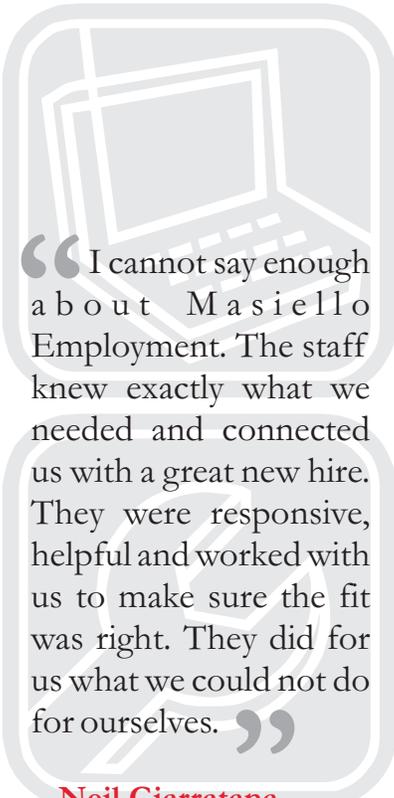


Masiello Employment Services, Inc. Results At Work™ 1.800.639.7021 info@masemp.com www.masemp.com



“I cannot say enough about Masiello Employment. The staff knew exactly what we needed and connected us with a great new hire. They were responsive, helpful and worked with us to make sure the fit was right. They did for us what we could not do for ourselves.”

- Neil Giarratana  
President



**Business Type:** Internet Strategy and Services Firm

**Staffing Need:** Accounting Professional

Lucidus is a leading provider of internet application development and hosting services. Based in Keene, New Hampshire with personnel around the U.S., their full-time developers, programmers and project managers are pioneers and thought leaders in their field. The Lucidus team members are experts at devising innovative software solutions, producing industry conferences and helping to shape the future of the organizations they serve. They know that every problem is unique, every relationship is custom and one size definitely does not fit all.

### Challenges:

- ✓ Lucidus needed someone that could wear many hats, including handling accounts receivable, which meant dealing directly with clients and managing contracts
- ✓ Person must be capable of working in an extremely dynamic environment
- ✓ Lucidus management tried to go it alone with the traditional recruiting approach of newspaper advertising as well as online job boards; this approach yielded resumes, through which Lucidus staff weeded for over a month
- ✓ After extensive examination, Lucidus brought in the more qualified applicants for interviews and eventually whittled the list to three candidates
- ✓ Senior management met to discuss the finalists but still felt they hadn't found the right fit

### Solution:

- ✓ Masiello Employment's knowledgeable Staffing Consultants assisted Lucidus by defining their true hiring needs and articulating those needs into an accurate job description
- ✓ Understanding the importance of finding the right fit, Masiello Employment crafted a targeted search
- ✓ Masiello Employment's extensive database of pre-screened, highly qualified professionals was searched and yielded candidates that were sent to Lucidus within a single day
- ✓ Masiello Employment's staff scheduled candidate interviews and arranged for meetings with Lucidus staff members within the week

### Results:

- ✓ Within a week of contacting Masiello Employment, Lucidus had three strong candidates with the right qualifications and, more importantly, the right attitude
- ✓ The Lucidus management team made a choice they were very excited about
- ✓ In less than a week, Masiello Employment was able to connect Lucidus with a great hire that met their skill needs and was the right fit for their business
- ✓ By leveraging a contract-to-hire arrangement, Lucidus had the opportunity to evaluate their choice on a trial basis
- ✓ The trial worked out well enough that they hired the individual at the end of the contract period
- ✓ Masiello Employment empowered Lucidus to do what it does best, deliver great websites and online services, freeing up their time from finding their next team