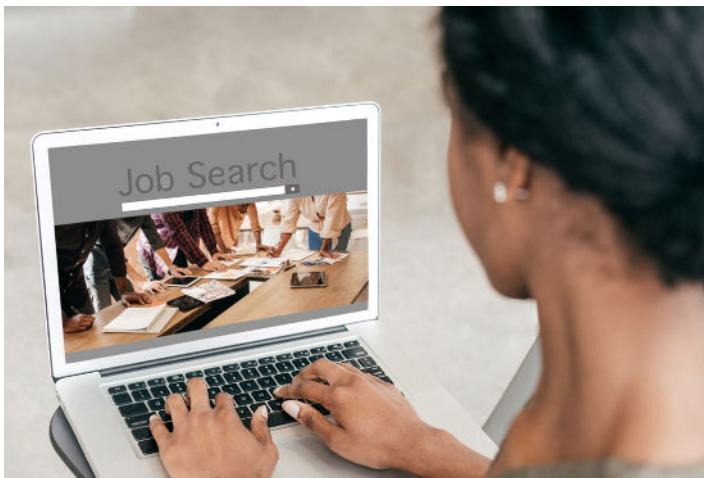


THE Techie TIMES



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JOB SEARCHING DURING THE PANDEMIC



Looking for a job right now is a little bit different from how it was before coronavirus changed the work landscape. Much of the process has shifted to a virtual model, so it's more important than ever to make sure you are savvy to the nuances of the hiring process these days. These tips will help you get started:

PREP YOUR RESUME AND SOCIAL PRESENCE

One of the most important steps to take when job searching is to take a hard look at your resume and make sure everything is in order. Whether you have been in the industry for years or are new to the field, it's never a bad time to go over your achievements and see if anything needs to be updated. Can you add any new skills or certifications? Did you have other relevant duties

at one of your jobs that you can list? It's also a good idea to take a similarly critical look at your online presence and make sure you are projecting the image you want employers to see. Lock down your personal accounts, update your professional ones, and make sure that what turns up when someone searches your name is what you want a potential employer to know about you. With many people searching for work right now, it's important that you stand out in only the best ways, so make sure your social media is working for you.

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TekPartners Professional Services

REACH OUT TO YOUR NETWORK

No matter where you are in your career, your network can be a huge asset when it comes to job searching. Tap into this resource by getting the word out on your professional networks and reaching out to contacts from past jobs, professional groups, conferences, etc. where you have connected with people in your field. Some people may be getting a lot of this kind of attention these days, so always be respectful of your contacts' time and pay attention to cues as to whether they want to talk more about opportunities. Renewing your network connections and building these relationships will be an asset to your career even if you don't find a job through them immediately. You can also build your network further by joining industry discussion groups on sites like LinkedIn, as these can also be a great way to meet new people and make additional connections that could lead to job opportunities. These groups can also be a good place to showcase your knowledge and get you noticed by the right people.

BE READY FOR VIRTUAL INTERVIEWING

One of the biggest changes to the job hunting experience is that many employers have moved to a completely [virtual model](#) to adhere to social distancing guidelines. If you are not used to virtual interviews, take time to practice in front of a webcam so you can make a good impression with potential employers – even better if you can have a friend run through practice questions with you. It's also a good idea to do a test run with what you are going to wear to make sure it looks good on video. For example, it's a good idea to avoid busy patterns that may not pick up well on camera, and to ensure that you are not blurring into your background. If possible, find a quiet place, preferably with a door, where you can conduct the interview with few interruptions, and make sure there is nothing distracting behind you. Just as you would for an in-person interview, prepare questions ahead of time and have a notepad to jot anything down so you don't have to try to juggle programs on your computer while you have the interview up on your screen. If possible, have a hard copy of your resume to refer to quickly in case your interviewers ask about it.

GET HELP FROM THE EXPERTS

One of the best ways to boost your job search during this difficult time is to get help from a trusted expert such as the recruiting team at TekPartners. Our experienced IT recruiters can help you take the next step in your career by connecting you with the right opportunities to match your professional strengths.

READY TO GET STARTED?

[Contact us today](#) to get in touch with our team so we can help you find the right IT jobs for your career.



Our Professional Services division has deep expertise in a number of specialized areas to assist with the delivery of your most strategic initiatives.

We have trusted partnerships with Databricks, Ultimate Software (UltiPro®), Microsoft, Tableau, and Snowflake.

Our Offerings Include:

- Assessment of Current State, Roadmap & Strategy to Future State
- Consulting – Utilizing Best Practices & Reinforced By Our Practice Leads
- Co-Managed Project Solutions – Our Teams Working Together
- Fully Managed Project Solutions – Turnkey Delivery By Our Team

We specialize in the following Practice Areas:

Technical Practices:

- Application Development & System Integration
- Data Analytics & AI
- ERP, CRM & Collaboration
- Mobile Application Development
- HR / Payroll Software

Functional Practices:

- Project Management/Business Analysis
- Quality Assurance

Our methodology, TekPartners RPM, enables us to deliver in a very quick and collaborative way to realize ROI of your investment in the shortest time possible.

Ready to get started? [Contact us today!](#)

KEEPING UP MORALE ON YOUR TEAM



As the pandemic continues to affect our country, many companies have remained at least partially under a remote work model, and many have embraced a fully remote style for the foreseeable future. With so much changed and much of the day-to-day in flux, your team may be having trouble maintaining morale in the face of so much uncertainty. This is completely understandable when considering the state of the world and the stress many teams are under right now. As a manager, however, it's important to do your best to help boost your employees' morale and provide support for your team. Here are some of the ways you can do this:

ENCOURAGE ORGANIC CONVERSATION

If your workforce is largely remote right now, a good portion of your team members are likely missing the small talk that happens by chance in hallways and breakrooms and the camaraderie of being surrounded by people. Help your team to pick up this type of conversation by creating Slack or Teams channels for chitchat and fun conversation. Leadership can model the type of behavior they want to see by participating in conver-

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sations on these channels too. For example, creating a post where everyone shows off their pets or themed hats or some other low stakes fun can be a good way to get people to interact about something other than work for a few minutes. This can help recapture the friendly interaction of the office that is missing at home and give your team permission to make work fun again, especially if that was a large part of your company culture in the office.

TEAM BUILDING

Creating team building activities can be a great way to raise employee morale, just as it does in the office. Obviously, it's difficult to get everyone together for an outing right now, but you can substitute going out for drinks with a Zoom happy hour, for example. By setting aside a little time during the work day once in a while and dedicating it to something fun, you can give your employees a break to relax a little bit. Many employees are juggling a lot right now between work and personal life due to the pandemic, so giving them a chance to blow off some steam during

work can be a great morale booster. Take cues from your team to help you decide what would be fun to do. Did they like friendly competitions in the past? Did they enjoy celebrating milestones a certain way? Perhaps you can adapt some of these activities to the current situation. There are a lot of options out there for socially distanced activities including using an app to play group games, organizing a workout session, or watching a movie together. Whatever you decide to do with your team, keep in mind that the goal here is fostering togetherness and improving morale, so making it something low stakes and enjoyable is key.

LISTEN AND COMMUNICATE

As a manager and leader, you have a lot of power over how your team perceives the company. While things may not be easy right now, you can do a lot to help your team by keeping the lines of communication open and making yourself available to listen to your employees. Setting clear goals, communicating effectively, and helping your staff reach their metrics can

all contribute to lifting employee morale. With everything going on right now, it may be helpful to reach out more than usual to check on your team members and see how they are doing. By listening carefully to their needs and concerns, you can do a lot to mitigate their worries and help them focus on their work. Being flexible when you can and helping accommodate your employees so they can do their best will also go a long way to building their confidence in you and the company.

ARE YOU LOOKING FOR TEAM PLAYERS TO JOIN YOUR COMPANY?

We can connect you with the right IT staff for your team. [Get in touch with us today](#) so we can learn about your IT staffing needs.



TEKPARTNERS INCENTIVE PROGRAM (TIP)

The TekPartners Incentive Program (TIP) is a referral program designed to maximize our ability to serve the U.S. IT labor market. Your referrals of either IT professionals or IT job openings allow TekPartners to gain even greater access to the critical resources companies are seeking today and the dream careers professionals are searching for.

GET REWARDED

When your referral gets placed or your job opening is filled, it's time to collect your reward for awesome service.

Payout	Tip Tier	Salary Thresholds
\$250	Bronze	\$1 - \$50,000
\$400	Silver	\$50,001 - \$85,000
\$600	Gold	\$85,001 or more
\$1000	Platinum	3 referrals, any salary

THE DETAILS

Who May I Refer? Any IT professionals and/or open IT jobs in the U.S.

Who Can Submit for a TIP? Anyone is eligible to refer IT candidates and/or open IT positions.

How Do I Submit for a TIP? It's easy! Simply complete the form on the [website](#).

If you're a current TekPartners Consultant, you may also email your recruiter directly.

What if I have a question? Contact us at HQ@tekpartners.com and one of our Recruiters will be in touch within 24 hours.

Disclaimers:

You will receive payout upon the completion of the referral's 90th day of employment.

All awards are subject to the usual tax withholdings applied to your paycheck.



INFRASTRUCTURE SOLUTIONS: CERTIFIED CONTRACT STAFFING

BUSINESS SITUATION

Our client was one of America's fastest growing systems integrators. They had been winning non-stop business for their highly in-demand services, but found themselves in a situation where they were not able to provide a solution to end customers at times. This was due to the fact that the client did not have a bench of talent to pull from for certain roles including access control security technicians.

When our team reached out to the client, it turned out that they were having problems with their current infrastructure solutions vendor's inability to perform at the levels the client needed in order to capture and retain these new customers. The situation had come to the point where the client was forced to turn down new business due to a lack of resources. Faced with a spike in business and no way to meet increasing customer needs, the client was frustrated and needed help finding resources. That was when TekPartners stepped in to solve the problem.

THE SOLUTION

TekPartners got to work immediately to turn around the situation and get the client the professional resources they urgently needed. Our team was able to help the client complete their jobs on time by providing quality resources they had previously lacked in specific areas. Where the previous vendor had not been able to identify the talent the client needed, TekPartners excelled at not only finding the right talent, but getting those qualified individuals signed on for our client's projects.

During our first project with this client, we delivered a team of eight consultants. These experts provided efficient and skilled labor to go on-site and help the client's project management team complete tasks on time and deliver solutions within budget. These roles included a Security Installer and seven Access Control Technicians who performed physical security work for school systems. We have since worked on several other projects where

we exceeded expectations by helping this client solve their problems and improve their business through strategic placement of quality talent.

Most of the talent we have provided to the client was on a six-month contract basis, though we offer contract, contract-to-perm, and permanent placement options depending on the client's needs. The experts we have provided to this particular client have included contractors certified by BICSI, Genetec, Lenel, and S2.

RESULTS

Before TekPartners joined forces with this client, they had been suffering lost business for at least six months due to a lack of resources that slowed their ability to perform for their customers, in large part due to the inability of the previous vendor to identify the talent the client needed. Once TekPartners got involved, we were immediately able to turn the situation around and help the client get back to generating the revenue they had been missing out on.



The client was able to get back to work serving their customers and taking on new business opportunities that were out of reach before TekPartners came into the picture.

CLIENT PROFILE

The client provides specialized services in a number of verticals including the IT and engineering industries, as well as the physical security space throughout the U.S. and other regions. They pride themselves on their proven work ethic, integrity, innovation, and an exceptional experience for clients.

ABOUT TEKPARTNERS

TekPartners has been a trusted and proven technology solutions firm since 2002. As an information technology partner, we offer our clients proven talent through our IT Staffing, Professional

Services, and Infrastructure Solutions divisions. We understand and value the unique needs of the industry and always strive to stay above the curve. The company was founded on the following core values: Be the Best, Understand the Urgency, Never Ever Give Up, Have the Courage to Excel, and Make a Contribution. We take pride in our business model and strive to create a positive workplace environment through an exemplary culture. TekPartners continues to grow and expand with office locations in Fort Lauderdale, Miami, Orlando, Charlotte, and Milwaukee. Learn more at www.tekpartners.com.



INTRO TO SNOWFLAKE DATABASES AND WAREHOUSES PART ONE

PATRICIA PETERSON | SOLUTIONS ARCHITECT

Interested in learning more about Snowflake? Be sure to check out our new specialty demo video, [Intro to Snowflake Databases and Warehouses: Part One](#), presented by Patricia Peterson, Solutions Architect. In this video, we will take a look at two of the main components of Snowflake, databases and warehouses, and examine how these work.

As a Snowflake partner, TekPartners provides a wide variety of services to aid with implementing Snowflake for your business. We can help with setting up a proof of concept, migrating an existing data warehouse to Snowflake, and architecting, developing, and implementing a data warehouse from the ground up in Snowflake. We have the expertise to get your business working with the Snowflake Cloud Data Warehouse Platform.





DATABRICKS PARTNERSHIP

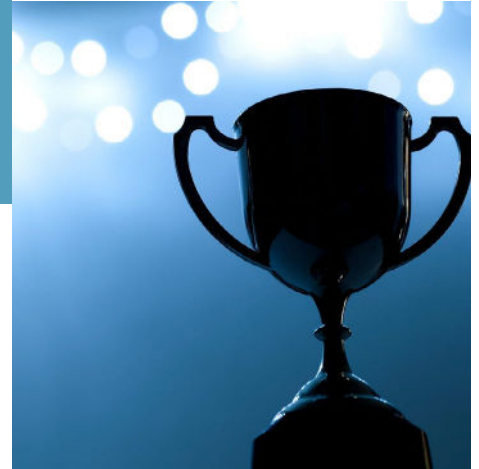
TekPartners, a P2P Company, is pleased to announce that they have partnered with Databricks, the data and AI company, to drive business value by unifying data and artificial intelligence (AI). Known in the IT industry as a trusted and proven technology solutions firm, TekPartners looks forward to further strengthening its Data Analytics and AI offerings through this partnership with a leader in the Data Science and Machine Learning sector to better provide its clients with the latest advances in technology that will enable them to drive their business from data.

Anthony Sammartino, SVP of TekPartners, said, "At TekPartners, we always strive to be the best and offer our clients superior service in everything we do. Our partnership with Databricks will allow us to better serve the enterprise organizations who work with us by empowering them with the information they need from their data to fulfill their core missions. Databricks provides an innovative cloud platform for massive scale data engineering and collaborative data science that enables businesses to make better decisions using their data. We are proud to be able to offer this state-of-the-art technology to our joint customers."

Databricks Unified Data Analytics Platform helps organizations accelerate innovation by unifying data science with engineering and business. This managed Cloud service auto-scales clusters and includes an optimized version of Apache Spark that is up to 50x faster, and uses Delta Lake to bring data reliability and scalability to your existing data lake. It's the best-in-class collaborative platform that truly unifies data science and data engineering for fast iterations of data prep, model training and production deployment. Databricks customers also benefit from data security, compliance and reduced DevOps costs. All of this means organizations can finally apply AI across their data and drive disruptive innovations to the market.

"We're thrilled to be working with TekPartners and look forward to seeing the value this partnership delivers to our joint customers," says Michael Hoff, senior vice president of Business Development and Partners, Databricks. "Using the power of Databricks Unified Data Analytics Platform, TekPartners Professional Services will help accelerate how businesses solve problems and better prepare for the future in an uncertain world. Ultimately this will help our joint customers maximize the business value of their data."

TEKPARTNERS IN THE COMMUNITY



COLLEGE COLORS DAY

We went mostly virtual with our annual celebration to bring our team together this year! The festivities included a photo contest, a dance contest, sports trivia, and fun times with the teams across all our offices. Our contest winners did a great job and we appreciate everything taking part in the fun!

CHARLOTTE'S LARGEST TEMPORARY STAFFING COMPANIES

TekPartners was listed by the Charlotte Business Journal as one of Charlotte's Largest Temporary Staffing Companies in 2020. We were very excited to receive this honor and look forward to continuing the trend. Read all about it [here](#).

SOUTH FLORIDA BUSINESS JOURNAL'S TOP 100 PRIVATE COMPANIES

We were listed as one of the South Florida Business Journal's Top 100 Private Companies for 2020, ranking #61 on the list! Our team was honored to be listed once again and will continue to strive for excellence. Find out more [here](#).

HOT JOBS

JOB ALERTS

Sign up for our Job Alerts and get new IT job openings delivered straight to your inbox or smartphone.

AWS SYSTEMS ENGINEER

Location: Spartanburg, SC

Term: Contract to Hire

ERP/FINANCIAL TESTER

Location: Remote

Term: Contract

Duration: 2-3 months (Project through EOY, could possibly extend)

Compensation: \$60-72 per hour

BUSINESS DEVELOPMENT MANAGER

Location: Lake Mary, FL

Term: Direct Hire

Compensation: \$100k base plus commission

SENIOR ANGULAR DEVELOPER

Location: Orlando, FL or Remote

Term: Contract

Duration: 1 year

Compensation: \$55-65 per hour, W/2 only

SENIOR DATA ARCHITECT

Location: Orlando, FL or Remote

Term: Contract

Duration: 1 year

Compensation: \$55-70 per hour, W/2 only

SYSTEMS ENGINEER - DATA CENTER OPERATIONS

Location: Orlando, FL

Term: Direct Hire

Compensation: \$110k-115k base with 8% bonus

SYSTEMS ENGINEER – IDENTITY & ACCESS MANAGEMENT

Location: Orlando, FL

Term: Direct Hire

Compensation: \$110k-115k base with 8% bonus

ANDROID DEVELOPER

Location: Fort Myers, FL

Term: Direct Hire

CLOUD SOLUTIONS ARCHITECT III

Location: Remote

Term: Direct Hire

Compensation: \$140k-170k

TECHNICAL DATA PROJECT MANAGER

Location: Glendale, WI

Term: Contract

Duration: 12 months

SERVICENOW ENGINEER

Location: Sunrise, FL

Term: Contract

[See all job postings](#)

TekPartners
A P2P Company

