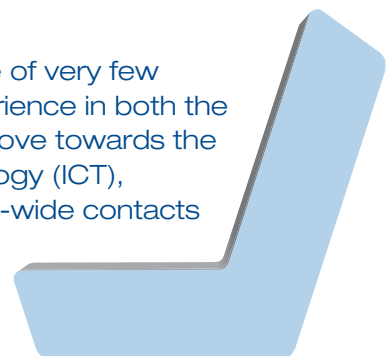
Penta Consulting is a leading provider of innovative ICT staffing solutions, operating in over 50 countries around the world. Penta's success and rapid expansion have sprung from remaining true to its founding business principles of 'listening' to customers and putting their needs at the centre of its operation. Penta is a company that has always understood the crucial importance that innovation and added value play in creating a competitive advantage. By putting their vision into practice and working in a true spirit of partnership, Penta help customers to be more competitive and create new opportunities.

For us at Penta, it is all about taking a consultative approach, identifying your exact needs and aspirations and exceeding your expectations. Our multi-award winning international reputation is built on our ability to develop and maintain successful long-term relationships and offer an unrivalled personal service, tailored to your individual requirements. This proactive approach to working with you, as an extension of your business, helps to foster a true sense of our commitment to you. We never lose sight of our value-driven focus and our customer centric approach.

We strive to devise creative resource solutions, combined with e-business technology, that will create tangible efficiencies and help you improve your business performance.

We are passionate about our people and recognise the crucial role our staff play. Providing learning and development opportunities and creating a good work-life balance are high on our agenda. We have full ISO 9001:2000, as well as 'Investors in People' accreditation and we are an active member of the Recruitment and Employment Confederation (REC) and the Association of Technical Staffing Companies (ATSCo), working to continually raise standards within our industry. We work hard to attract and retain the best recruiters so we can deliver service excellence.

Established in 1998, Penta has the distinction of being one of very few staffing companies that have genuine expertise and experience in both the global IT and telecommunications marketplaces. As we move towards the convergence of information and communication technology (ICT), Penta's combined sector knowledge, expertise and world-wide contacts mean that we are ideally placed to assist in every phase of your business development.



to come



Recruitment services

We have a proven track record for consistently delivering best in class resource solutions, which perfectly match the right people to the right business opportunities. Our broad range of high quality recruitment services is backed by ISO 9001:2000 accredited procedures that are among the best in the industry. We survey our clients on a regular basis to find out what they are looking for from us so that we can continually improve our service. Our approach to changing needs is flexible, our response is rapid and our delivery is geared to enable our customers to stay focused on their core business activities.

Our specialist consultants all have excellent industry knowledge and expertise in their own areas, as well as relevant qualifications and they focus on meeting the exact business needs of their customers. Our 'Investors in People' accreditation and our commitment to ongoing staff training and development ensure that we attract and retain some of the most talented recruitment professionals in our industry. We request feedback from our staff on a regular basis and we act on the response we receive which is one of the reasons why Penta is one of The Sunday Times 'Best 100 Small Companies to work for'.

As a leading provider of ICT recruitment services, consultancy and software solutions, we work with clients across all the key market sectors, including:

- Telecommunications
- Finance, investment and banking
- Communication service providers
- Public sector
- Business services
- Energy and utilities



what do our customers say about us?

Penta have always been a reliable source of quality staff, since the days when they were much smaller and providing people to me for a range of IT projects when I was Head of Technology for Barclays. Despite having built on their success and now being one of the leading recruitment consultancies in the UK, Penta continue to work with me on a very personal level and understand what I expect from staff over and above what is evident purely from a CV. This is a rare quality that saves me and my business many hours and days in the recruitment process.

Head of Consultancy, BJSS Ltd

Penta Consulting have consistently delivered outstanding customer service. They have listened to our needs and their unique approach has added considerable value to our organisation. We entered into a preferred supplier agreement three years ago, which has now evolved into a fully managed service. We have a true partnership based on trust and I know that whatever our requirements, our Penta team are totally committed to delivery.

HR Director, JPMorgan Cazenove

Penta gave us what we needed in the timeframes we needed to achieve. The service was outstanding, the team was created in time and in budget. Given a choice of recruitment consultants Penta would be first on the list, each and every time. Personal service, professional company and there was an over-riding enthusiasm to excel from the start.

Resource Manager, EDS

Penta Consulting has demonstrated a clear understanding of our business objectives and a total commitment to delivery to Siemens in order for us to achieve them. They have delivered above the competition and this has included a jointly developed web based recruitment solution.

*UK Head of Services,
Siemens Mobile*





Managed services

For many companies, the best solution is to outsource all or part of its recruitment process. Penta Consulting's award winning managed service solution blends proven state of the art web based technology with experienced people to streamline and automate the traditional hiring process model. As your strategic recruitment partner Penta can oversee and manage your entire recruitment process, reducing your management involvement and enabling you to focus on core business activities.

Websource

Our unique web based recruitment tool, Websource, has been developed in consultation with some of our key clients. As such it is a tried and tested solution, with a proven track record in providing organisations with a seamless end-to-end recruitment lifecycle that mirrors their own HR processes. As we work with more and more organisations we are able to enhance and update this software so that it fully reflects today's complex HR challenges and, as it is installed on a per client basis, it can be customised to fit exactly. Our clients reap the benefits of all the development work that has gone into the programming of this software and Penta offer this added value service as standard, not as an extra!

Contract services

We go to great lengths to get to know our contractors individually. This means we can make an accurate match, first time, providing you with contractors who have the right skills and personal attributes to 'hit the ground running'. We run training programmes to ensure that our contractors have the technical and professional skills you need to move your business forward. We understand how important it is to have contractors who will fit easily into your organisation and into your culture, as well as having the correct technical skills. Our aim is to keep one step ahead in building suitable capability for our clients so that we can redeploy our contractors quickly and effectively. We know this approach works as we have an impressive list of clients and contractors who have been with us for many years.

We also offer a comprehensive contractor care programme, which looks after the logistical, financial and tax issues, leaving our contractors free to focus on doing a first class job. It is our in-depth knowledge and experience of all the countries we work in that allows us to gear our service to reflect local needs and ensures that Penta contractors have all the support they need, wherever this may be.

Permanent placement

Our dedicated permanent placement team have an extensive network of contacts, as well as access to our sophisticated recruitment database, in order to recruit the professionals you need for your business. Our consultants have specific knowledge of their relevant technology area and provide a seamless recruitment service, working as an extension to many in-house teams.

Executive search

Penta Search specialise in assessing and recruiting business leaders with outstanding track records and helping companies build senior management teams. We focus in finding people with niche ICT skills at the upper end of the market. Very often these are the outstanding individuals who are critical to the success of an organisation. Our executive search team has excellent contacts and you will be impressed by their business acumen.

Digital Video Interviewing

Whilst many recruitment organisations talk about using cutting edge recruitment technology, Penta Search are already doing so. Its digital video interviewing is a web-based application that gives employers the opportunity to see, hear and critique recorded video clips of candidates without leaving their office. This new concept in the recruitment process is particularly relevant to senior candidates and enables employers to hear how candidates respond to the specific questions that they want answered, without needing to devote the time, money and resources associated with personal interviews.



Mission Statement

We will ensure that you have the right resources at the right time to maximise your business potential.

Our Values

Honesty, integrity, commitment and delivery.

penta
consulting



...committed to listening

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