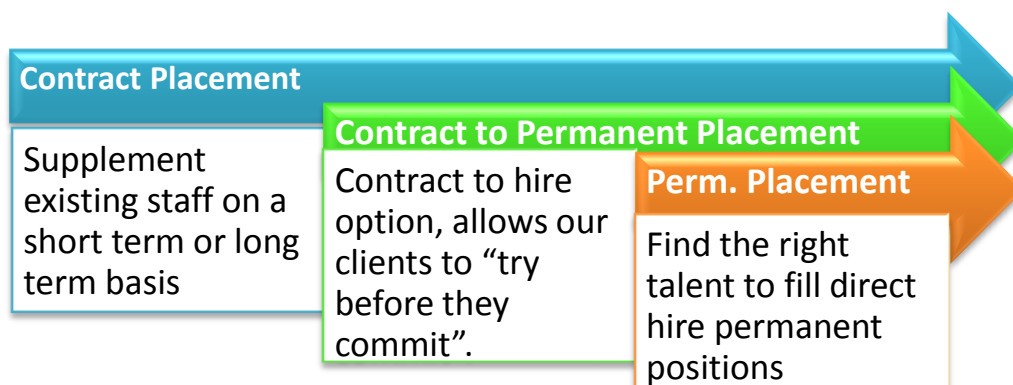


Talent Management – Sourcing the Right Talent for Your Business

Estuate's [Talent Management Services](#) focus on identifying, qualifying, recruiting and retaining high-performing Information Technology professionals. These services support and complement the HR organizations of our clients, and shift the burden associated with zeroing in on the best candidate from client hiring managers to our recruiting teams. Our talent acquisition services also serve as an engine for sourcing specialty talent in our project-based work, satisfying project needs that extend beyond our core team's areas of specialty. Over 90% of our IT professionals are permanent employees; we invest in our people and drive strong commitment to ensure very low attrition and high client satisfaction.

We focus on 3 specialized service areas



The Benefits of Your “Extreme Service” Experience

Account Management

Our Account Management team members focus on your specific needs and requirements to ensure that we find you the best possible resource for each assignment

Talent Sourcing

We recognize that sourcing the right talent is the bedrock of a successful business, and we ensure only qualified, compatible engineers are presented to you. Our sourcing process includes both soft screening (communication, attitude, team skills) and technical screening with technical questions. And, we are flexible in adapting to your own evaluation processes

Quality - Partnership model

We build long-term, win-win relationships based on trust. Most of our clients have been working with us for many years. We are 100% referenceable.

Recently Placed Professionals

- Business Analysts, Systems Analysts, Architects/Designers, Developers, QA/Testers, Support Engineers, Software Engineers, Systems Administrator, Database Administrators
- Network Administrators, Storage Administrators, Project Managers, Engineering Managers,
- Directors of Engineering, Product Managers, Product Marketing Managers, Professional Services Manager

Technical Expertise

We serve numerous industries including Financial Services, High Technology, Web-based businesses, Manufacturing, Retail, Transportation, Insurance, Pharmaceutical, and Government.

Engineering Technologies

- Processors Intel - IXP24xx, 28xx and 23xx , Sun CMT, MIPS
- Network Apps/Protocols - IPv4, IPv6, TCP, VLAN, PPP, ATM, QoS, DSLAM
- Operating Systems - Solaris, Linux, Windows, VxWorks, MV Linux, PSOS
- Test Equipment/Tools - IXIA, Spirent, Mercury Interactive
- Hardware - Sun T2000, Intel IXDP, Radisys, QLogic, Brocade, Emulex
- Wireless Protocols - WAP, MM7, SMPP, UCP, CIMD2
- Network Protocols - TCP/IP, HTTP, Java/CORBA based RMI over IOP
- Databases - Oracle, SQL Server, MySQL, DB2, Sybase, MS-Access
- Apps/Web Servers - JBOSS, Weblogic, Websphere, Microsoft IIS, Apache
- Languages - Java, J2EE (JSP, Servlets, RMI, EJB's, Swing), C , C++,C#,XML, PHP, Python,Perl, Ruby , ASP
- Platforms - Java (UNIX/Windows/Linux), Microsoft .Net, LAMP/WAMP
- Environments - J2EE (EJB, Servlets, JSP, JDBC, RMI), Struts, Swing, SOAP

IT Technologies

- Enterprise software applications - Oracle, SAP, Siebel, PeopleSoft, JD Edwards, Lawson, Endeca.
- Languages/Dev Environments- JAVA, Microsoft .NET, VB/VC++, C#, Perl/PHP/Python, C++. C, various apps servers, Assembly.
- QA and QA automation - both manual and automatic, expertise in tools such as Mercury, Rational/IBM and Segue/Borland.
- Databases - Oracle, MS SQL, MY SQL, DB2, Postgres , Sybase.
- BI and Analytics: Informatica, Cognos, Business Objects, Hyperion, OBIEE, Microstrategy, Qlikview
- CRM: Siebel, Salesforce.com.
- Integration services based on TIBCO, SAP XI, Microsoft, Webmethods and IBM.
- Big Data - Hadoop, semantic technology, NoSQL (Mongo), Cassandra, Map-Reduce , Hive , Pig, Vertica and Hortonworks.

Why Estuate?

Estuate is a [global technology services company](#), headquartered in Sunnyvale, California, with additional offices in Canada, India and the UK. Estuate's key service offerings include Oracle and IBM technology implementation, custom application and product engineering, as well as business intelligence, Big Data and software management. Estuate's dedicated teams help clients throughout the technology lifecycle by aiding during the planning phase as well as the post-deployment phase.

Estuate focuses on building deep relationships with enterprise software companies through product engineering, and providing implementation and custom application development services to customers. We help our clients strategize to get the most from their technology reduce total cost of ownership and streamline daily software management tasks so that their internal teams can focus on critical business objectives. This innovative strategy creates win-win relationships with software partners and clients across a wide range of industries.

For a free consultation, call Estuate today at 408-400-0680, or email sales@estuate.com

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