



AGREEMENT HIGHLIGHTS

Recruitment and Staffing Services

OECM #2023-420

Item	Description
Agreement Term	<p>Effective Date: December 14, 2023</p> <p>Initial Expiry Date: December 13, 2028</p> <p>Optional Extension(s): OECM has the option to extend the Master Agreements for two (2) additional years, which if exercised would bring the final expiration date of the agreement to December 13, 2030.</p>
Services Available Through the Agreement	<p>The Supplier will provide the following Services, including, but not limited to:</p> <ul style="list-style-type: none">• Consultation Services:<ul style="list-style-type: none">➢ Gather information on expectations, requirements, and job responsibilities of the position.➢ Understand customer challenges.➢ Determine candidate duration (Temporary Staffing Services only).➢ Specify employment location (on-site or remote).➢ Identify potential conflicts of interests or restrictions in the recruitment process.• Strategic Planning:<ul style="list-style-type: none">➢ Develop a timeline and strategic planning methodology with critical milestones.• Position Profile and Search Methodology:<ul style="list-style-type: none">➢ Create a position profile and search methodology for a diverse candidate pool.➢ Tailor recruiting strategy to the position.• Accessible and Equitable Search Campaign:<ul style="list-style-type: none">➢ Ensure a search campaign is AODA compliant.➢ Advertise appropriately to attract top talent.• Candidate Outreach:<ul style="list-style-type: none">➢ Contact potential candidates to encourage applications.• Interview Process:<ul style="list-style-type: none">➢ Develop interview questions and an evaluation matrix.➢ Coordinate and schedule candidate interviews.

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Services Available Through the Agreement	<ul style="list-style-type: none"> • Candidate Evaluation: <ul style="list-style-type: none"> ➢ Review, screen, and evaluate candidates. ➢ Conduct background, criminal, credit, and reference checks where applicable. • Candidate Presentation: <ul style="list-style-type: none"> ➢ Present a list of top candidates for Customer interviews. • Recruitment Management: <ul style="list-style-type: none"> ➢ Manage the recruitment process. • Follow-ups: <ul style="list-style-type: none"> ➢ Conduct any necessary follow-ups after a candidate has been placed. <p>The agreement offers three (3) Categories of Services:</p> <p><u>Category A – Executive Recruitment Services</u></p> <ul style="list-style-type: none"> ➢ The supplier is responsible for fulfilling the Executive Recruitment Services needs for various roles such as CXOs (e.g., CEO, CFO, CIO), Directors, Presidents, and Vice-Presidents. ➢ The supplier guarantees to provide a successful candidate within sixteen (16) weeks of the initial consultation meeting. ➢ Additionally, the supplier commits to offer a minimum service guarantee that includes free candidate replacement if the candidate leaves the job prematurely or is deemed unsuitable by the customer within an agreed-upon timeframe. ➢ The invoicing process will occur in two installments: the first will be at the beginning of the recruitment process, and the second will be after the candidate has been successfully employed by the customer. <p><u>Category B – Non-IT Permanent and Temporary Staffing Services</u></p> <ul style="list-style-type: none"> ➢ The Supplier commits to providing successful candidates within set timelines: eight (8) weeks for Permanent Staffing Services and two (2) weeks for Temporary Staffing Services from the first consultation meeting. ➢ A minimum service guarantee includes free candidate replacement under conditions such as untimely departure or deemed unfitness by the Customer within an agreed timeframe. ➢ Invoicing for Permanent Staffing occurs after successful candidate employment, with a fixed percentage of the candidate's first-year salary stated in the invoice. ➢ For Temporary Staffing, invoices are periodic and agreed upon mutually. ➢ Temporary staffed candidates are considered "Contractors," and the Supplier bears responsibility for various fiscal commitments. ➢ Customers have the option to transition temporary employees to full-time roles, with associated transition fees owed to the Supplier. <p><u>Category C – IT Permanent and Temporary Staffing Services</u></p> <ul style="list-style-type: none"> ➢ Similar Services are offered as outlined in the above "Category B – Non-IT Permanent and Temporary Staffing Services" section.

Item	Description			
Awarded Supplier Partner(s)	Awarded Supplier Partner	Category A – Executive Recruitment Services	Category B – Non-IT Permanent and Temporary Staffing Services	Category C – IT Permanent and Temporary Staffing Services
	22nd Century Technologies Canada, Inc.			✓
	Able Industrial Trades Inc. o/a Alient Resources			✓
	Akkodis Canada Inc.			✓
	Alquemy			✓
	Atlantis Consulting Group Inc.			✓
	Altis Recruitment & Technology Inc.	✓	✓	✓
	Aplin	✓		✓
	Avanciers Inc.	✓	✓	
	Backstretch Recruitment Group	✓	✓	✓
	Bevertec CST	✓	✓	
	Boyden Ontario	✓		
	CDW Canada			✓
	Cleo Consulting Inc.			✓
	Compunnel Software Group Inc.	✓	✓	✓
	Computacenter Canada Inc.			✓
	DigitalTek Solutions	✓	✓	✓
	Enterprise Solutions Inc.			✓
	Green PI Inc.	✓	✓	✓
	GTT Digital Corp.			✓
	Headsource International Corp.	✓		
	I4C Technology Consulting		✓	
	Infotek Consulting Services Inc.	✓	✓	✓
	Insight Global	✓	✓	
	iPSS Inc.	✓		
	IQ Partners LP			✓
	IT/IQ Tech Recruiters			✓
	KBRS	✓	✓	✓
	LeverageTek Staffing Solutions			✓
	Mandrake	✓		
	Maplesoft Group		✓	✓
	Maverin Inc.		✓	✓
	NewFound Recruiting Corp.			✓
	Olade Consulting Inc.	✓	✓	✓

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Awarded Supplier Partner(s)	Perrett Laver
	✓
	PlanIT Search Inc.
	✓
	Procom Consultants Group Ltd.
	✓
	Quantum Management Services Ltd.
	✓
	Quarry Consulting Inc.
	✓
	Randstad Interim Inc.
	✓
	Resolve Support Services Inc.
	✓
	S.i. Systems Partnership
	✓
	ShoreWise Consulting LLC
	✓
	Speridian Technologies Canada Inc.
	✓
	SRA Staffing Solutions
	✓
	Step by Step Professional Services Inc.
	✓
	StrategiSense Inc.
	✓
	Sybex Support Services Inc.
	✓
	TalentWorld
	✓
	Teamrecruiter.com Inc.
	✓
	TEKsystems Canada Corp.
	✓
	Transatlantic Business Consulting Inc.
	✓
	Tundra Technical Solutions Inc.
	✓
	Waterhouse Executive Search
	✓
	WilsonHCG
	✓
	Workiy Inc.
	✓
	Workland
	✓