



The following documentation is an electronically-submitted vendor response to an advertised solicitation from the *West Virginia Purchasing Bulletin* within the Vendor Self-Service portal at *wvOASIS.gov*. As part of the State of West Virginia's procurement process, and to maintain the transparency of the bid-opening process, this documentation submitted online is publicly posted by the West Virginia Purchasing Division at *WVPurchasing.gov* with any other vendor responses to this solicitation submitted to the Purchasing Division in hard copy format.

Header @ 1

[List View](#)**General Information** [Contact](#) [Default Values](#) [Discount](#) [Document Information](#) [Clarification Request](#)

Procurement Folder: 1023941

Procurement Type: Central Master Agreement

Vendor ID: VS0000037666 

Legal Name: TalenTech Digital

Alias/DBA:

Total Bid: \$768,560.00

Response Date: 04/20/2022 

Response Time: 7:46

Responded By User ID: TTDigital 

First Name: Sanjay

Last Name: Ganju

Email: sanjay.ganju@talentechdigite

Phone: 703-373-7273

SO Doc Code: CRFQ

SO Dept: 0704

SO Doc ID: INS2200000003

Published Date: 5/3/22

Close Date: 5/11/22

Close Time: 13:30

Status: Closed

Solicitation Description: Technical Staffing Service- Senior Applications Developer

Total of Header Attachments: 1

Total of All Attachments: 1



Department of Administration
 Purchasing Division
 2019 Washington Street East
 Post Office Box 50130
 Charleston, WV 25305-0130

**State of West Virginia
 Solicitation Response**

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Solicitation Closes	Solicitation Response	Version
2022-05-11 13:30	SR 0704 ESR04202200000006516	1

VENDOR
 VS0000037666
 TalenTech Digital

Solicitation Number: CRFQ 0704 INS2200000003
Total Bid: 768560
Response Date: 2022-04-20
Response Time: 07:46:22

Comments: Once the Agency details out the specs we can further refine the price. Also if Agency is willing to accept remote services from anywhere in the USA we can offer additional 10% discount.

FOR INFORMATION CONTACT THE BUYER
 Joseph E Hager III
 (304) 558-2306
 joseph.e.hageriii@wv.gov

Vendor Signature X **FEIN#** **DATE**

All offers subject to all terms and conditions contained in this solicitation

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
1	Temporary information technology software developers	2080.0000	HOUR	90.000000	187200.00

Comm Code	Manufacturer	Specification	Model #
80111608			

Commodity Line Comments: We can reduce the cost by 10% if Agency is willing to allow us to deliver these services remotely.

Extended Description:

Senior Application Developer
Year 1

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
2	Temporary information technology software developers	2080.0000	HOUR	91.500000	190320.00

Comm Code	Manufacturer	Specification	Model #
80111608			

Commodity Line Comments: We can offer 10% discount for allowing these services to be delivered remotely.

Extended Description:

Senior Application Developer
Year 2

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
3	Temporary information technology software developers	2080.0000	HOUR	93.000000	193440.00

Comm Code	Manufacturer	Specification	Model #
80111608			

Commodity Line Comments: We can offer 10% discount for allowing these services to be delivered remotely.

Extended Description:

Senior Application Developer
Year 3

Line	Comm Ln Desc	Qty	Unit Issue	Unit Price	Ln Total Or Contract Amount
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Comm Code	Manufacturer	Specification	Model #
80111608			

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Year 4



Partnership Proposition to

Smart Talent Acquisition and Retention (STaR)

1. TalenTech Digital Profile

Vision And Mission



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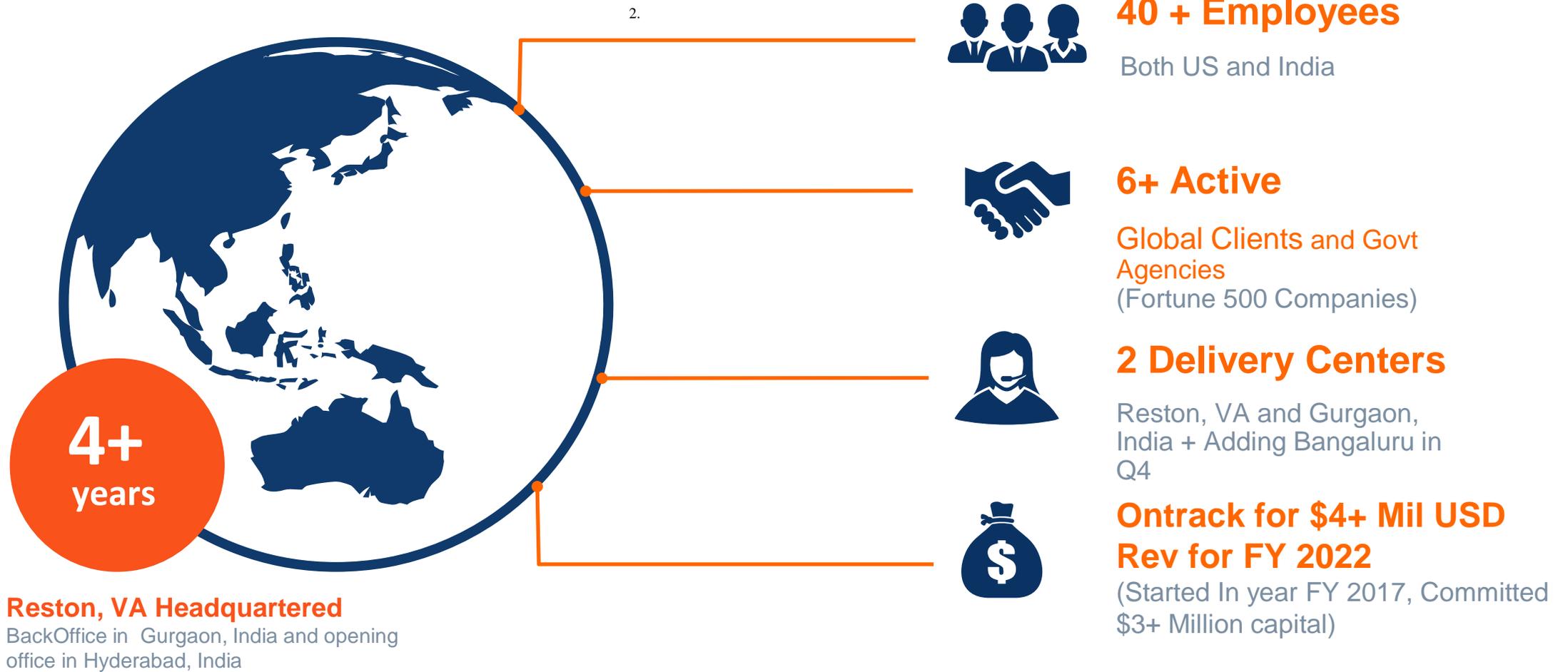
- We will respect our Partners and employees because they make us who we are.
- Transparency and fairness in dealings with clients, employees and partners alike.
- We are flexible and will strive to meet the needs of all of our stakeholders.

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At TalenTech Digital, we strive to provide high quality Solutions to our customers to enable them to create a dominant digital presence. We will engage with all stakeholders and understand user behaviors to create compelling and rewarding experiences. It is our mission to help you lead with Digital technologies and Data sciences .

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Key Facts and Figures



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P I M C O



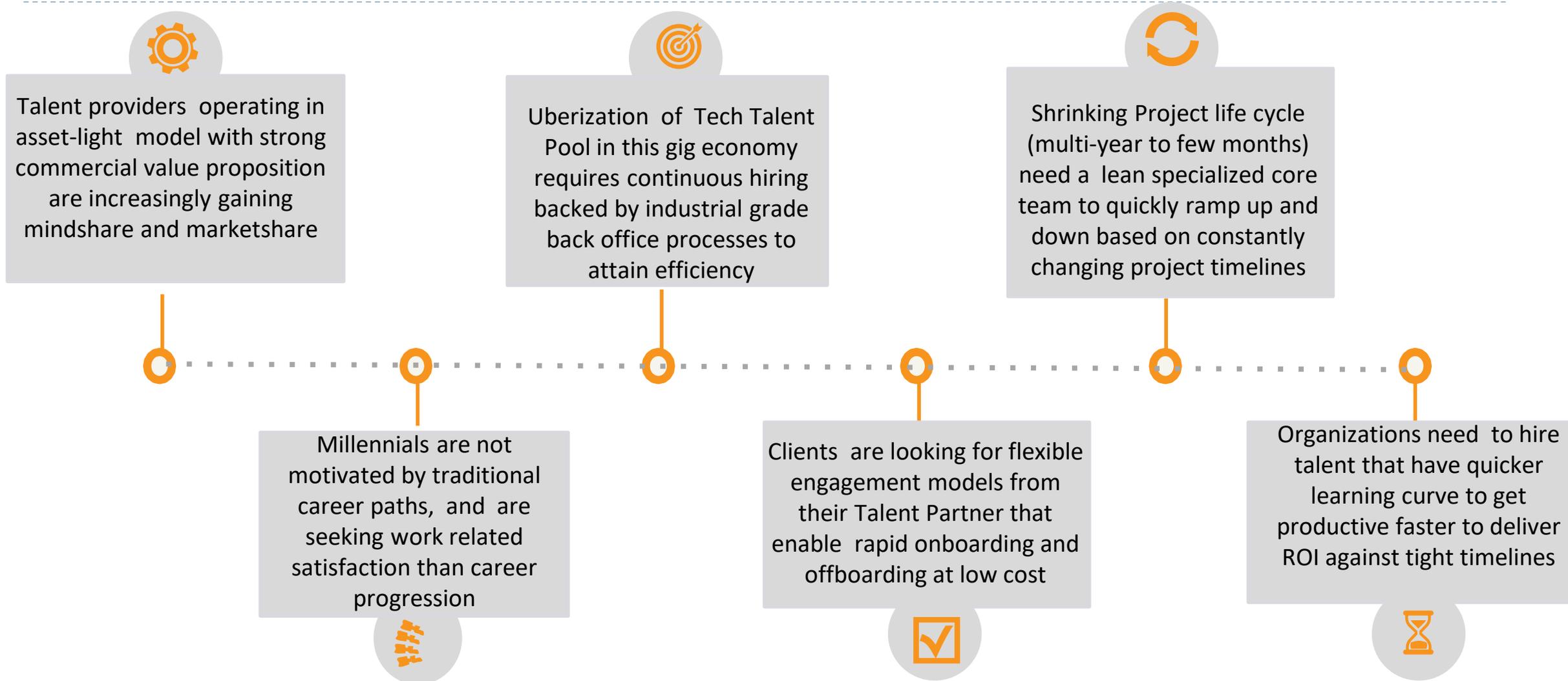
altran

FUJITSU



3. Tech Talent Market Disruption

Key Trends



3. Tech Talent Market Disruption

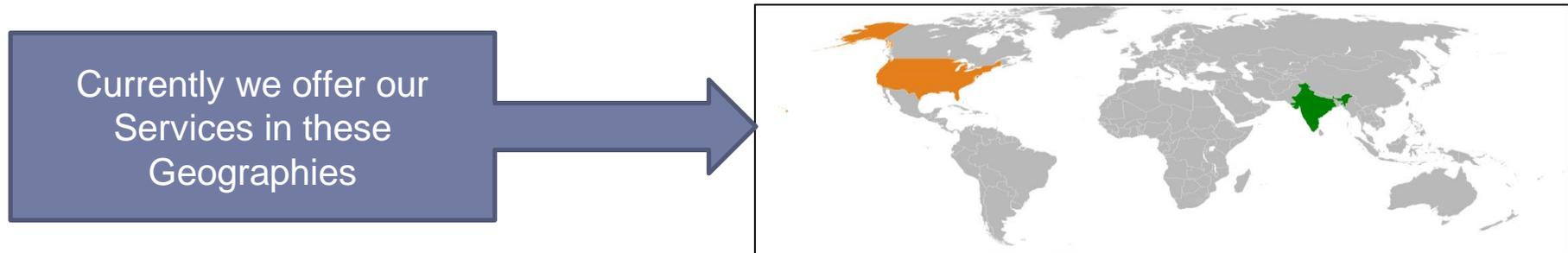
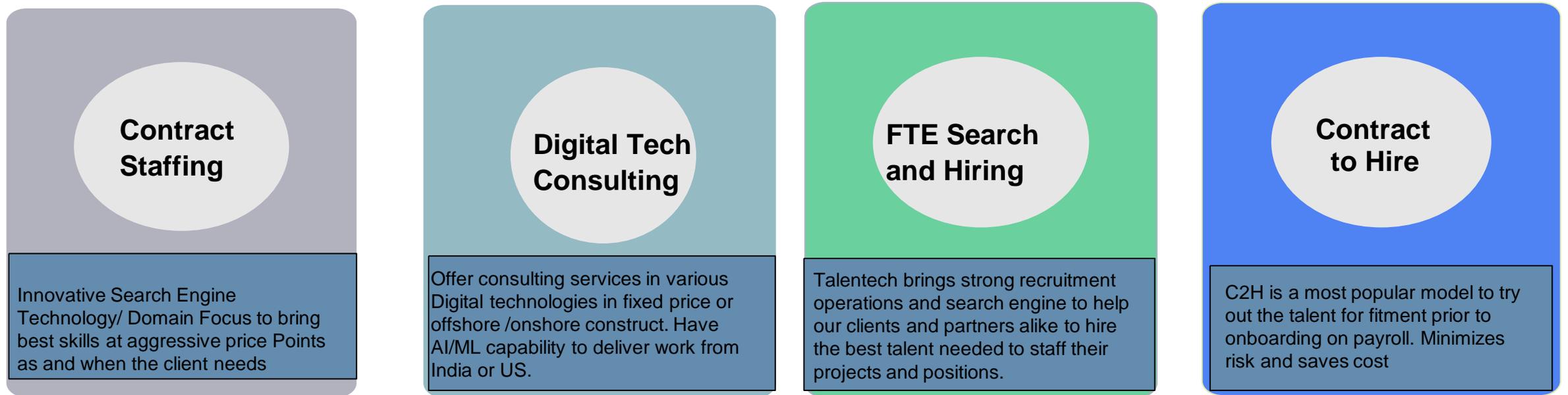
Levers impacting the industry



- **Skillset Shift:** Skill demand is radically shifting from Commodity type skills to a full stack ownership model to increase release velocity. Result is that demand for skills at the highest end of the technical skill pyramid is exploding while the bottom end or commodity skill demand is plummeting due to RPA, AI, DEVOPS, Cloud and other forms of automation across IT and embedded engineering space
- **Offshore Viability:** Analysts are calling into question the viability of offshore model for the development work. Time zone issues, proximity to business users, Agile development model and continuous release cycles required for time to market reduce the ROI of offshore. Attracting top talent in the offshore coupled with attrition continues to dilute the value equation further.
- **Visa Regulations:** There is a slew of immigration reform and COVID regulations that are impacting more than 1 Million tech talent which is working here in the US on different kinds of visas. Increased regulations and costs are challenging this established model of sourcing top tech talent.
- **Gig Economy:** We are living in an era of Gig economy now which renders older ways of sourcing technology talent ineffective. Client needs are from a plethora of technology skillsets and mostly for a certain duration. Skillset demands are changing at a rate which renders employer led training models almost irrelevant. There is no permanency to any skillset and with the result Gig Economy is here to stay and be a primary tool to fulfill demand of technical skillsets .
- **Project Duration:** Project Durations have become shorter due to increased adoption of Agile development model. Most of the Agile projects are run on weekly Sprints requiring intense effort continuously to stay within the schedule. Most releases are being done on a weekly or biweekly basis to keep up with business demands.
- **Shift to Contracting Model:** Due to the short duration of each technology cycle and Agile project execution model the whole project staffing model is shifting to a contracting model rather than FTE hiring model. This is further adding to the Uberisation of tech talent.

4.Services Portfolio

Flexible Professional Services



4. Services Portfolio

Our Technology Focus



We will provide specialized talent and full Solutions in these three disruptive emerging technologies. We believe that huge demand in these areas will drive a serious quest for talent.

Digital Technologies	Data Sciences /AI/ML	Engineering Skills
<ul style="list-style-type: none"> User experience technologies such as JS and CSS frameworks, Task Runners etc Workflow and Process Automation by leveraging BPM tools Legacy technology modernization to enable digital Mobile and Social enablement Skillsets on CRM and campaign management tools such as Salesforce Big Data Analytics, Hadoop, Kafka and Hive. SPSS, SAS and Cognos for Analytics and Reporting 	<ul style="list-style-type: none"> Big Data Lake implementation using Hadoop, Kafka, Hive etc Data anonymization using Splunk, Informatica etc. Analytics using hadoop, Spark, Python, R, Scala and Hbase Tableau and Splunk for BI/Analytics and Visualization layer MicroStrategy and other reporting tools layer SPSS, SAS and Cognos Analytics and reporting capability skillsets 	<p>We specialize at onboarding embedded engineering skills in a multitude of domains and technologies like:</p> <ul style="list-style-type: none"> Embedded hardware and software development as well as device drivers ASIC/FPGA Development and Validation/Verification Board Design and Development Independent Verification and Validation Skills to source such skills in domains like Telecom, Aerospace and semiconductor industry

The war for high-tech talent, particularly in disruptive technologies is growing fiercer than ever

Wall Street Journal

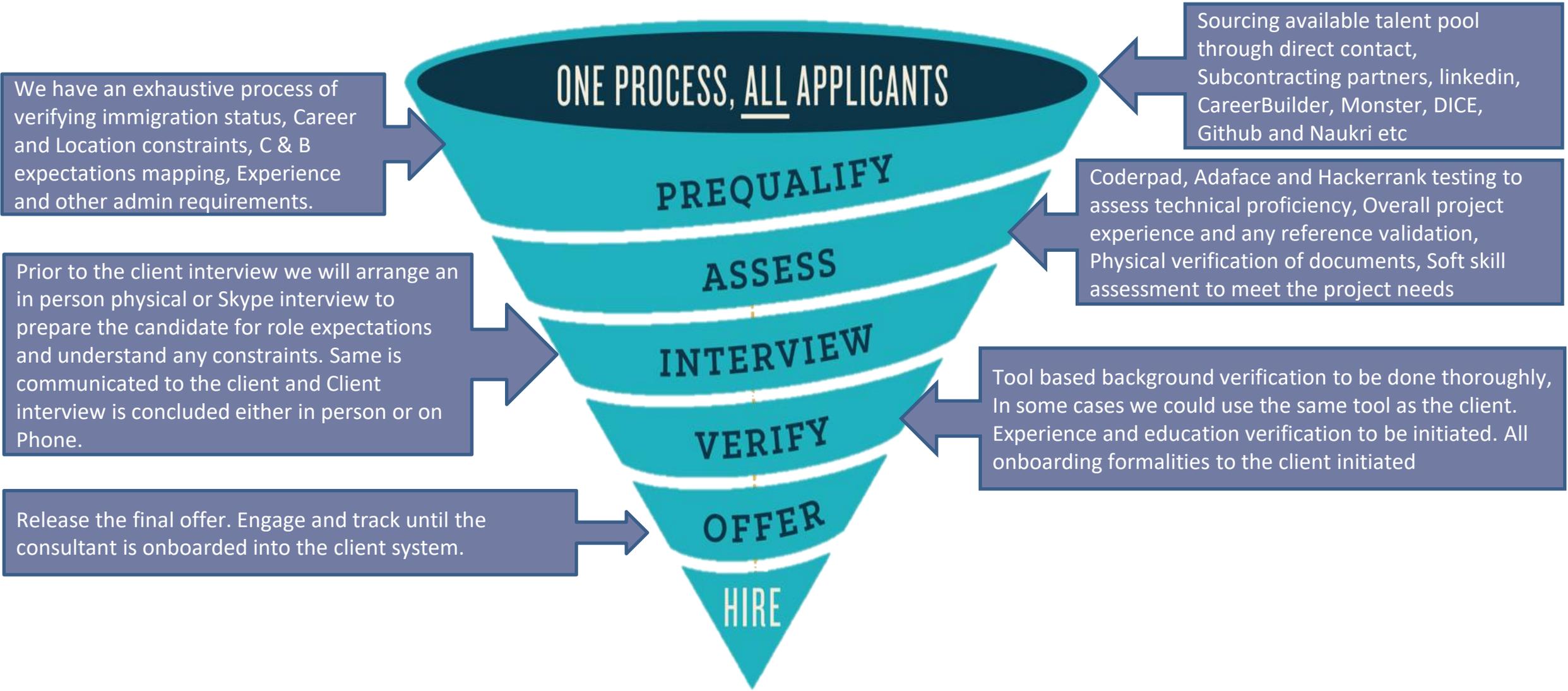
This digital disruption has also disrupted the way CIOs think about staffing and technology

Albert Ellis
CEO, Harvey Nash Group



5. Services Portfolio

Industrialized e2e Optimized Talent Acquisition Process ?



5. Services Portfolio

TalenTech's **STaR** Framework



Smart Talent acquisition and Retention

Smart Hiring

- *Smart Sourcing* - Finely curated profiles with access to almost all the tools needed
- *Smart Assessment* - Rich tools to assess talent and Engage
- *Smart Conversion* -Thorough screening of the shortlisted candidates

Smart Deployment

- A structured engagement model through the recruitment process
- Basic Compliance training and clarification on the expected role
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Smart Retention

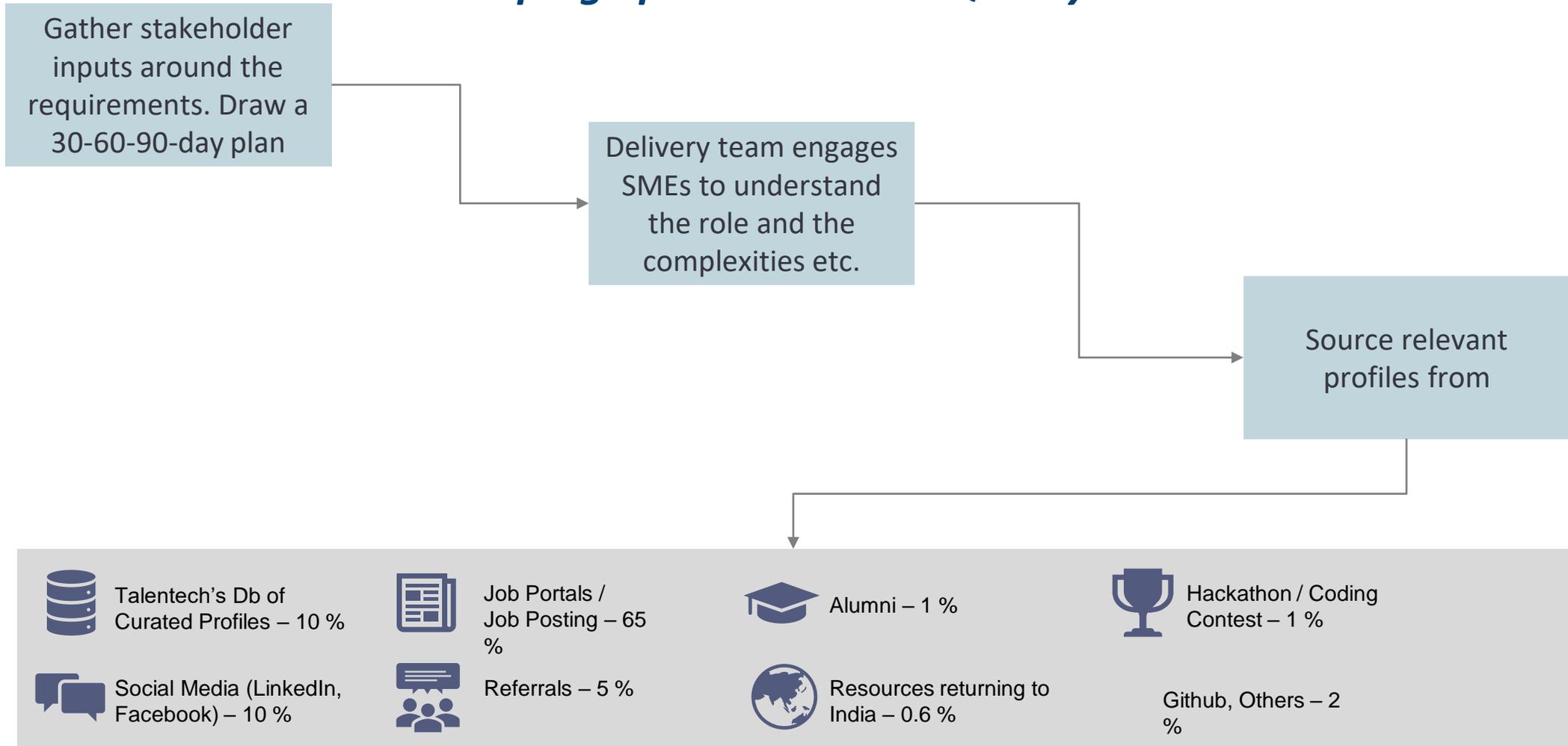
- Continuous engagement with deployed resources
- Strategic Employer Initiatives with thought leadership
- Learning/training opportunities
- Compensation and Benefits revisions

5. Services Portfolio

Smart Hiring | *Smart Sourcing*



Keeping up with TAT and Quality



5. Services Portfolio

Smart Hiring | *Smart Assessment*



Adaface Screenshots

Key Features

Types of assessment questions

```
Java: Static Binding
What will the following code output?

1 public class NewClass {
2     public static class parent {
3         static void print() {
4             System.out.println("print in parent.");
5         }
6     }
7     public static class child extends parent {
8         static void print() {
9             System.out.println("print in child.");
10        }
11    }
12    public static void main(String[] args) {
13        parent A = new parent();
14    }
}
```

We did a survey to find the most popular website in our college where each student voted for the...
Submitted Code:

```
1 import java.io.*;
2 import java.util.*;
3
4 class Main {
5     //COMPLETE THIS FUNCTION
6     private static void process(String[] arr) {
7         HashMap<String, Integer> countMap = new HashMap<>();
8         for (int i=0; i< arr.length; ++i){
9             if(countMap.get(arr[i])!= null){
10                countMap.put(arr[i], countMap.get(arr[i])+1);
11            }
12            else{
13                countMap.put(arr[i], 1);
14            }
15        }
16        int max=0; String maxOccurrences="";
}
```

Detailed analysis of candidates' performance

Java: Hashmap put and remove	MCOQ	MEDIUM	0/10
Equals & ==	OUTPUT	EASY	10/10
Spring: Constructor-based DI (dependency injection)	MCOQ	MEDIUM	10/10
Spring: Beanfactory and ApplicationContext	MCOQ	EASY	0/10
Spring: Instantiating an IOC container	MCOQ	EASY	4/10

Assessment:	Java Developer (3-5 yr/ Java + Spring + Hibernate)
Status:	borderline passed on Jun 17
Subject:	java: 60/120 (50%)
Analysis:	spring: 30/70 (42%) hibernate: 40/60 (66%) coding: 30/40 (75%)

Assessment:	Java Developer (3-5 yr/ Java + Spring + Hibernate)
Status:	passed on Jun 21
Subject:	java: 90/120 (75%)
Analysis:	spring: 18/70 (25%) hibernate: 32/60 (53%) coding: 40/40 (100%)

- Custom assessment for on the job skills – programming, framework, aptitude use Coderpad, Adaface and Hackerrank
- Customizable for roles, skills, level of difficulty, type of questions (MCQ, Subjective)
- Adaptive test which keeps adjusting the level of difficulty as per the candidate's ongoing performance
- Intuitive and user-friendly interface
- Easy to launch and operate for the test administrators
- In depth scoring and deep dive analysis of candidate's performance

5. Services Portfolio Our Tool providers



CoderPad

HackerRank

Adaface

CAREERBUILDER®
WORK CAN WORK™

Dice®

techfetch
Top Jobs for Smart Talent

MONSTER

indeed

naukri.com

in

GitHub

AGoodEmployee.com

ADP®

5. Services Portfolio

Smart Hiring | *Smart Conversion*



Maximizing Offer Conversions

Smart
Hiring

Highly attractive compensation, on an avg. we offer 10%+ higher than market benchmark because Talentech operates on a single digit Net Margin

Superior candidate experience from the outset. Clarity on the job description, role, career trajectory through better stakeholder management.

Informal session invites to the offered candidates for face to face interaction with TalenTech or/and Client

Constant engagement with offered candidates from recruitment team. Highly responsive to offered candidate queries

5. Services Portfolio

TalenTech Data Driver Service Delivery



Based on the client needs we can design the KPI's that are tuned to the client KRA's.

Key KPIs Tracked across the engagement

	Sourcing Velocity KPIs	<ul style="list-style-type: none"> • % of resumes shared within 24 hours of open requisition • % of resumes shared within 48 hours of open requisition • % of interviews set up within 3 working days of open requisition • % of interviews set up within 5 working days of open requisition
	Resource Quality KPIs	<ul style="list-style-type: none"> • % of profiles submitted / total selections • % of resources exiting in the first 30 days (performance issues) after deployment
	Onboarding KPIs	<ul style="list-style-type: none"> • % of resources deployed within 30 days of open requisition • % of resources deployed within 45 days of open requisition • % of resources onboarded / # of resources selected (Conversion & Drop out Ratios)
	Attrition KPIs	<ul style="list-style-type: none"> • % of resources exiting (both voluntarily and involuntarily) / total # of resources deployed annualized to 12 months
	Rate Card Compliance KPIs	<ul style="list-style-type: none"> • # of offers in compliance with stakeholder rate card / Total # of offers

7. Why TalenTech?

In this fight for talent, TalenTech is setup to attract, retain and deploy the best talent through a mix of these strategies:

- Our business model is based on paying premium compensation and benefits through very stringent overhead cost management and reducing the service provider spread. In order to retain a sharp focus on our overheads TalenTech has profit share concept for its management team and a low fixed compensation.
- TalenTech management brings a cumulative experience of over 50 years in Technology and consulting industry
- Very flexible options to technology Partner for contracting or CTH or short term deployment or perm hiring etc etc. Open book pricing model with a commitment to operate at a single digit net margin for the right business model. We have ability to execute consulting assignments for Digital technologies or Project/program Management
- We earmark a % of revenue to learning and development of the consultant on our payroll. As per several studies skillset obsolescence is the No.1 concern with highly skilled consultants. This amount will be annually spent on the training that consultant has identified for himself
- We have automated entire backend processes:
 - **Ceipal** is leveraged to automate the recruitment process from candidate sourcing to selection and ATS
 - **Goodhire** to perform background verification and experience/education validation
 - **Hacker Rank** and **Adaface** to assess the coding skillsets which form the core
 - **ADP** for Payroll and Benefits
 - **Cigna** for Healthcare
 - Very high level of personal and professional engagement with the consultants

Thank You.



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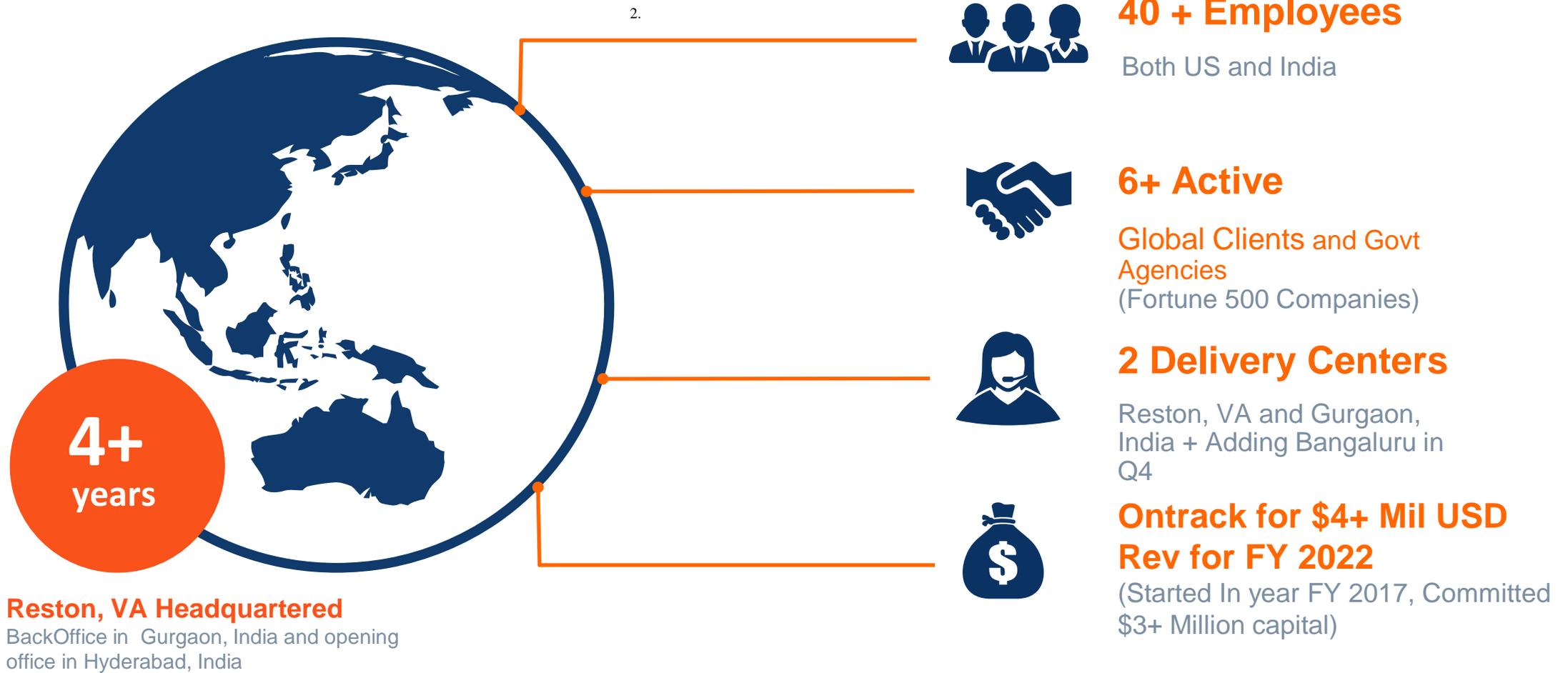
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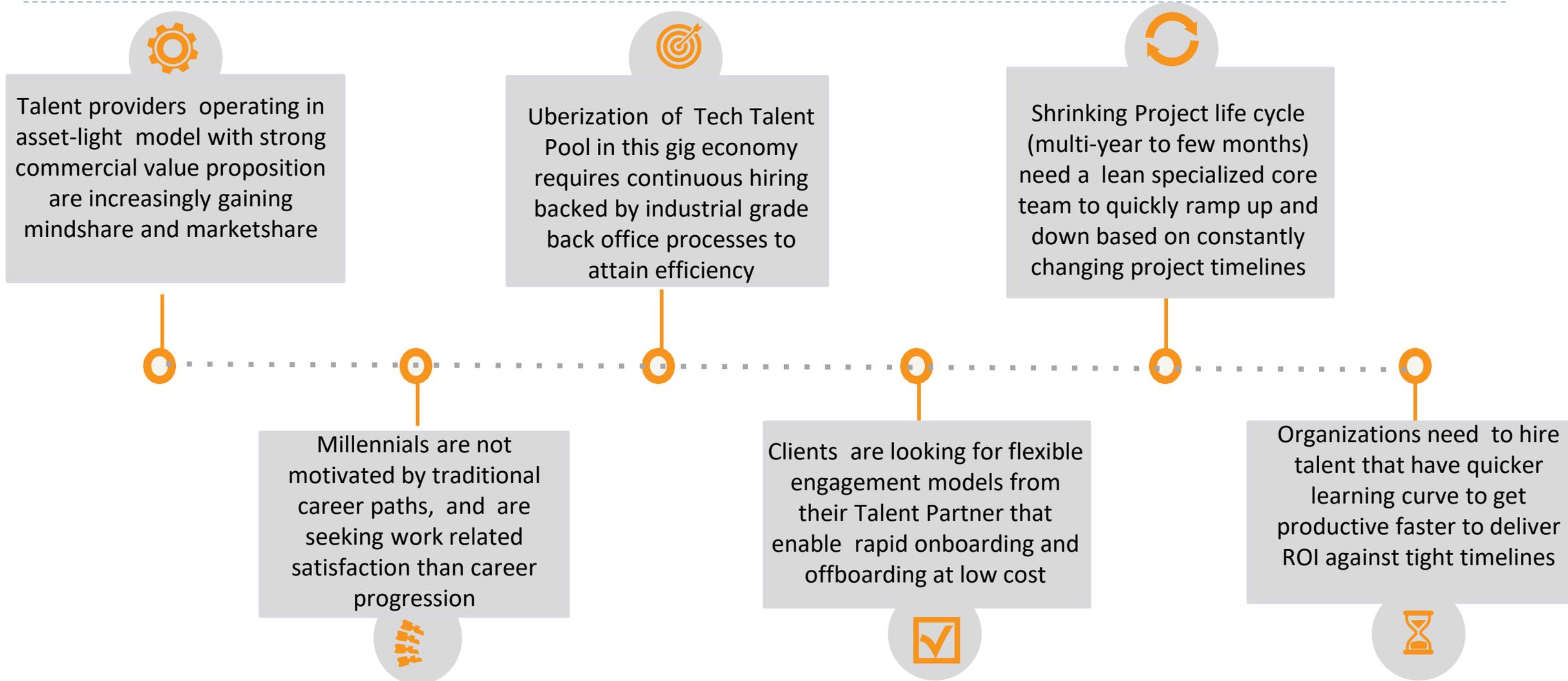
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FUJITSU



3. Tech Talent Market Disruption

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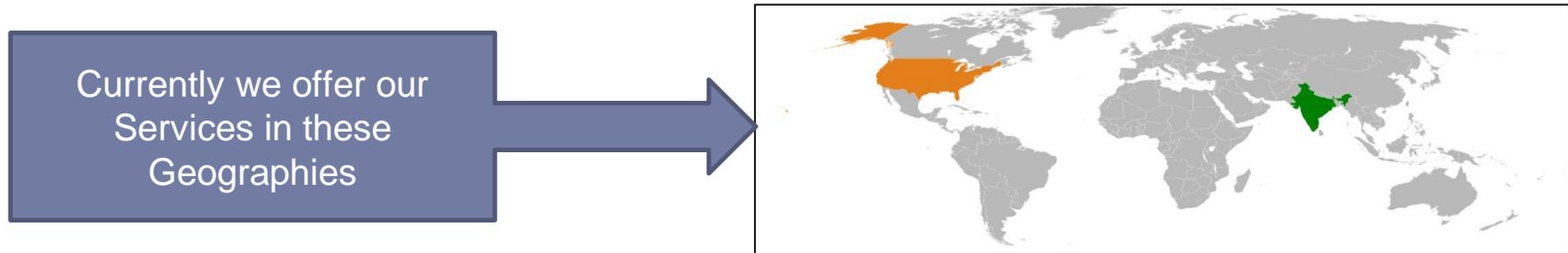
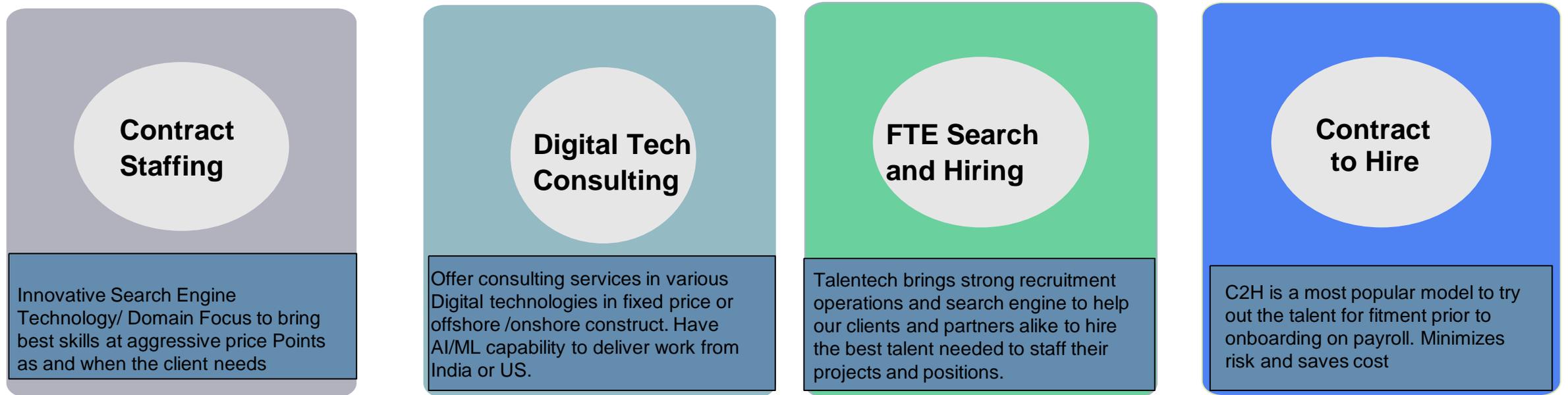
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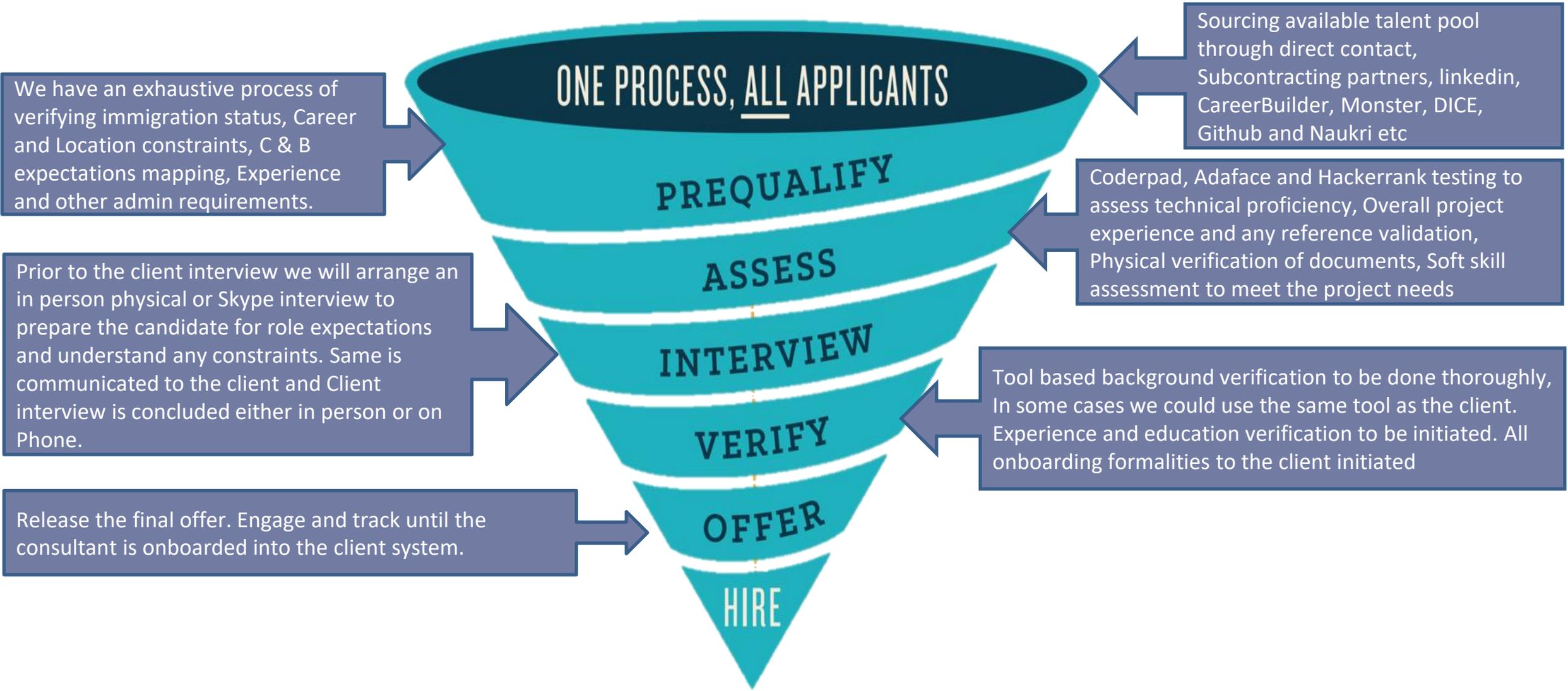
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CEO, Harvey Nash Group



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Industrialized e2e Optimized Talent Acquisition Process ?



5. Services Portfolio

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Smart Talent acquisition and Retention

Smart Hiring

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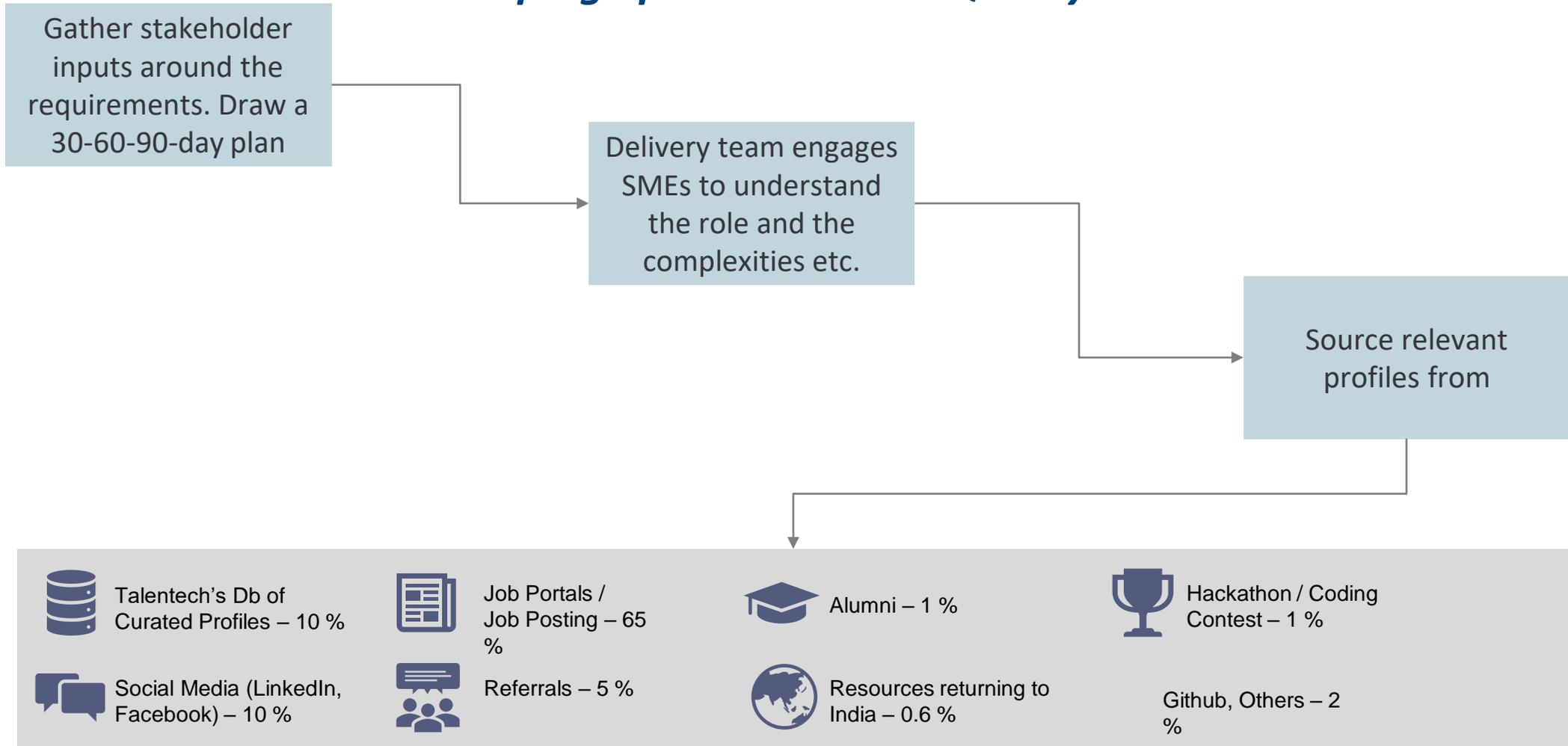
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Keeping up with TAT and Quality



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Adaface Screenshots

Key Features

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Equals & ==	OUTPUT	EASY	10/10
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Spring: Beanfactory and ApplicationContext	MCOQ	EASY	0/10
Spring: Instantiating an IOC container	MCOQ	EASY	4/10

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- In depth scoring and deep dive analysis of candidate's performance

5. Services Portfolio Our Tool providers



CoderPad

HackerRank

Adaface

CAREERBUILDER®
WORK CAN WORK™

Dice®

techfetch
Top Jobs for Smart Talent

MONSTER

indeed

naukri.com

in

GitHub

AGoodEmployee.com

ADP®

5. Services Portfolio

Smart Hiring | *Smart Conversion*



Maximizing Offer Conversions

Smart
Hiring

Highly attractive compensation, on an avg. we offer 10%+ higher than market benchmark because Talentech operates on a single digit Net Margin

Superior candidate experience from the outset. Clarity on the job description, role, career trajectory through better stakeholder management.

Informal session invites to the offered candidates for face to face interaction with TalenTech or/and Client

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TalenTech Data Driver Service Delivery



Based on the client needs we can design the KPI's that are tuned to the client KRA's.

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In this fight for talent, TalenTech is setup to attract, retain and deploy the best talent through a mix of these strategies:

- Our business model is based on paying premium compensation and benefits through very stringent overhead cost management and reducing the service provider spread. In order to retain a sharp focus on our overheads TalenTech has profit share concept for its management team and a low fixed compensation.
- TalenTech management brings a cumulative experience of over 50 years in Technology and consulting industry
- Very flexible options to technology Partner for contracting or CTH or short term deployment or perm hiring etc etc. Open book pricing model with a commitment to operate at a single digit net margin for the right business model. We have ability to execute consulting assignments for Digital technologies or Project/program Management
- We earmark a % of revenue to learning and development of the consultant on our payroll. As per several studies skillset obsolescence is the No.1 concern with highly skilled consultants. This amount will be annually spent on the training that consultant has identified for himself
- We have automated entire backend processes:
 - **Ceipal** is leveraged to automate the recruitment process from candidate sourcing to selection and ATS
 - **Goodhire** to perform background verification and experience/education validation
 - **Hacker Rank** and **Adaface** to assess the coding skillsets which form the core
 - **ADP** for Payroll and Benefits
 - **Cigna** for Healthcare
 - Very high level of personal and professional engagement with the consultants

Thank You.



Partnership Proposition to

Smart Talent Acquisition and Retention (STaR)

1. TalenTech Digital Profile

Vision And Mission



OUR VISION

Being a professionally run Staffing and consulting firm, our vision is to follow the three core rules:

- We will respect our Partners and employees because they make us who we are.
- Transparency and fairness in dealings with clients, employees and partners alike.
- We are flexible and will strive to meet the needs of all of our stakeholders.

OUR MISSION

At TalenTech Digital, we strive to provide high quality Solutions to our customers to enable them to create a dominant digital presence. We will engage with all stakeholders and understand user behaviors to create compelling and rewarding experiences. It is our mission to help you lead with Digital technologies and Data sciences .

1. TalenTech Digital Profile

Key Facts and Figures



40 + Employees

Both US and India



6+ Active

Global Clients and Govt Agencies
(Fortune 500 Companies)



2 Delivery Centers

Reston, VA and Gurgaon, India + Adding Bangaluru in Q4



Ontrack for \$4+ Mil USD Rev for FY 2022

(Started In year FY 2017, Committed \$3+ Million capital)

Reston, VA Headquartered

BackOffice in Gurgaon, India and opening office in Hyderabad, India

FY 2020 Revenue	FY 2021 Revenue	Projected FY 2022 Revenue
USD 1.1 MM	USD 1.75 MM	USD 4 MM

1. TalenTech Digital Profile



- We are based out of Reston, DC Metro Area (The biggest technology Services Market in the USA). Our back-office operations and offshore Delivery center is based out of Reston in Virginia and Gurgaon, India.
 - Reston Office Location 1712 Clubhouse Rd. Suite 133, Reston, VA 20190
 - India Office Location: Spaze I-Tech Park, Tower A, Sector-49 Sohna Road, Gurgaon, Haryana, 122018, India
- **We are MBE, WOSB and WBE certified by the State of Virginia**
- **We are WBE and WOSB certified by WBENC**
- **We are MBE certified by State of Maryland**

KEY FACTS AND FIGURES:

- TalenTech Digital was formed in July 2017 by Sanjay Ganju a 30 year veteran of Consulting and Outsourcing industry
- Our revenues for FY 2021 are tracking to USD 2.5 Million
- Currently we are serving several clients for talent acquisition in Digital technologies, and embedded engineering
- TalenTech currently serves domestic market in the US and India for technology skill needs



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 - India Office Location: Spaze I-Tech Park, Tower A, Sector-49 Sohna Road, Gurgaon, Haryana, 122018, India
- We are a **WBENC Certified WOSB/WBE/MBE**.
- We have following partnerships to help our clients succeed in this age of Digital Transformation
 - **Actionable Science:** A leading provider of AI tools to disrupt various support functions
 - **Revenue Mantra:** To help Media companies Monetize their web presence to drive revenue enhancement
 - **Algonox:** To bring cutting edge Global AI/ML/NLP Solutions to the marketplace

KEY FACTS AND FIGURES:

- TalenTech Digital was formed in July 2017 by Sanjay Ganju a 30 year veteran of Consulting and Outsourcing industry
- Our revenues for FY 2021 are tracking to USD 2.5 Million and a headcount of 50 Employees
- Currently we are serving several clients for talent acquisition in Digital technologies, AI/ML and Data Sciences. We are also serving clients for Embedded technology skills
- TalenTech currently serves several State and Local Government clients as well as Engineering firms to source their tech talent

2. List of Clients

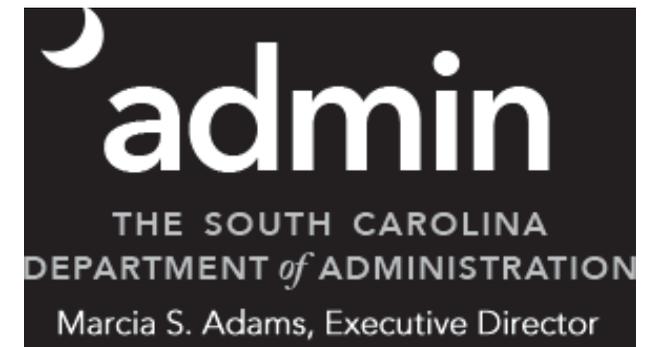


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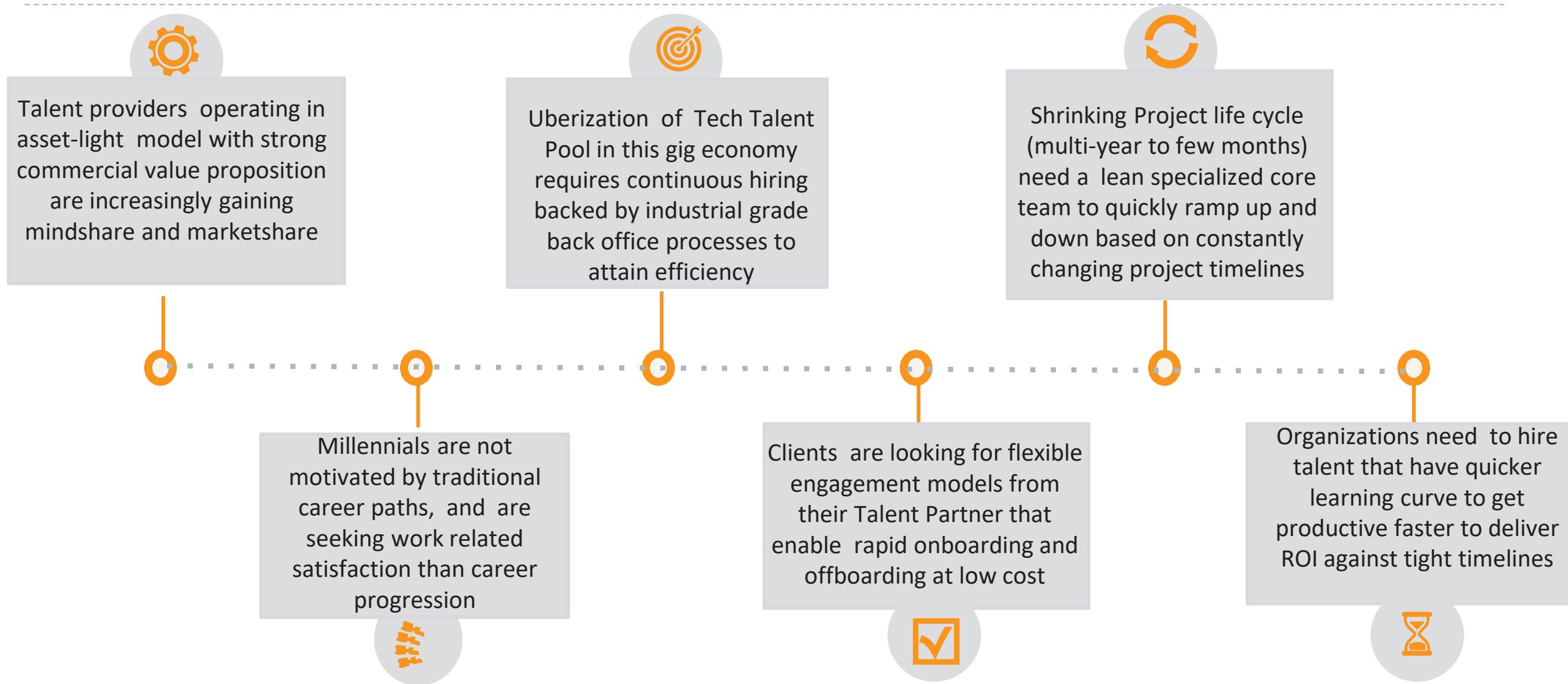
ALTRAN

FUJITSU



3. Tech Talent Market Disruption

Key Trends



3. Tech Talent Market Disruption

Levers impacting the industry



- **Skillset Shift:** Skill demand is radically shifting from Commodity type skills to a full stack ownership model to increase release velocity. Result is that demand for skills at the highest end of the technical skill pyramid is exploding while the bottom end or commodity skill demand is plummeting due to RPA, AI, DEVOPS, Cloud and other forms of automation across IT and embedded engineering space
- **Offshore Viability:** Analysts are calling into question the viability of offshore model for the development work. Time zone issues, proximity to business users, Agile development model and continuous release cycles required for time to market reduce the ROI of offshore. Attracting top talent in the offshore coupled with attrition continues to dilute the value equation further.
- **Visa Regulations:** There is a slew of immigration reform and COVID regulations that are impacting more than 1 Million tech talent which is working here in the US on different kinds of visas. Increased regulations and costs are challenging this established model of sourcing top tech talent.
- **Gig Economy:** We are living in an era of Gig economy now which renders older ways of sourcing technology talent ineffective. Client needs are from a plethora of technology skillsets and mostly for a certain duration. Skillset demands are changing at a rate which renders employer led training models almost irrelevant. There is no permanency to any skillset and with the result Gig Economy is here to stay and be a primary tool to fulfill demand of technical skillsets .
- **Project Duration:** Project Durations have become shorter due to increased adoption of Agile development model. Most of the Agile projects are run on weekly Sprints requiring intense effort continuously to stay within the schedule. Most releases are being done on a weekly or biweekly basis to keep up with business demands.
- **Shift to Contracting Model:** Due to the short duration of each technology cycle and Agile project execution model the whole project staffing model is shifting to a contracting model rather than FTE hiring model. This is further adding to the Uberisation of tech talent.

4.Services Portfolio

Flexible Professional Services

Contract Staffing

Innovative Search Engine Technology/ Domain Focus to bring best skills at aggressive price Points as and when the client needs

Digital Tech Consulting

Offer consulting services in various Digital technologies in fixed price or offshore /onshore construct. Have AI/ML capability to deliver work from India or US.

FTE Search and Hiring

Talentech brings strong recruitment operations and search engine to help our clients and partners alike to hire the best talent needed to staff their projects and positions.

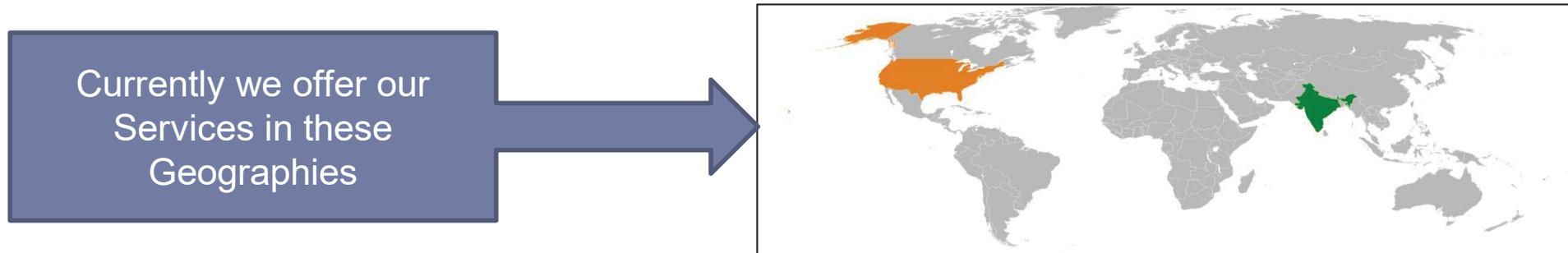
Contract to Hire

C2H is a most popular model to try out the talent for fitment prior to onboarding on payroll. Minimizes risk and saves cost

Fulfillment life cycle Processes
SLA based delivery
Client centric Approach

Fulfillment Analytics

Relationship and Account Management
Staffing Models including VMS
Immigration and Contractual compliance



4. Services Portfolio

Our Technology Focus



We will provide specialized talent and full Solutions in these three disruptive emerging technologies. We believe that huge demand in these areas will drive a serious quest for talent.

Digital Technologies	Data Sciences /AI/ML	Engineering Skills
<ul style="list-style-type: none"> User experience technologies such as JS and CSS frameworks, Task Runners etc Workflow and Process Automation by leveraging BPM tools Legacy technology modernization to enable digital Mobile and Social enablement Skillsets on CRM and campaign management tools such as Salesforce Big Data Analytics, Hadoop, Kafka and Hive. SPSS, SAS and Cognos for Analytics and Reporting 	<ul style="list-style-type: none"> Big Data Lake implementation using Hadoop, Kafka, Hive etc Data anonymization using Splunk, Informatica etc. Analytics using hadoop, Spark, Python, R, Scala and Hbase Tableau and Splunk for BI/Analytics and Visualization layer MicroStrategy and other reporting tools layer SPSS, SAS and Cognos Analytics and reporting capability skillsets 	<p>We specialize at onboarding embedded engineering skills in a multitude of domains and technologies like:</p> <ul style="list-style-type: none"> Embedded hardware and software development as well as device drivers ASIC/FPGA Development and Validation/Verification Board Design and Development Independent Verification and Validation Skills to source such skills in domains like Telecom, Aerospace and semiconductor industry

The war for high-tech talent, particularly in disruptive technologies is growing fiercer than ever

Wall Street Journal

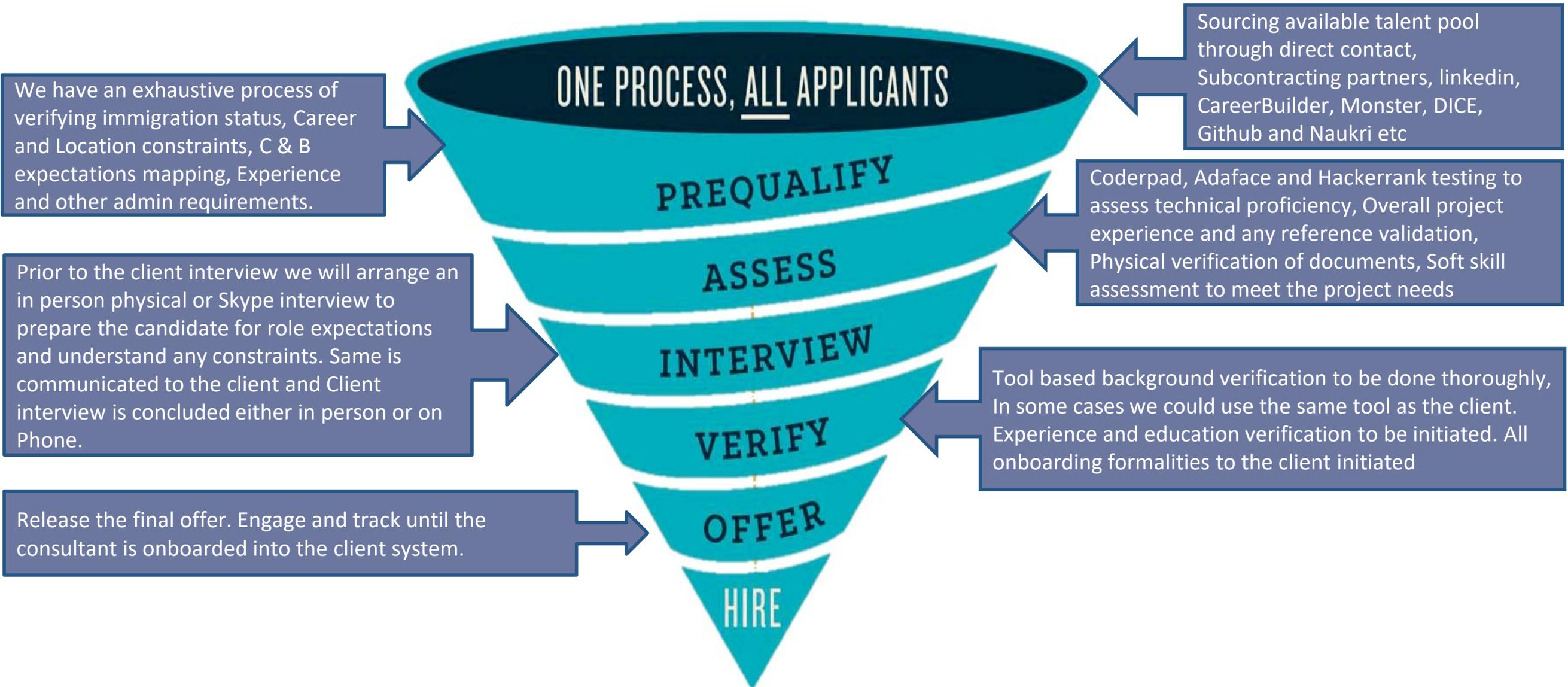
This digital disruption has also disrupted the way CIOs think about staffing and technology

Albert Ellis
CEO, Harvey Nash Group



5. Services Portfolio

Industrialized e2e Optimized Talent Acquisition Process ?



5. Services Portfolio

TalenTech's **STaR** Framework



Smart Talent acquisition and Retention

Smart Hiring

- *Smart Sourcing* - Finely curated profiles with access to almost all the tools needed
- *Smart Assessment* - Rich tools to assess talent and Engage
- *Smart Conversion* - Thorough screening of the shortlisted candidates

Smart Deployment

- A structured engagement model through the recruitment process
- Basic Compliance training and clarification on the expected role
- Streamlining process to successfully deploy to the client site

Smart Retention

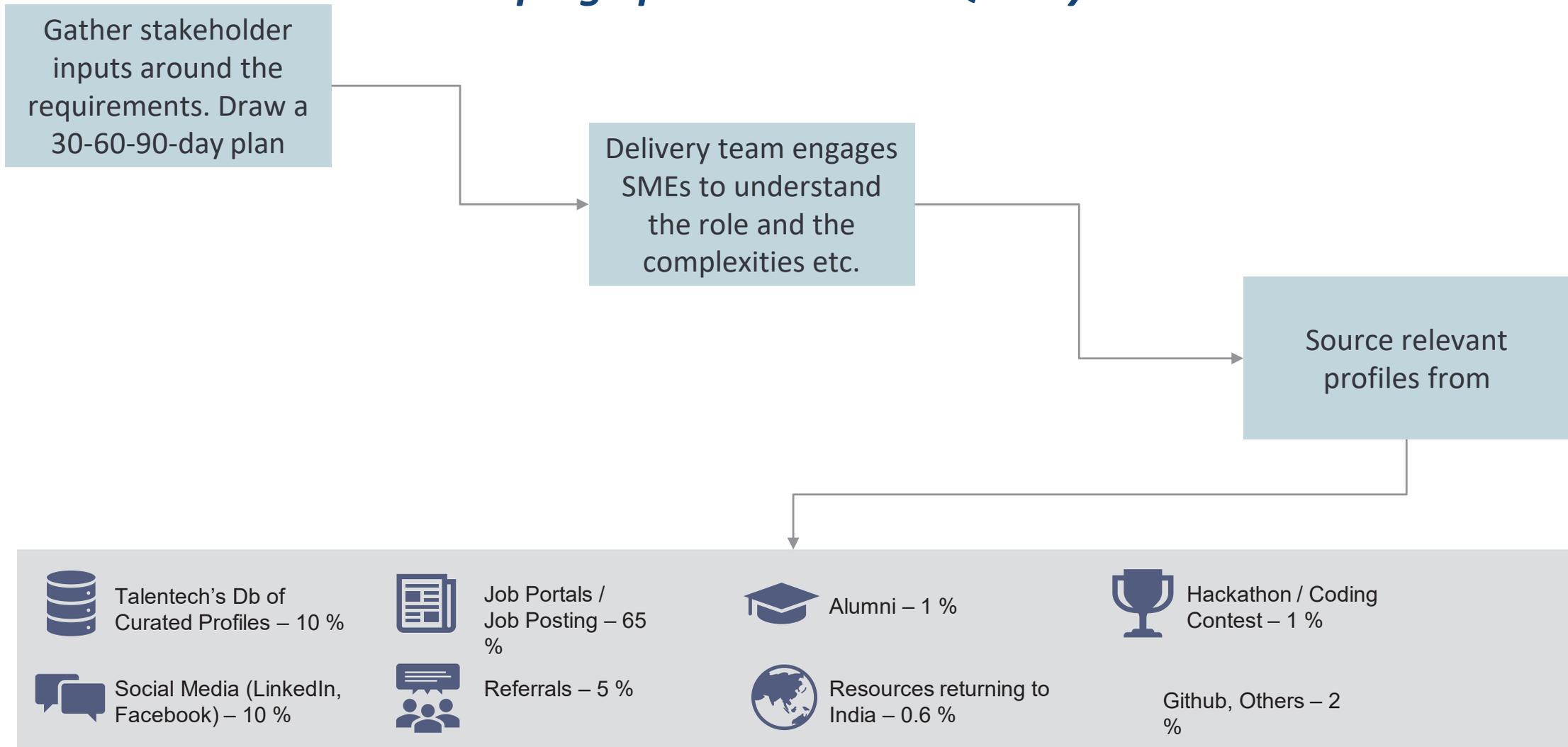
- Continuous engagement with deployed resources
- Strategic Employer Initiatives with thought leadership
- Learning/training opportunities
- Compensation and Benefits revisions

5. Services Portfolio

Smart Hiring | *Smart Sourcing*



Keeping up with TAT and Quality



5. Services Portfolio

Smart Hiring | *Smart Assessment*



Adaface Screenshots

Key Features

Types of assessment questions

```
Java: Static Binding
What will the following code output?

1 public class NewClass {
2     public static class parent {
3         static void print() {
4             System.out.println("print in parent.");
5         }
6     }
7     public static class child extends parent {
8         static void print() {
9             System.out.println("print in child.");
10        }
11    }
12 }
13 public static void main(String[] args) {
14     parent A = new parent();
15 }
```

We did a survey to find the most popular website in our college where each student voted for the website. Whichever website has the highest number of votes is the most popular website. If multiple websites have the same number of votes then the website which comes first alphabetically wins. For every user, we have the website name and the number of votes. Write a program to find out which the most popular website in our college is.

```
Submitted Code:
1 import java.io.*;
2 import java.util.*;
3
4 class Main {
5     //COMPLETE THIS FUNCTION
6     private static void process(String[] arr) {
7         HashMap<String, Integer> countMap = new HashMap<>();
8         for (int i=0; i< arr.length; ++i){
9             if(countMap.get(arr[i])!= null){
10                countMap.put(arr[i], countMap.get(arr[i])+1);
11            }
12            else{
13                countMap.put(arr[i], 1);
14            }
15        }
16        int max=0; String maxOccurrences="";
17    }
```

Detailed analysis of candidates' performance

Java: Hashmap put and remove	MCQ	MEDIUM	0/10
Equals & ==	OUTPUT	EASY	10/10
Spring: Constructor-based DI (dependency injection)	MCQ	MEDIUM	10/10
Spring: Beanfactory and ApplicationContext	MCQ	EASY	0/10
Spring: Instantiating an IOC container	MCQ	EASY	4/10

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