



AGREEMENT HIGHLIGHTS

Recruitment and Staffing Services

OECM #2023-420

Item	Description
<p>Agreement Term</p>	<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>
<p>Services Available Through the Agreement</p>	<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
	Akkodis Canada Inc.			✓
	Alquemy			✓
	Altis Recruitment & Technology Inc.	✓	✓	
	Aplin	✓	✓	✓
	Avanciers Inc.	✓		
	Backstretch Recruitment Group	✓	✓	✓
	Bevertec CST	✓		
	Boyden Ontario	✓		
	CDW Canada			✓
	Compunnel Software Group Inc.	✓		
	DigitalTek Solutions		✓	
	Green PI Inc.	✓	✓	✓
	Headsorce International Corp.	✓	✓	✓
	I4C Technology Consulting	✓	✓	✓
	Infotek Consulting Services Inc.	✓	✓	✓
	Insight Global	✓	✓	✓
	iPSS Inc.	✓		✓
	IT/IQ Tech Recruiters			✓
	KBRS	✓	✓	✓
	Mandrake	✓		
	Maplesoft Group		✓	
	Maverin Inc.		✓	✓
	Olade Consulting Inc.	✓		
	Perrett Laver	✓		
	Procom Consultants Group Ltd.	✓	✓	✓
	Quantum Management Services Ltd.	✓		✓
	Randstad Interim Inc.	✓	✓	✓
	Resolve Support Services Inc.		✓	
	S.i. Systems Partnership			✓
	ShoreWise Consulting LLC	✓	✓	✓
	Speridian Technologies Canada Inc.			✓
SRA Staffing Solutions			✓	

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Awarded Supplier Partner(s)	Step by Step Professional Services Inc.		✓	✓
	StrategiSense Inc.	✓		
	Sybex Support Services Inc.		✓	✓
	TalentWorld	✓	✓	✓
	TEKsystems Canada Corp.		✓	✓
	Transatlantic Business Consulting Inc.		✓	
	Waterhouse Executive Search	✓		
	WilsonHCG	✓	✓	✓
	Workiy Inc.			✓
	Workland	✓		