

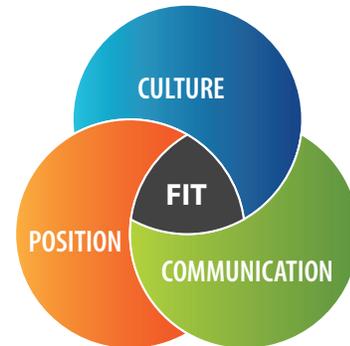
Xtra Effort provides unique value to our clients and candidates due to our background as leaders and sales professionals in the technology sector, enabling us to effectively communicate to candidates our clients' business models, technologies and solution offerings.

Xtra Effort has continuously refined its processes to provide the most effective hiring solutions for high-growth enterprise technology and service companies. Employers appreciate our structured approach to identifying and documenting what makes an employer uniquely desirable to the best candidates.

Our candidates receive a nuanced understanding of our clients' unique value and how the career opportunities will benefit *them*.

We help candidates comfortably reflect on their career

accomplishments and share aspirations for the future. This results in rapport and trust, enabling us to help candidates meet their short and long-term career objectives.



Xtra Effort frequently receives feedback "that we are different" because of our deep industry knowledge and collaborative process.

CLIENT ENDORSEMENTS

James Glover
CEO, Coherent Path

Xtra Effort is hands down the best sales recruiting firm I have worked with. We have engaged Xtra Effort at the last three companies where sales people were required: Watchfire, Memento and Deskstone. I have hired many of their candidates which made for great value from our recruiting \$.

Stacy Chevront
VP, Human Resources at Winshuttle

It is my pleasure to recommend Xtra Effort. They take great care to understand our business, strategic initiatives, as well as our culture.

Scott Carlyle
EVP, Worldwide Commercial Operations at aPriori Technologies

Xtra Effort takes the time to get a deep understanding of the skills required for an employee to be successful and diligently applies that criteria to find high quality candidates. On multiple occasions Xtra Effort has found me the right people for very specific roles.

Terry Stewart
Northeast Regional Manager, AccessData

As a recruiter firm, Xtra Effort epitomizes the term "extra effort". During a recent search, Xtra Effort stood out through their detailed understanding and presentation of our company, product, and value proposition.

CANDIDATE ENDORSEMENTS

Mark Arnett
Senior Account Manager, Neustar, Inc.

It was clear from the first touch point with Xtra Effort Solutions that they were a professional recruiting/ placement organization and not just a simple resume bank. They took the time to understand my unique brand and value and match that to some exciting new professional opportunities that were a win/win for both myself and my new employer.

Ben Walker
VP of Sales For Healthcare & Lifesciences, Epsilon

Xtra Effort has helped me now in the last 2 job searches. They take the time to understand your personal and professional needs. Once opportunities arise, they invest the time for interview preparation and follow up.