



THE CLIENT

GEICO (Government Employees Insurance Company) is the fourth largest private-passenger auto insurer in the United States. Founded in 1936 to serve government employees and military personnel, the company is now a subsidiary of Berkshire Hathaway, headed by Warren Buffet. Today, GEICO insures more than 6 million policyholders and 10 million vehicles.

HOW DELIVERING ON OUR PROMISE IN ONE OPPORTUNITY HAS GROWN INTO A LONG-LASTING, BUSINESS PARTNERSHIP.



“Global Technical Talent has delivered high quality resources at competitive rates. While both these factors are very important, where Global Technical Talent stands out is in the speed at which you deliver. I have been impressed repeatedly how Global Technical Talent can offer two or three candidates who are top notch in difficult to source skills, resulting in improved start dates for projects and less start-up training.”

— Jess Reed, Group Vice President & Chief Information Officer

THE CHALLENGE

Our relationship with GEICO began with a single requisition back in 2001. At the time, Global Technical Talent was just one of more than 100 companies that were all vying for the opportunity to work with GEICO.

The client had experienced continued difficulty finding candidates for a relatively complicated assignment involving a highly specialized middleware technology application. Several recruitment agencies had made promises to GEICO and then, ultimately, failed to produce. When the position had been open for three months with no success, the client decided to take Global Technical Talent up on our challenge and see if we could truly deliver on our promise to fill this position.

OUR SOLUTION

Global Technical Talent’s skilled recruiters went to work contacting, interviewing and pre-screening numerous potential candidates among our exclusive resource network database. Then, true to our word, we presented GEICO with three highly qualified candidates within 24 hours. By providing a choice of candidates, all of whom have the required skills for the job, Global Technical Talent gives clients the luxury of selecting the right people based on their attitude, how well they fit the corporate culture, and other attributes besides simply their qualifications.

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VALUE ADDED

- Filled over 125 positions in various mission-critical roles within GEICO’s IT department, very cost-effectively.
- Surpassed the field of over 100 potential vendors to become one of two preferred partners, and was named Vendor of the Year.
- Provided high-caliber talent, who over the years have helped the company raise the standards within its IT department.
- Answered specialized project needs, including establishing the client’s enterprise data warehousing group.
- Delivered qualified personnel outside the realm of the IT department, including CPAs and other financial professionals who helped conduct GEICO’s Sarbanes/Oxley audit.



OUR SOLUTION-CONTINUED

Global Technical Talent's proven ability to deliver as promised has since led to many other opportunities at GEICO. In the last five years, we've placed over 125 people, and not just IT developers and architects, but also executives in highly visible management positions.

Recruiting senior employees takes more than simply satisfying their salary requirements. These people tend to be long-term loyal employees, which is great, but also makes it a significant challenge to convince them to leave their existing positions or relocate. At Global Technical Talent we go to great lengths to ensure that the career aspirations and qualifications of the candidate, and the quality of the opportunity, culture and technical business environment at the hiring company truly match. As a result, we ensure in a better long-term outcome for both our candidates and our clients.

The fact that GEICO's corporate application architect and its corporate data architect both came from Global Technical Talent referrals is testament to the superior caliber of candidates produced by our recruiting process. Since they have been at the company, these technical architects have established new and much improved software development standards for GEICO.

Similarly, when GEICO needed people for its Enterprise Data Warehouse Group which was tasked with migrating the company's database to a new system, among the handful of recruiting firms involved, only Global Technical Talent succeeded. We provided all 10 of the candidates who were ultimately recruited. Including the group director, who was instrumental in revamping GEICO's existing enterprise data warehouse, by leveraging best practices and implementing the latest technologies.

Flexibility is another advantage of working with Global Technical Talent. For GEICO, we fulfill a wide variety of staffing needs, including contract, contract-to-hire, and permanent placement requests.

When GEICO needed candidates to establish a new team to manage Sarbanes/Oxley compliance, we went beyond our normal specialty to source CPAs and other financial accountants for non-IT positions and satisfy GEICO's need.

As a low-cost provider, GEICO must be very cost-efficient in everything the company does, including its hiring practices. Global Technical Talent has established a long track record of success providing high quality talent and still meeting GEICO's tight budgetary requirements.

Since winning GEICO's confidence by delivering on our promise on that first project, our relationship has evolved into a true partnership. Global Technical Talent is committed to delivering the best candidates for any position within 24 hours. And we fill those positions with half as many candidates as the industry average. That is a welcome benefit for clients who would rather focus on managing their own departments instead of recruiting.

By providing the best people possible, Global Technical Talent has steadily helped GEICO raise the quality and capabilities of its internal IT department. In recognition for this service, GEICO bestowed the 2002 Partnership Excellence Award on Global Technical Talent, and invited us to become one of two primary recruitment providers. ■

"Prior to our relationship with Global Technical Talent, we had a number of vendors providing resources to us. Given the results Global Technical Talent has been able to achieve, we have reduced the number of vendors down to two and we look to Global Technical Talent as the primary partner of choice."

— Jess Reed, Group Vice President & Chief Information Officer

POSITIONS FILLED

Since 2001, Global Technical Talent has placed over 125 people at GEICO, including 20 management-level professionals. Some of the more significant positions include:

- Director of Billing Systems
- Director of Testing & Training
- Director of Enterprise Data Warehouse
- Technical Architects/Data Architects
- Department Managers
- Project Managers & Project Leaders
- Enterprise Data Warehouse Group
- Sarbanes/Oxley Group
- Several other senior-level design and development positions



GLOBAL TECHNICAL TALENT

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