



**COMPANY PROFILE:**

Headquartered in Kirkland, Washington, Clearwire is in the midst of building the first nationwide 4G mobile Internet wireless network. It currently provides mobile WiMAX-based service in Baltimore, MD and Portland, OR, and provides pre-WiMAX communications services in another 50 markets. With strategic investors including Intel Capital, Comcast, Sprint, Google, and Time Warner Cable, Clearwire is planning an aggressive launch schedule that includes dozens of U.S. cities by the end of 2010.

**BUSINESS CHALLENGE:**

As Clearwire aggressively enters each market, staffing pressures mount. Openings that must be filled in each city include employees of all levels in direct, retail, and indirect channels, and this creates tremendous pressure on their internal recruiting staff. Clearwire does not want to compromise quality of candidates for speed but is under corporate pressure to meet staffing deadlines. Additionally with the volume of hires needed, typical contingent fees are too costly and not preferable in this economic climate. Clearwire was looking for a customized solution with a vendor that can move quickly, has access to a pool of nationwide candidates within their industry, and can be a true extension of their internal team.

**TEG SOLUTION:**

In August, 2007, TEG delivered to Clearwire an OnStaff solution. In order to cover the nation, recruiters with industry expertise were provided as floaters to source and screen wherever the need arose. They were paid on an hourly basis rather than per hire, and scalability was built into the model in order to accommodate fluctuating launch schedules. The recruiters were tasked with delivering qualified pools of candidates quickly in each of the markets they were assigned while building strong relationships with Clearwire’s internal recruitment teams resulting in a seamless solution to internal hiring managers.

After six months TEG has assisted in dozens of hires in markets such as Washington, Nevada, New York, Oregon and California. On average, at least five qualified candidates per search have been provided in less than 21 days - many times faster. Our solution improved overall staffing efficiencies by a minimum of 20 percent by offering scalable resources and also by eliminating the time it would take to manage multiple recruitment agencies. As these metrics continue to improve, Clearwire will continue to enjoy the flexibility of the solution without the internal fixed costs associated with hiring more full time recruiters.

Based on the success of understanding the customer’s needs and finding the “A” players in those respective markets our long term relationship has evolved from just recruiter to a trusted and valuable resource advisor to Clearwire. With a hectic launch schedule through 2010, TEG is pleased to partner with Clearwire to assist in their staffing needs and looks forward to watching them deliver WiMAX on a nationwide basis.

