

OUR GOAL

To be the BEST IT
Staffing Company
the world has ever
seen

OUR MISSION

We Play to Win;
Love to Live;
Create Leaders;
Give Back;
Become Legendary



IDR CORE VALUES

FAITH

RESPECT

INTEGRITY

COMMITMENT

LOVE

KNOWLEDGE

EXCELLENCE

PREPARATION

ACCOUNTABILITY

TEAMWORK

SERVICE

TOUGHNESS

FUN

FITNESS



The Inside View

IDR understands the foundation of future growth is its people. For this reason we focus on hiring performance driven individuals who are committed to both personal and professional development. We allow our employees to reach their potential by providing a merit based culture that is supported by extensive training, one on one coaching, and formal leadership development programs.

What We Look For

It's important that we find the people who embody our mission. We're looking for:

- Passionate people
- Intensely goal oriented, in fact, fanatical!
- Competitive with the will to win, at everything!
- 100% acceptance of responsibility for results
- Do not take "No" personally
- Impeccably honest
- Bright and resourceful

IT Staffing: Did you know?

- It's a \$24.2 billion industry and is expected to grow 7% in 2014.
- 13 million people are employed by staffing agencies each year.
- Staffing agencies have provided 750,000 new jobs to the I.S. economy since the recession.
- 35% of U.S. companies used a staffing agency in the past 12 months.
- 3 million temporary employees go to work everyday

Here are some of our most recent accomplishments

- Awarded 2011 Best Places to work by Atlanta Business Journal
- Named 2013 Healthiest Employer by Dallas Business Journal
- Recognized as 2012 Staffing Partner of the Year by Nashville TANS
- Inavero's 2014 Best of Staffing® Client and Talent Award Winner
- Inavero Best of Staffing Winner in both Client and Talent satisfaction for 2015

\$200,000

Earning of Top Producers

Top producers have earned \$150,000-\$200,000 within three years of working at IDR. On average, a first year employee will earn \$45,000-\$65,000. Unlike most of our competitors, we allow you to earn commission from day one. We also offer a competitive base, performance bonuses and an all expense paid trip to Mexico through our Annual Sales and Recruiting Contest. Our compensation is based on performance, and we firmly believe in rewarding hard work.

62%

Increased Client Base

In the last year, we have increased our account base by 62% with Fortune 500 and cutting edge mid-market companies. Our commitment to Service Excellence, passion to serve our Clients and dedicated Sales and Recruiting teams allow us to grow and succeed in our field.

50%

Promotion Rate

IDR's vision is to become a National Powerhouse and an Industry Leader. To do this, we must open new offices and double the size of our Sales and Recruiting teams in the next few years. We have already experienced a tremendous amount of growth as proven by our 50% promotion rate thus far this year, and the year isn't over yet.

96

ESOP Participants

Our Employee Stock Ownership Program is one of our biggest differentiators as there are only 11,000 in the U.S. The ESOP gives employees the ability to earn shares of the company based on performance and tenure. This year we have 96 stockholders who will be rewarded as IDR grows; and in the next five years, we want to increase our stock by 50%.

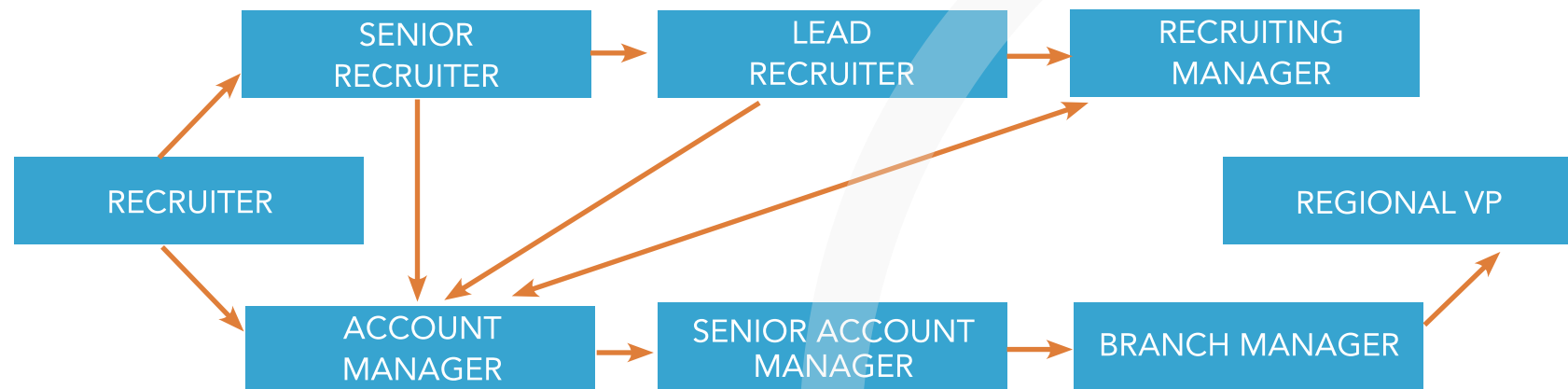
IDR Careers

Recruiting:

A Recruiter is responsible for qualifying IT talent to match our client's needs. IDR believes recruiting provides each employee a strong foundation in understanding our unique approach to this business.

Account Management:

An Account Manager nurtures existing relationships with our clients while seeking new business opportunities. They are the frontline of IDR's service quality and act as an IDR rep out in the field.



Our success comes from the passion and commitment of our Sales and Recruiting teams. Both roles are equally critical to the future of our organization. As you begin to master the role and responsibilities, you can begin to map out your own career path.

More Incentives to Come Work for Us

Opportunities for Career Advancement - We are growing rapidly and need Leaders to open new offices

Employee Stock Ownership Plan (ESOP) - IDR is an employee-owned company and you will receive shares of the company stock after one year

Annual Sales and Recruiting Contest Award Trip to Mexico + \$10k-20k Performance Bonus

Health, Dental and Vision Benefits

Health & Wellness Program

Leadership Development Program

Sales and Management Training Programs

3 weeks of PTO your first year and 7 Paid Holidays

Office Outings & Celebration of Milestones, Promotions, Birthdays & Anniversaries - work hard; play hard mentality

Helping IT professionals find jobs is fast-paced and exciting. At the end of the day, it's rewarding work