
SSi
Mobile & Surge Recruiting
Capabilities Brief





SSi Company Overview

- Established in 2013
- \$20 million annual revenue (2019)
- Approximately 200 employees
- Core Competencies:
 - Information Technology
 - Program Management and Operations
 - Engineering

GOVERNMENT AGENCIES SUPPORTED



Talent Acquisition

- 14 Information Technology Recruiters with an average of 5.6 years of experience
- Proven Non-Incumbent Information Technology hiring capability - 1200+ (2014 - Present)
- Our corporate applicant tracking system (ATS) has over 500,000 active & passive cleared candidate profiles and resumes
- 2,700+ active candidate “Roll-Ups” based on specific technical skill sets and geographical locations
- Pro-active candidate engagement vs. waiting for candidate applications

	Vacancy & Job Description Announcements		Market Analysis		Multi-Channel Sourcing Strategy
<p style="text-align: center;"><u>Skill Sets</u></p> <ul style="list-style-type: none"> ✓ Must have vs. Nice to have ✓ Specific Technologies ✓ Duties & Responsibilities ✓ Certification Requirements ✓ Educational Requirements ✓ Program Description ✓ Program Overview ✓ Period of Performance 	<p style="text-align: center;"><u>Skill Sets Required</u></p> <ul style="list-style-type: none"> ✓ Market Density Levels ✓ Similar Technical Programs ✓ Certification Requirements ✓ Education Requirements ✓ Market Rates ✓ Skill Set Specific ✓ Skill Set Level 	<p style="text-align: center;"><u>Sourcing Strategy</u></p> <ul style="list-style-type: none"> ✓ Candidate Networks ✓ Research Competitors ✓ Referrals ✓ Past Placements ✓ Social Media ✓ University Recruiting ✓ Job Boards ✓ User Groups ✓ Referral Bonuses 			

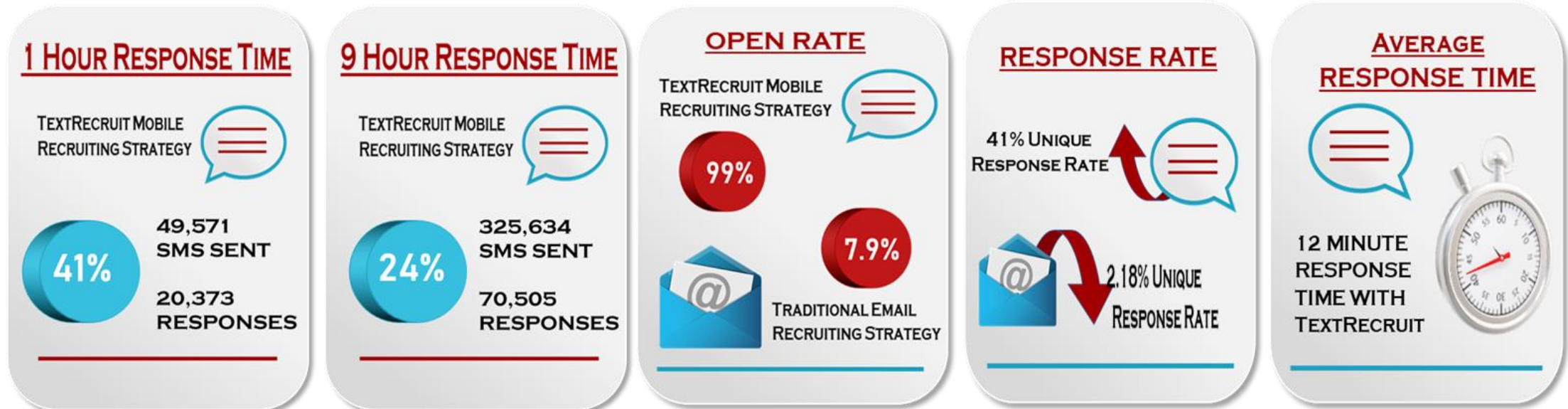


SSi – Mobile Recruiting

- SSi uses Mobile Recruiting via **TextRecruit** and the technology associated with this term. Mobile Recruiting encompassed all recruiting and talent acquisition tactics that make use of mobile technologies.
- SSi recognizes that many qualified candidates do not have the availability to speak or have access to their personal email during the normal work day.
- Mobile recruiting matters because we live in a mobile-optimized world. The majority (51 percent) of Internet access and media consumption in the U.S. is conducted via mobile devices, and that percentage is expected to keep climbing over the next few years.
- Research from Deloitte found that 50 percent of people check their smartphones at least 25 times per day, and that roughly 10 percent of people check their smartphones more than 100 times per day.

SSi Mobile / Text Recruiting

- Ability to engage 1,000+ candidates simultaneously
- Correspondence “Open” rate increased from 7.9% to 99%
- Correspondence “Response” rate increased from 2.18% to 41%
- Only 118 or .0004% of candidates have opted out of receiving Job Vacancy Opportunities



SSi Surge / Service Contact Act (SCA) Support

- 369 Non-Incumbent SCA hires since 2014
- Provides cost effective / low-cost approach to SCA billets
- 83 Active SCA personnel holding Secret or Top-Secret security Clearance



309 SCA Hires (2014)

- Help Desk
- Desktop Support / Field Service Technicians
- Cyber Security Specialists
- Programmers



65 SCA Hires (2018)

- VIP Support Services
- Desktop Support
- Enterprise Service Desk
- Tablet & Mobile Device Support



CERTIFICATIONS/ NAICS CODES

SUPER SYSTEMS CARRIES THE FOLLOWING CERTIFICATIONS:

- SMALL BUSINESS (SB)
- FACILITY CLEARANCE

NAICS CODES: 541330 (PRIMARY), 541511, 541512, 561320, 561311



Inc. 500 Award

- In 2016 SSI was ranked #324 Fastest Growing Companies.
- The **Inc. 500** is an annual list of the **500** fastest-growing private companies in the United States, introduced in 1982. The **Inc. 5000** is an expansion of the **Inc. 500**, which ranks the country's top 5000 fastest-growing private companies and also features a special ranking of the top 10% of the list as the **Inc. 500**





VIRGINIA'S FANTASTIC 50 AWARDS

VIRGINIA
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- SSI was ranked #6 out of 50 at Virginia's FANTASTIC 50 Award ceremony.
- **About the Awards**—Virginia's FANTASTIC 50 award program is a signature event of the Virginia Chamber of Commerce. The FANTASTIC 50 program is the only annual statewide award recognizing Virginia's fastest growing business.

