



# Y&L

## Consulting

## JOIN THE Y&L FAMILY!

If you're looking for an IT Services and Solutions company that treats its consultants like family, you have found it. Y&L cares about its consultant employees as well as its clients and does a very good job of keeping both sides happy. In fact, our employee turnover rate is at 3% which is incredibly low in this industry and in our 17+ years we have never lost a client for cause.

How do we achieve this? Well, in terms of our clients, we carefully screen each candidate, perform skills tests and only present the 1-2 candidates that very closely match their needs and at rates that are competitive. In terms of our consultants and our low turnover rate, that is because we...

- Treat our employees like family (Y&L Family Fun Day, consultant luncheons, etc.)
- Provide some of the highest pay rates in the industry
- Offer a very generous benefit package (health, vision, dental, life insurance, vacation, 401k plan)
- Present opportunities that are a minimum of 6 month engagements (generally 8 – 36 months)
- Have an expertise in working with foreign nationals looking for U.S. employment
- Believe in consultant recognition (certificate presentation, consultant celebration lunch, consultant highlighted on company Facebook page)



Y&L Family Fun Day



Y&L PharMerica Consultant Team Luncheon

### NOBODY LIKES A REVOLVING DOOR

When it comes to providing contingent staff to clients, nobody likes a revolving door of consultants coming and going. It is important to us to maintain excellent relations with both our clients and our consultants and that is why we provide a wage that meets the skill set of the individual. We do not underpay our consultants hoping to make an extra buck because we know in the long run (or even short run) if the consultant is not satisfied with their wage they will actively search for other opportunities. Our client's want to hire consultants who will stay on project until completion and don't want to have to constantly re-train consultants on their systems, culture, etc. simply because the consultant's are being underpaid.



**Consultant Recognition Certificate Presentation by Erach Songadwala, President of Y&L**



**Educating the Educators<sup>SM</sup>**



**Habitat for Humanity<sup>®</sup> of San Antonio**



**Y&L Family Fun Day**

## WELL KNOWN AND RESPECTED

Y&L Consulting has been serving the needs of the local Texas market for over 15 years. We have provided IT consultants throughout Texas through our direct sales team and to 28 additional states through our sub-side practice. Some of our clients include:

- Google
- USAA
- Rackspace
- HEB
- Frost Bank
- Harland Clarke
- Southwest Research Institute
- SWBC
- Valero
- Tesoro
- NuStar Energy
- Pharmerica
- Solar Turbines
- San Antonio Water System
- Accenture
- AVAYA
- City of San Antonio
- San Antonio Credit Union
- Argo Group
- Axelon
- Region 20
- Cenveo

## SMALL COMPANY HEART – BIG COMPANY MUSCLE

Y&L is very tied to the community through our various philanthropic efforts. Our Educating the Educators<sup>SM</sup> IT seminars demystify the IT industry for high school educators, guidance counselors and administrators so that they can better position IT career opportunities to individuals graduating from high school. In addition, we have retrained various individuals to take on new career opportunities as Level 1 Service Desk Associates, Manual QA Testers and IT Developers. We have a strong summer intern program and involve ourselves in various events throughout the year including Habitat for Humanity.

Y&L is also part of the YASH Technologies family of companies. YASH Technologies has approximately 5,000 employees worldwide and is a global business and technology solutions company. The company has 15 regional sales offices and eight delivery centers on five continents. YASH is one of only 14 certified SAP Global AMS Partners, a SAP Gold Partner, SAP Gold Consulting Partner, SAP Gold Business Objects Partner, SAP Labs Partner and SAP Education Partner. In addition, YASH is also a Microsoft Silver Partner, Oracle Gold Partner, IBM Partner, HP Business Partner and has centers of excellence in all leading technologies. The company also operates five development centers in India.

## WHAT WE'RE LOOKING FOR

We are always on the lookout for highly talented IT professionals. Some of the main disciplines we hire for are:

- |                        |                            |                         |
|------------------------|----------------------------|-------------------------|
| Programmers/Developers | Data Warehouse Specialists | Database Administrators |
| QA Testers             | Business Analysts          | Network Administrators  |
| Project Managers       | Technical Writers          | Service Desk            |

**Contact Us Today!**

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