

INTEGRITY CANADA INC.

Your Staffing Partner



Integrity's senior management team boasts more than 60 combined years of experience in recruiting IT, Accounting & Finance, as well as Bilingual professionals.

Leveraging Integrity's key strengths with this in-depth knowledge, applied using HR 'best practices' standards, gives Integrity - and by extension Integrity's customers - a significant edge. Using Integrity's experience and expertise can help you make the most informed, knowledgeable decisions about your staffing needs.

INFORMATION TECHNOLOGY

Whether you're looking for a specialized project team to tackle a specific challenge, or need to fill contract or permanent positions quickly and effectively, Integrity will focus on your needs, so you're able to zero in on your department, project and organization's objectives.

ACCOUNTING & FINANCE

Integrity offers personalized, analytical and comprehensive recruiting services for all levels of Accounting & Finance staff, from junior clerks to senior management. Drawing on our expertise in recruitment and our detailed screening process, our team of dedicated recruiters will greatly enhance your productivity by making sure your accounting staff possesses the right mix of talent, experience, training and initiative.

BILINGUAL

In today's aggressive, customer-focused market, the need for bilingual staff that can communicate fluently in both French and English has become a critical factor for success. Integrity Canada specializes in providing comprehensive, turnkey bilingual staffing solutions for organizations throughout the Greater Toronto Area.

Integrity Canada Inc., based in Toronto, works with senior managers, department heads and human resources, to meet their short- and long-term staffing needs, by finding, qualifying and placing experienced, qualified professionals in both **contract** and **permanent** positions, and assembling and overseeing specialized **project teams**.

We've built our business - and our reputation - on three key strengths: **a partnership approach** to customer service, a large and qualified pool of only the most **accomplished professionals**, and an **intensive pre-screening process** that guarantees top-notch candidates with all the right qualifications.

Integrity's partnership advantage

Integrity's aim is to operate as your staffing partner, so you can focus on running your department. First, we begin by learning about you, your department and your company. Working from an in-depth knowledge of your environment and needs, we then set to work on your unique staffing requirements.



Whether you need a one-time contract, temporary work, permanent placement or a complete project team on-site the day before yesterday, Integrity will manage the legwork and handle all the details. We can also assist with your long-term strategic staffing plans, so you're assured of having the right people - right when you need them - now and in the future.

The Integrity candidate network

Integrity has developed and actively maintains a large and qualified database of experienced professionals, in a wide variety of IT, Accounting & Finance, as well as Bilingual specializations. All candidates are sourced by Integrity's recruiting team, who are constantly adding qualified people to our roster. Whether you're looking for someone with a hard-to-find set of qualifications, a superior candidate in a hurry, or a large group of people simultaneously - Integrity has the experienced, capable professionals you need.



Our "pinpoint" pre-screening process

Integrity's "pinpoint" recruiting procedures combine a thorough understanding of your requirements with an exhaustive pre-screening process. The result? The speedy delivery of a customized selection of top-notch, experienced candidates for your consideration, all of whom possess precisely the attributes and qualifications you're looking for.

Our focus is always on your objectives, to make sure we respond to your challenges as efficiently and effectively as possible. Because at Integrity we know that our success, depends on yours.

STAFFING SPECIALISTS

INTEGRITY PROJECT SERVICES

Integrity IT Project Teams

Do you have a major technology implementation or software development project pending which will take key staff from other important work? Or an upgrade rollout scheduled, but insufficient resources on-hand to conduct it?



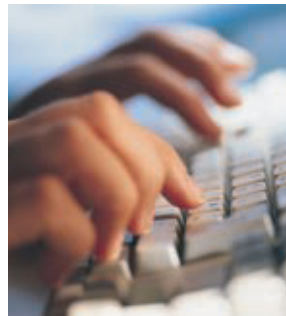
Integrity's Project Services division specializes in providing dedicated Project Teams to help you accomplish all your large-scale IT objectives, including: software rollouts, migrations or upgrades, hardware refresh projects and back-fill assignments. Assembled according to your technical and project requirements from our national network of candidates, Integrity's Project

Teams can supply you with the necessary mix of qualified staff to keep your IT projects on track, on time and on budget. The team can focus on a special project, or back-fill for your own staff, so you retain technical knowledge in-house and introduce new technologies with a higher degree of buy-in from your end users.

INTEGRITY PLACEMENT SERVICES

Contract and Permanent Placement

Contract staffing lets you meet short-term needs quickly and easily, without having to invest long-term resources in full-time employees. Integrity's specialized pinpoint recruiting systems - built on an extensive roster of qualified candidates and an intensive pre-screening process - allow us to quickly assemble and submit a superior selection of candidates for your review. Whatever your needs, you can depend on Integrity's targeted process and emphasis on customer service and support.



INTEGRITY ACCOUNT MANAGEMENT SERVICES

Customer Care Team

Led by your Account Manager, your Integrity Customer Care Team is structured to meet all your staffing needs - from fulfilling your precise employee requirements and qualifications, to managing every detail of interviews and hiring, and assisting you in achieving your long-term strategic staffing objectives. Integrity's Account Managers work directly with our Recruiting Services to ensure the most qualified people are presented to you within your timelines, and to make certain you always receive the highest level of customer service.



"Our aim is to 'partner' with our customers - to manage their staffing needs so they can focus on running their departments and projects, which are typically large, complex and demanding. We make sure we understand the needs of our customers, the environments in which they operate, and their overall corporate expectations. We're able to help our customers most effectively by delivering properly qualified people when they need them, while focusing on superior customer service."

NEIL URQUHART
President, Integrity Canada Inc.



AREAS OF EXPERTISE

INFORMATION TECHNOLOGY

Infrastructure

- LAN / WAN
- Server / Desktop
- Messaging / Directory Services
- Help Desk / Technical Support

Development

- Project Management
- Technical Architecture
- Business / Systems / Database / Program Analysis
- Application Development
- Quality Assurance / Testing

ACCOUNTING & FINANCE

- Accounts Receivable, Accounts Payable
- Junior to Senior Accountants
- Financial Analysts
- Accounting Managers & Controllers
- Tax, Payroll, Budgeting, & Accounting Software Specialists
- Internal Auditors

BILINGUAL

- Customer Service Representatives
- Help Desk Analysts
- Translators
- Collections & Accounts Receivable Representatives



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