



STAFFING

Flexible sourcing of video & network people.

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SOURCING DELIVERY

IMPEQ Staffing's global delivery and sourcing capabilities provide our customers with the right people, skills and industry expertise to deliver technology, business process and outsourcing services with greater assurance, quality and productivity.

We focus our recruiting and training activities on various challenge areas within the digital video delivery space, and offer temporary, permanent and contract staff: video & network people whom in many cases are specifically trained in advance to fill key vacancies.



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COST SAVINGS

In an ever-changing market, flexible resources can provide the specialist skills required without the long term commitment. Whether a project is running behind schedule, your technology requires new skill sets or you need more people to deliver a specific piece of work, contractors can be cost effective.

With no social costs, holiday, sick pay or pension payments to make, the difference between a permanent salary and a contract rate can be surprisingly small.

HOW MUCH IS YOUR SKILL SET SHORTFALL AFFECTING YOUR BUSINESS?

Given that the entire industry is struggling to reinvent itself and roll-out new products and services, skills shortages have an even greater financial effect. Many companies realize too late that their staff needs some augmentation to deliver what the market expects. Ultimately this can lead to delayed new-service releases, and significant opportunity costs.

DID YOU KNOW...

90% AREN'T REACHING THEIR POTENTIAL:

Nine out of ten companies suffer from IT & Telecoms related skills shortages and are experiencing delays in the development of new products or services.

90%

BREAKTHROUGH CAPACITY ISSUES

If your organization is at capacity and needs to expand its personnel, typically new recruits are sourced through existing HR channels. Moreover, just when the work-load is reaching its limit, your most experienced staff are naturally the ones who get tasked with training and nurturing new recruits. Initially, this yields significant performance shortfalls.

This is the primary reason why IMPEQ always tries to deliver personnel with the appropriate field expertise, before being placed within your organization.

To fill your vacancies, IMPEQ Staffing recruits on an ongoing basis and uses our own engineers to train them. These recruits get field experience ahead of time through a combination of internships and shadowing our field activities with IMPEQ Solutions and IMPEQ Services.

Whether we are dealing with our own people which we outsource to you, or with contractors we have sourced for you, we make sure everything is taken care of from an administration and payroll point of view. This allows contractors to be 100% focused on the job at hand. We recognize that contractors are our customers too, and we offer them a personal service to make sure everything runs smoothly with timesheet authorizations and payments. Every contractor has a dedicated contact.



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KEY VALUE PROPOSITIONS

- **Experience & Expertise**
- **Capacity**
- **Multi-dimensional Competencies**
 - Technology
 - Operation
 - Service
 - Quality Experience
- **Flexibility**
- **Core business focus**
 - Your senior staff remain available
 - Limited field training required
- **Improved Time to market**
 - Accelerated product or service deployment
- **Continuity**
 - Contracting company not individual contractors or freelancers



EXPERIENCE & EXPERTISE

Since our inception in 2003, we have become more experienced, not just as a solutions and service provider, but indeed as an employer as well. We therefore can fully respect the challenges companies in the high-tech environment face. The sourcing of our talent offers you invaluable experience and expertise, which is continually augmented by our field engineers and specialist solution designers.

CAPACITY

IMPEQ Staffing primarily delivers timely measured capacity to your roster when you need it. Conversely we can even help you alleviate capacity over-runs through a type of outplacement service, where your valued employees find new beginnings thanks to our expanding vacancy pool. Customers with a long-term relationship with us, benefit even further by utilizing our training operations to promote single-rolled internal staff into more multi-disciplinary and flexible teams.

MULTI-DIMENSIONAL COMPETENCIES

In order to be an industry leader, an organization has to build experience in the technological, operations and servicing aspects of video delivery and network infrastructure. IMPEQ Staffing helps our customers achieve this goal, by transplanting our multi-dimensional knowledge and methodologies to offer staff augmentation services that truly encompass the entire life-cycle.



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FLEXIBILITY

Responding to these dynamic market changes requires very elastic teams. Your organization gains this kind of flexibility through a professional relationship with our growing talent pool, our ad hoc professional services and our applied field expertise training. We merge these aspects with our understanding of the required disciplines of the future.



CORE BUSINESS FOCUS

IMPEQ Staffing provides a much needed missing link in the recruitment sector of our industry. Placed talent can always benefit from our understanding of implementation and servicing entire networks, regardless of the chosen technology, vendor, solution or maintenance partner.

IMPROVED TIME TO MARKET

As a network operator you realize, that the quality of your system is only as good as the people who stand behind it. This is even more so the rule when dealing with product and/or service development and deployment. Sourcing key

missing skill sets is essential to speed up time-to-market. Our solutions and services are top-tier because of our top quality people and their result focused work methodologies. Above all, we provide a service that has a sharp focus on delivering a high quality end user experience.

CONTINUITY

IMPEQ has always been about combining people with technology adoption and integration. Moreover, IMPEQ has through the years gained a keen sense that helps determine which innovations are truly beneficial and how people and processes positively affect these innovations. When you source through IMPEQ Staffing you're engaging a full-faceted company instead of an individual contractor or freelancer.



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ENGAGEMENT TYPES

PROFESSIONAL SERVICES:

TASK SPECIFIC CONTRACTING

IMPEQ Staffing provides the flexibility to contract resources for as little as half a day to many months. Often these assignments are complementary to our existing work with Operators. Task specific contracting has the advantage that IMPEQ Staffing will often use the expertise and experience of IMPEQ's Solutions and Services businesses to provide a fixed price proposal. We are also able to provide accurate estimates and as necessary firm commitments to completion dates. Familiarity and trust are important attributes of the engagement, we therefore look to assign established members of our team able to deliver immediate results.

STAFF AUGMENTATION

THE RIGHT KNOWLEDGE AND PEOPLE

IMPEQ Staffing provides longer term engagements that are likely to be project specific. In contrast to a Professional Services engagement, with Staff augmentation contract pricing will be determined by the duration of the work. Of course with our expertise and experience we will still be able to advise on anticipated timescales and costs. Staff augmentation frequently involves senior staff and

so we take care to align activities with our IMPEQ Consulting discipline.

In both Professional Services and Staff Augmentation engagements, maximum continuity is assured. When you source through IMPEQ Staffing you're engaging a full-faceted company instead of an individual contractor or freelancer.

ACTIVITIES

IMPEQ Staffing is delivered by a company that has a leading track record of planning, and building and running some of the most reliable and innovative video delivery and network infrastructures in the world. Naturally, our know-how spans all traditional delivery segments (satellite, cable, and terrestrial) and their convergence with emerging broadband networks.

Naturally, IMPEQ Staffing is then able to transplant our multi-dimensional knowledge and methodologies to offer professional services and staff augmentation that truly encompasses the entire life-cycle.

ENGINEERING

- Integration and commissioning
- Configuration
- Specialist projects
- Software engineering

DESIGN

- System design
- Documentation

PROJECT MANAGEMENT

- Project management
- Programme managers
- Technical project managers
- Testing
- System testing and verification

MAINTENANCE & SUPPORT

- Equipment upgrades
- Software upgrades

LIFECYCLE

- System health checks
- System security upgrades
- Replacement



3:28:42.

SECTORS

DVB Head-end Solutions, EPG and Metadata, CAS Scheduling, Routing & Modular Infrastructure, Network Monitoring, Content Protection, IP networking, Active Storage, Multi-screen, Rights Management, On-Demand, Transcoding and splicing, Video Servers, Content preparation, Ad-Insertion, Cable Edge - Direct-to-Edge, EdgeQAM, DOCSIS 3.0, Switched Digital Video, Cable Access - HFC, RF Network Planning & Design, Workflows, Software development

ABOUT IMPEQ

EIGHT YEARS RUNNING

Since its inception in 2003, IMPEQ Technologies has become a leading provider of video solutions and services for digital television providers and network operators across the globe.

IMPEQ is a multi-vendor partner focused on maximising the inherent value of combining excellent people with the best technology, two key elements we believe are inseparable. IMPEQ's experts are part of a company culture that has a leading track record of planning, and building and running some of the most reliable and innovative video delivery networks in the world.

Customers spanning all delivery segments (satellite, cable, terrestrial and telecom) rely on IMPEQ for advice, products, solutions, integration, knowledge, validation and dedicated services, flexible talent, and operational support.

IMPEQ offers peace of mind to content providers and network operators alike throughout the operational lifecycle. Our customers enjoy new technology sooner and for longer, reduced costs and deployment risk with maximum utilisation of resources, and importantly higher end-customer satisfaction through our verification and monitoring.

Together with your own expertise, we realize market leading solutions and services.

IMPEQ is headquartered in The Netherlands with offices in the UK, India, The Philippines and Singapore. The company's customers, including many of the world's largest communications providers, deliver services in virtually every country.







OUR PROPOSITIONS

IMPEQ Consulting uniquely offers expertise in technology through the total life-cycle. Operators recognise IMPEQ Consulting as a valuable partner in order to meet the challenge of continuous change in our industry and derive from it opportunity and growth.

IMPEQ Services provides a comprehensive range of services including: SLA support services, operational and fully managed services together with an extensive in-house test & measurement capability. We provide an extra capability to innovate service processes and optimize operational costs.

IMPEQ Solutions provides multi-vendor products and solutions for the HFC broadband, satellite, IPTV and terrestrial broadcast industry including: digital head-ends, on-demand, content protection, cable edge and access solutions, network management, and service analysis and remote monitoring.

IMPEQ Staffing's global delivery and sourcing capabilities provide our customers with the right people, skills and industry expertise to deliver technology, business process and outsourcing services with greater assurance, quality and productivity.

Thanks to these inter-operable lines of business we provide our customers with current, tangible and executable solutions and services that is of great importance when defining your future.



CONSULTING | SOLUTIONS | SERVICES | STAFFING

Global solutions and services for video delivery

CONSULTING



Expert resources enabling content delivery.

SERVICES



Operational assurance in network infrastructures.

SOLUTIONS



Implementing innovative video technology.

STAFFING



Sourcing & flexibility with transmission people.



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For contact details see our website at: www.impeq.com