



# Apex's Internal Digital Strategy



Apex leaders know that staying competitive means our company must embrace technologies that support our long-term business goals.

Our emphasis on technological growth helps our clients and contract employees navigate an evolving digital world.

## Preparing for the Digital Transformation

The digital movement is leveraging technology to connect people, customers, and consumers to services, companies, and products. Businesses are relying on technology to collect and sort captured data to constantly expand their ability to uniquely service each individual consumer and to strengthen their supply chains and workforce productivity. Customers, companies rely on a flexible IT infrastructure that can plug-and-play products and services from other places to connect this disparate digitized data and serve a business use across targeted audiences and keep pace in this evolution of the new, digital world.

**Apex is committed to security and data management. We are COBIT 5 Certified and comply with all Sarbanes-Oxley guidelines.**

Apex Systems is a digital company ourselves. We recognize that digital winners are the ones who are creating the right scale of investment in their IT infrastructure. Our business model and internal technologies have been built with the goals of maximizing our offerings and supporting our clients, contract employees, internal employees, and vendors. While Apex enables our client's digital transformations by providing organizations with the scalability and flexibility required to remain competitive and seamlessly respond to the marketplace, we are also leveraging technology to contrive efficiencies and better service our own business and customers.

Apex's digital transformation is ongoing and our internal efforts are instrumental in supporting the needs of our internal employees, clients, contract employees, and vendors.

## Automating our Staffing and Services Offerings and Internal Business Processes

Apex uses digitization to automate the staffing process from posting requirements through our online resources and building a strong candidate database to interviewing and submitting candidates. Further, we arm our field and infrastructure teams with digital capabilities that enable them to service our clients anytime, anywhere. This digitization increases our responsiveness, service quality, and security levels. It also speeds up the process of connecting talent with great opportunities, which enables us to build strong, lasting relationships with our clients and our workforce.

Our Applicant Tracking System (ATS) is the technology backbone that allows us to match client with the best talent available by amalgamating client data and candidate information. The ATS is flexible and may be used manually or integrated with Vendor Management Systems (VMS) as a workflow solution.

We have instituted various programs to support mobility and accessibility, including:

- Enabling remote access to our ATS, which increases our responsiveness and decreases the time needed to get our consulting, account management, and recruiting teams focused on finding solutions and resources.
- Utilizing taxonomy to streamline the candidate job matching process for high volume requirements.
- Expanding our candidate sourcing and screening processes to enhance our candidate database.
- Supporting a Bring Your Own Device policy, improving our connectivity and technology reach.

Enhancing our online and mobile tools enables us to support our internal employees, reach top talent, and meet client needs, such as:

- Developing digital platforms, processes, and tracking systems to support over 60 branches, thousands of contract employees on assignment, and multi-industry clients across the U.S. and Canada.
- Leveraging omni-channel technologies that utilize online, mobile, email, social media, and telephony platforms to reach our various audiences, as well as helping us quickly identify and contact candidates who are right for positions.
- Enhancing screening processes that include on demand video interviewing and technology-based candidate reviews.
- Utilizing video capabilities to qualify our candidates, providing face-to-face interview capabilities to provide top-level screening, meet budget requirements, and reduce time to candidate submittal.
- Building a mobile version of our existing MyApex Time Management System which enables our clients to approve those items anywhere using a mobile device. This program will soon be extended to include contract employee time and expense entry.

***Apex knows digital. We've been in the technology staffing business for over 20 years - supporting existing and emerging technologies both in our company and for our clients.***

## Using Technology to Build Better Relationships

In this new digital world, user experience is key to building better relationships. Our ultimate goal is to foster career-spanning relationships with our internal employees, clients, and contract employees. To meet the needs we have leveraged existing platforms and developed new programs, including:

- Tailoring online, mobile, email, and social media communications platforms to reach our various audiences, foster positive user experiences, and keep them informed of what matters to them most.
- Utilizing online training resources and internal programs to enhance account manager knowledge and facilitate recruiter skills specialization, leading to better qualified requirements and candidates.
- Creating a Talent Network to engage technical professionals seeking new opportunities and inform them of job openings and technology trends.
- Presenting webinars and training by subject matter experts in support of contract employees' professional and personal development both during their assignment lifecycles and spanning their careers.

## Leveraging Business and Competitive Intelligence

Business Intelligence allows companies to provide complete, timely information about performance, which allows clients to assess the quality of their suppliers. During our over 20 years in the IT staffing and services business, we have developed the tools and cultivated the industry knowledge necessary to understand the current trends and prepare to meet future needs. We leverage this BI and competitive intelligence to help our clients meet their current goals, develop winning strategies, and maximize their competitiveness in the marketplace. In addition, it enables us to support technical communities and prepare our contract employees to meet future needs. We use our BI tools to help by:

- Analyzing market data to understand resource availability and hot locations for talent.
- Identifying talent in hard-to-find locations or niche industries.
- Generating reports used to develop our internal strategy and customized summaries to support client needs.
- Utilizing technology to connect branches and manage our nationwide presence.
- Tracking and reporting information to meet client and federal, state, and local government requirements.

### Focusing on Data Security

As the world becomes more digitally-focused, sensitive information has the potential of being more at-risk. Data security remains one of our highest priorities. As a trusted partner, Apex continuously deploys the latest Cybersecurity technologies to ensure a safe internal environment for protecting sensitive information for our internal employees, contract employees, clients and vendors, as well as sharing proprietary business information with our clients.



Apex is a digital company and we believe we are at the forefront of the digital movement. We have the technology, resources, and experience to help both our clients meet their digital goals and our contract employees prepare for the future.

We'll help you define what digital means to you and how we can work together to reach your goals.

### About Apex Systems

Apex Systems combines with parent company ASGN Incorporated (NYSE: ASGN) to be the 2nd largest IT staffing and services firm in the U.S. Founded in 1995 and headquartered in Glen Allen, Virginia, Apex utilizes specialized technology and industry practice groups to deliver the most talented and qualified technical professionals to clients within all major industries. Apex has a presence in over 60 markets across North America with more than 9,500 contractors currently placed in companies throughout the U.S. and Canada. To learn more, visit [www.apexsystems.com](http://www.apexsystems.com).



**2<sup>nd</sup> Largest**

*\*Ranking based on 2016 revenue for Apex and parent company ASGN, Inc.*



**Top 2%**

*Earned 7 years in a row. Based on client feedback to a 3<sup>rd</sup> party survey*



**Top 2%**

*Based on contract employee and direct hire feedback to a 3<sup>rd</sup> party survey*

