



TECH STAFFING CASE STUDY

*A comprehensive analysis of Andiamo's
technology recruiting success with Amazon.*



Staffing Success Story



Andiamo first started working with Amazon in September 2012 when the Recruiting Manager for Amazon Retail approached us with the hopes that we could fill niche Software Engineering and Architecture roles in Amazon's Corporate Headquarters in Seattle. Having worked with Andiamo before, the recruiting manager was familiar with our expertise and history of success and believed we were specifically equipped to manage the screening and recruiting processes for these high-profile technology hires. Andiamo began work, presenting our first round of screened, vetted and highly skilled technology candidates within the first two weeks. Within a month Andiamo filled these initial roles. Over the next several years, Andiamo helped Amazon hire over 100 of the top technology candidates on behalf of various divisions and locations.

HEADQUARTERS
Seattle, Washington

SPECIALTIES
E-Commerce, Media, Cloud Computing

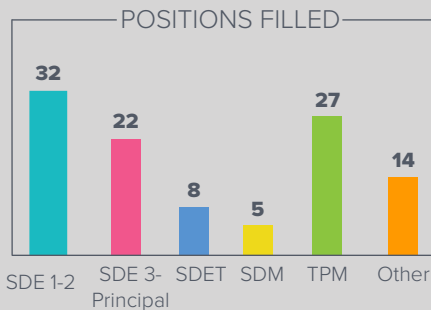
COMPANY SIZE
650,000

AMAZON'S HIRING NEEDS

Divisions: AWS, AIV, Kindle, Retail, Seller Services, Advertising, Audible Inc., Amazon Fresh, Lab126, Payments, Search & Discovery

Positions: Software Development Engineer 1,2,3, SDET, SDM, Infrastructure, Video Streaming, Cloud Computing

OUR DELIVERY



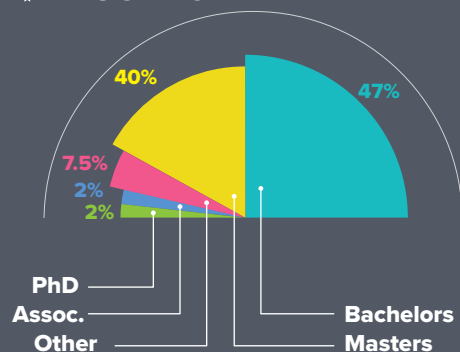
To meet Amazon's needs, Andiamo began organizing and recruiting for specialized multi-day Technology Hiring Events in over 20 cities across the US and Canada. For each event, Andiamo was responsible for sourcing, screening, and presenting the top Software Development Engineers and TPMs. Because of our unparalleled success, Andiamo became Amazon's top staffing partner in North America. For more information and testimonials, visit www.andiamogo.com/amazon-staffing

DEVELOPERS PLACED

The data below represents the profiles of developers that Andiamo placed with Amazon

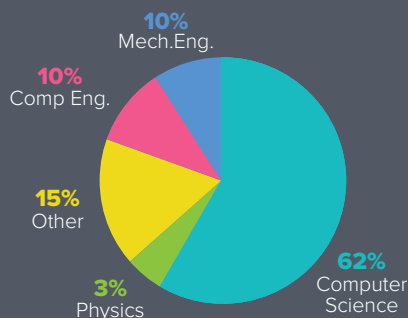
AVERAGE YEARS OF EXPERIENCE: **14**

EDUCATION



PREVIOUS BASE SALARY: **\$118k**

FIELD OF STUDY



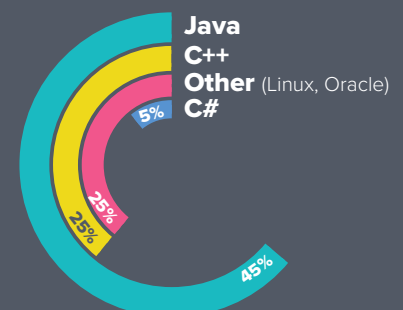
PREVIOUS EMPLOYERS

- Microsoft
- Yahoo
- Disney
- Qualcomm
- Highbridge Capital

SCHOOLS ATTENDED

- Carnegie Mellon
- University of Texas at Austin
- Georgia Institute of Technology
- Stanford University
- UC Berkeley

TECH SKILLSET



RECENT PLACEMENTS



Software Development Engineer III

Amazon Instant Video

Past Microsoft, Senior Software Development Lead
Education Georgia Institute of Technology
Degree MS, Computer Science
Previous Work Managed a team of five developers owning Windows client-side licensing and activation platform, designed and implemented features to virtualize infrastructure.



Software Development Manager

Amazon Financial Analytics

Past State Street, VP of Application Development
Education Tulane University
Degree Mechanical Engineering
Previous Work Designed and built break management tool with Apache Sling, Karaf, Dojo and Drools, Designed and built end-to-end message monitoring and metrics application with and Splunk



Software Development Engineer II

Amazon Ads and Search

Past Yahoo, Inc. , Senior Software Engineer
Education University of California, Davis
Degree PhD, Computer Engineering
Previous Work Designed and developed a system that achieves zero data loss with improved performance on execution time and failover support. It collected and pre-processed 2 billion user event per day.



Software Development Engineer III

AWS Marketplace

Past LonoCloud, Principal Engineer
Education University of Colorado
Degree MS, Computer Science
Previous Work Technical lead for team of nine developers, mentored junior developers in architecture, was the lead developer on idle capacity reclamation project



Software Development Engineer II

Amazon Fashion Technology

Past Carbonite, Senior Software Engineer
Education George Mason University
Degree MS, Computer Science
Previous Work Developed the OSX client for Carbonite's cloud based backup and storage service, using C++, libqt, OpenSSL, SQLite, MS Sql Server, Ruby.



Software Development Engineer II

Amazon Machine Learning and Algorithmic Data

Past Highbridge Capital Management, Software Engineer
Education Rutgers University
Degree BS, Computer Science
Previous Work Designed, scaled, and engineered all aspects of Highbridge's enterprise EMS/OMS application, providing core stabilization and architectural recommendations in a core Java/Linux environment



Software Development Engineer III

Amazon Instant Video

Past Boston Scientific, Principal Software Engineer
Education University of Minnesota at Twin Cities
Degree PhD, Computer Science
Previous Work Architected and developed a private cloud based (SaaS) testing system for testing EAI part of Boston Scientific's Advanced Patient Management System.



Software Development Engineer I

Amazon Search and Discovery

Past Highbridge Capital Management, Application Developer
Education University of Pennsylvania
Degree BS, Engineering and Computer Science
Previous Work Built a 3-tier, real-time financial risk modeling and scenario analysis Java application using GWT for UI and client/server infrastructure



Software Development Manager

Amazon Music

Past Wells Fargo, Software Developer
Education Carnegie Mellon
Degree MS, Computer Science
Previous Work Lead and managed a team of engineers and mobile developers that delivered industry leading and innovative web applications that drive \$1 billion in revenue each year.



Software Development Manager

Amazon Core Shopping

Past Disney, Senior Developer
Education University of Texas at Austin
Degree BS, Computer Science
Previous Work Developed cloud based services which deal with mapping, reducing, transforming, fetching and writing back data between the traditional database and HBase cloud datasource.



Software Development Engineer III

Amazon Ads Experience

Past BAE Systems, Principal Engineer
Education University of Denver
Degree BS, Computer Science
Previous Work Security expert for a multi-tiered enterprise platform for exploration and statistical analysis of high value intelligence data, which uses AJAX, Java (Spring) and Python based RESTful web services



Software Development Engineer I

Amazon Video Streaming Ads

Past Qualcomm, Software Engineer
Education Virginia Tech
Degree BS, Computer Science
Previous Work Developed a load-balancing algorithm in a client-specific distributed system of proprietary servers