

SUCCESS STORY



RECRUITMENT PROCESS OUTSOURCING (RPO): LUMETA CORPORATION



SITUATION

In today's business environment, IT organizations are under intense pressure to evolve the infrastructure without compromising security availability or compliance. Lumeta Corporation's network assurance solutions enable organizations to balance the need for change with the need to meet security requirements.

Since spinning off from Bell Labs in 2000, Lumeta has grown into a highly successful venture, with clients ranging from several federal government agencies to the largest banks, pharmaceutical companies, and energy companies. Despite this success, Lumeta lacked the marketing leadership it needed to take its growth to the next level. In addition to finding the right seasoned professional to fill the role of Vice President of Marketing, Lumeta also had several other open positions to fill.

The company turned to TAPFIN to lead the recruiting effort for these open positions while improving the overall productivity of the organization. As a company that was accustomed to servicing very large and complex organizations, Lumeta selected TAPFIN because of its customized, consultative approach. The personalized attention TAPFIN provides to its clients was seen as a vital element in supporting and implementing Lumeta's corporate initiatives.

In addition to recruiting the best candidate to lead Lumeta's marketing efforts, TAPFIN was charged with filling various positions across a range of departments, including engineering and marketing.

SOLUTION

TAPFIN's experienced recruitment professional led the recruitment work for Lumeta. He moved into a space at the Lumeta office and began to familiarize himself with the company and people. He quickly became an extension of the organization, a great friend of the business, and a confidante to David Hickey, the company's CEO. "At first, some employees wondered whether or not he would mesh with the company culture, but the TAPFIN recruitment consultant adapted beautifully," said Mr. Hickey.

FAST FACTS

CLIENT BENEFITS

- > Candidates that best fit both requirements and company culture, presented by TAPFIN recruitment consultant who quickly integrated into the organization
- > Increased productivity and efficiency of client operations with high quality of new hires
- > Recognition as an industry employer of choice
- > Ability to stay focused on the details of doing business, rather than on recruiting

PROJECT SCOPE

- > Fill Vice President of Marketing and several other positions throughout the company
- > Improve overall productivity company-wide



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Process defined. Resources delivered.

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The recruitment consultant took the time to become deeply knowledgeable about Lumeta's business, including the personality and corporate culture of the organization. This effort paid off in terms of finding hires that are the best quality and the best fit for Lumeta.

Looking ahead, Lumeta plans to expand its relationship with TAPFIN by bringing in a full-time recruitment consultant to develop their growing sales and technology staff.

RESULTS

TAPFIN successfully filled the necessary positions, and these new hires increased productivity and efficiency within Lumeta's operation. However, the results of this project go well beyond simply hiring individuals. The marketing outreach associated with this recruitment effort helped brand Lumeta as an employer of choice, which has led to increased professionalism among job candidates and new hires.

This has been a successful relationship both because of TAPFIN's proven recruiting methods and the recruitment consultant's thoroughness, experience, and ability to forge strong relationships within Lumeta.

Both Lumeta and the job candidates were satisfied with TAPFIN's hard work. Dave Hickey was pleased to find that TAPFIN operated in a way that was representative of how Lumeta would expect its executive-level candidates to be treated. Additionally, several job candidates praised the experience of working with TAPFIN during the interview process.

"I have a great deal of confidence in TAPFIN, and I'm looking forward to deepening our partnership because I know they always deliver the highest-quality work and the best results," said Mr. Hickey.

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—DAVID HICKEY, CEO

ABOUT TAPFIN

- > First to offer an integrated solution for acquisition, management and optimization of human capital and contracted services
- > Customized services to meet the unique needs of clients in industries ranging from technology and financial services, to life sciences and telecommunications
- > One of the largest, most financially stable providers of resource management services in the industry
- > A history of process and technology innovation since the inception of resource management process outsourcing
- > The only provider to have achieved ISO 9001:2008 quality management system certification
- > Publicly-traded parent company (NASDAQ: CITP)
- > Billions in managed spend under contract
- > Over 65 programs active today
- > 16 Fortune 500 programs
- > Over 4,100 supplier contracts negotiated

