



Incept Talent Solutions


GovCon Recruiting

incept
TALENT SOLUTIONS



Smarter hiring starts with **Incept Talent Solutions**

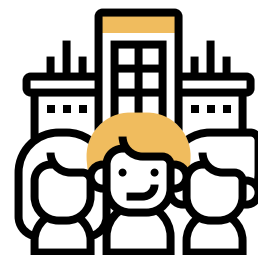
Find, connect, and build a stronger talent pipeline with the only fully automated end-to-end outbound recruitment solution made specifically for Government Contractors. Cut costs and dramatically improve your recruiting efficiency.





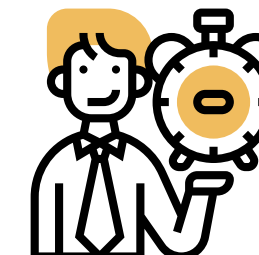
100+ Contracts

Incept has supported over 100 Government Contracts



400+ FTEs Placed

Our team has placed over 400 cleared professionals



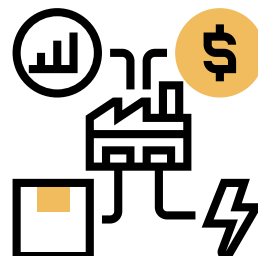
48-72 Hours

Receive quality candidates in under 3 days



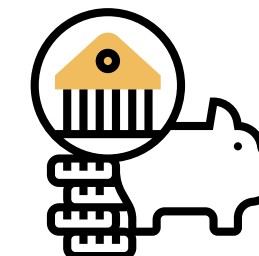
All Size Business

We provide advantages for all size businesses from small-mid organizations to large enterprises



Any Industry

From IT, Cyber, Data, Defense, & Space we can find excellent candidates in any industry



Exceptional Value

Our clients save BIG compared to other agencies

Award-Winning Outbound Recruiting Solution

- We help our Prime and Subcontractors WIN
- Decades of combined Federal recruiting experience
- We deliver stronger quality of candidates
- Subject Matter Experts in finding excellent candidates
- Cutting-edge platforms & open-source technology
- We offer scalable solutions that fit your needs
- We reduce your time to hire by as much as 80%
- We save our clients up to 50% on recruiting costs
- We maximize your profit margins with incredible value
- Simply put, we're better, faster, cheaper.



Experience **Professional Sourcing** at a fraction of the cost

We go beyond job boards and LinkedIn to gain access to over 100,000 cleared-profiles. We identify quality candidates and develop a scalable, data-driven recruiting strategy. Whether your looking to fill one role or need continuous support, Incept provides industry leading models that are scalable, customizable, and flexible to fit your business requirements.

Choose one of our following models

ZERO Placement Fees

Recruitment as a Service (RaaS)

Recruitment as a Service (RaaS)

- ZERO Placement fees
- Month-to-Month
- No long-term commitments
- Straight forward pricing
- Scalable Solutions

Rate Card per Requisition

1-3 Reqs	7.0K
4 Reqs	9.2K
5 Reqs	11.2K
6 Reqs	12.6K
7 Reqs	14.7K
8 Reqs	16.8K

Best-in-Class model: With RaaS you can Hire as many qualified candidates without the burden of expensive placement fees. Quickly fill those hard-to-fill roles and scale your organization with top talent with our #1 model, Recruitment as a Service.

Traditional: Placement Fee

Industry Best Placement Fees

Rate Card for Placement Fees

No Clearance	12%
Public Trust Clearance	14%
Secret Clearance	16%
Top Secret or TS/SCI	18%
TS/SCI CI or FSP	20%

Our Traditional Placement Fee model offers industry best lowest priced placement fee. It comes with our 30 day back-fill guarantee and payments are allocated over a 60 day period. (This model is unavailable for proposal efforts.)

Hybrid: Best of Both Worlds

RaaS + Placement Fee

Rate Card for Hybrid Model

- 8K/month up to 5 requisitions
- 10% Placement Fee
- No long-term commitments
- Scalable Solutions that fit your needs

Our Hybrid model offers the perfect balance between our RaaS and Traditional models. Enjoy the benefits of flat rate low placement fees up to 5 requisitions. It comes with our 30 day back-fill guarantee and payments are allocated over a 60 day period on placement fees.

CUT COSTS, **Not Capabilities**

Each of our professional models comes with professional solutions

Our Models Include:

- 3 Master Sourcers
- 4 Associate Recruiters
- 3 Senior Recruiters
- Client Success Manager
- Client facing dashboard
- Fast turn-around
- Candidate screenings
- Quality Candidates
- Professional Bio, Resumes, Certs
- Interview Facilitation

Additional Services:


- Reference Checks
- Background Checks
- Resume Matrix
- Integrated Recruiter
- Offer Letters

Paying for recruiter salaries, various job boards, sourcing tools, third-party contact searches, outreach platforms, an ATS and CRM adds up. Incept combines all of those capabilities into one solution as an extension of your organization.

Collaborate **with Confidence**

Incept will build you a client-facing dashboard so you can have a birds eye view of recruitment efforts plus an open line of communication with our team members 24/7/365

CYBER INTELLIGENCE


Cyber Intelligence

DASHBOARD
2

Cyber Intelligence Benefits Summary
3

Cyber Intelligence Resources

+ Add a card

ENTERPRISE ARCHITECT -
Arlington, VA

POSITION DESCRIPTION
6

IN CONSIDERATION
Cheryl Livingston
Jan 31 33 1

SUBMITTED TO PRIME/CLIENT
Luke Omadeke
Feb 6 4 1

INTERVIEW SCHEDULED: PINTV
Sebastian Warrenton
Apr 3 11 1

DECLINED: Experience
Nakisha Kones
Mar 31 7 1

+ Add a card

CLOUD SYSTEM ARCHITECT -
Ft. Belvoir, VA

POSITION DESCRIPTION
5

HIRED
Anthony Large
Jan 2 11 1

AWAITING CLIENT FEEDBACK
Mandy Jawarowski
24 1

INTERVIEW SCHEDULED: PINTV
Shawn Hendes
Mar 3 9 1

NEGOTIATE SALARY
Elizabeth Morris
Jan 18 13 1

DECLINED: Location
Kirsten Baylis
11 1

+ Add a card

STRATEGIC PLANNER - Fairfax,
VA

POSITION DESCRIPTION
2

OFFER EXTENDED
Charles Holroyd
Mar 30 12 1

AWAITING CLIENT FEEDBACK
Thomas Adrian
13 1

INTERVIEW COMPLETE-NOT A FIT
Olive Smith
Feb 28 5 1

CANDIDATE WITHDREW
Kelly Hunter
Mar 29 12 1

+ Add a card

CYBER SECURITY ENGINEER -
Arlington, VA

POSITION DESCRIPTION
10

IN CONSIDERATION
Gonzalo Coloma
Apr 1 20 1

IN CONSIDERATION
Michelle Foster
Apr 1 20 1

VIRTUAL INTERVIEW CONFIRMED
Arthur Audrey
Apr 17 13 1

ACTION: PINTV Requested
Malcolm Middleton
17 1

DECLINED: SALARY
Andrew DeSilva
2 1 2

+ Add a card

2022 Supported Contracts

- PEO-EIS, Ft. Belvoir – Program Executive Office – Enterprise Information Systems (Ft Belvoir).
- PEO Soldier, Ft. Belvoir - Program Executive Office Soldier (Ft Belvoir).
- Army Enterprise Service Desk (AESD), Ft. Belvoir
- DEFEND E, Reston, VA - (DHS) Dynamic and Evolving Federal Enterprise Network Defense (DEFEND) CDM (Continuous Diagnostic & Mitigation) Group E.
- Armed Forces of Ukraine, Ukraine.
- SETA, Ft. Belvoir (Systems Engineering and Technical Assistance),
- CNOSS, Ft. Huachuca (Cyber Network Operations and Security Support),
- Army NETCOM, Ft. Huachuca (Army Network Enterprise Technology Command),
- Army ARCYBER, Ft Gordon (Army Cyber Command),
- National Geospatial Intelligence Agency (NGA), Pentagon.
- DHS CDM T02F.
- Army INSCOM, Ft. Belvoir (Intelligence Security Command).
- Army 902nd Military Intelligence Group, Ft Meade (part of INSCOM).
- CMS MIDS, PERM, CERT, UPIC programs
- MMoD (Montenegro Ministry of Defense).
- Army 335TH Theater Signal Command (3rd Army/USARCENT in Southwest Asia (SWA).
- USSOCOM, MacDill AFB (United States Special Operations Command).
- CIO-G6, Ft Belvoir (Army Chief Information Officer/G-6).
- Air Force GSS, Hanscom AFB, Massachusetts (Ground Support Systems),

What our Customers are Saying

"We WON! We cannot thank you enough for a job well done. Your team has identified a lot of great candidates. Thank you for supporting our proposal efforts. We are very pleased with your quick response and the caliber of these candidates. The collective experience and knowledge they'll bring to the table is an intangible asset to our organization and you have played a major part in our success. Many thanks!" -

Eric Sedlacek, VP of BD at Sincerus Global Solutions Arlington, VA

"Just a follow up note to say 'thank you' for your hard work. This isn't an easy industry, but you remain dedicated with a sincere desire to see your clients and recruiters succeed. We appreciate the attention and care you have shown to the management of our partnership. This was a tough one for many reasons and you nailed it. Thanks for being the bombdiggity!" - Diana Wilson, Director of HR at Crystal

Management IT Leesburg, VA

What our Customers are Saying

"Our organization needed a Software Engineer and Salesforce developer with very particular quals and experience. Incept's Team responded quickly and provided several strong profiles. We ultimately made the decision to onboard two of their candidates for our internal team. Both hires have been outstanding and continue to make excellent contributions" - Vivek Patel, Director of Technology at SHRM Alexandria, VA

"We wanted to build our team quickly without compromising on quality. Having a consultant who specializes in our industry and who understands our specific needs adds value to the services that they provide. We found that highlighting our career opportunities with Incept to be a cost-effective method of identifying candidates, in addition to growing our company. Incept's unique recruitment methodologies helped us place exceptional people of high caliber." - Celia de la Torre, HR Director at Dignari Alexandria, VA

Let's talk

Jegs Peralta | Client Success Manager

Jegs.Peralta@inceptds.com | (703) 678 7933

Ebony Jefferson | Director of Recruiting

Ebony.Jefferson@inceptds.com | (240) 353 5543

Mark LaRocque | Chief Operating Officer

mark.larocque@inceptds.com | (703) 953 1336

Sourabh Arora | President and CEO

Sourabh.Arora@inceptds.com | (703) 623 6522

