FDM is a global professional services provider with a focus on IT. We work in partnership with over 180 market leading clients to help them achieve specific business objectives through the provision of quality IT and business solutions.

1. WE RECRUIT
We recruit, train and hire graduates, military veterans and those looking to return to work after a career break. Our commitment to create a diverse workforce ensures our clients can build their own balanced teams, employing consultants from a wide range of backgrounds, skill sets and experience.

2. WE TRAIN
We provide award-winning training to equip individuals with technical skills and commercial experience, transitioning them into professional IT and business consultants. As the training is fully funded by FDM, our consultants commit to work for us for a period of two years which allows us to provide guaranteed continuity of service to clients and the ability to scale at speed.

3. WE DEPLOY
With flexible contract terms, FDM can provide scalable resources at short notice and across multiple client sites. We continue to support our consultants while they are on client site, as well as offer professional and technical support to underpin the training they receive in the FDM Academy.

4. BUILD YOUR TALENT PIPELINE
Clients can transfer on-site FDM consultants to be part of their permanent teams after they have fulfilled their contractual commitment to FDM. This enables our clients to retain knowledge and skills while adding a broad mix of experienced professionals to their own talent pool.
GRADUATE CAREERS PROGRAM

FDM is a leading international IT employer for university graduates. We partner with universities across North America, offering real-world insights into a career in business and IT. Our team is active on campuses year round providing input into curricula, presenting to tech and business societies, leading hackathons, running workshops and attending networking events. The team works closely with university career services professionals, academics and employability advisers throughout the year to identify the best talent prior to graduation.

Global recruitment in numbers*

- 100,000+ applications
- 600+ events delivered on campus every year
- 14,000+ candidates assessed
- 800+ interview days
- 150+ partnerships with universities
- 70+ full time recruitment professionals
- 2100+ selected and on-boarded

*Recruitment 2016

TARGETjobs National Graduate Recruitment Awards – The Diversity Recruitment Award 2016
The Job Crowd Top Companies For Early Careers 2017/18
s1 Recruitment Awards – Best Employer Brand and Best Employer Training and Development 2017
VETERANS PROGRAM

The FDM Veterans Program focuses on transitioning military servicemen and women into civilian careers as IT and business consultants.

We recruit across all services and ranks and are committed to offering a smooth transition into the corporate world.

We also offer an Advanced Project Management training course for those coming from a leadership position, building upon their extensive skills and life experience.

160+ veterans on-boarded

44% IT Service Management
24% Development
18% PMO
8% Other
6% Internal Staff

FDM courses have been reviewed and approved by American Military University (AMU) for the award of up to 21 semester hour credits towards a Bachelor of Science degree in Information Technology.
GETTING BACK TO BUSINESS PROGRAM

This program is specifically designed to provide employment opportunities for high-caliber individuals who have taken an extended break in their career, facilitating their re-entry into the workplace.

The FDM Getting Back to Business Program uniquely assists our clients in diversifying their workforce, tapping into a rich pool of talented professionals who already have experience in business.

The Getting Back to Business Course

Week 1
Professional Skills / Software Development Lifecycle

Week 2
Excel

Week 3
Financial Industry Awareness

Week 4
Skills for Business Analysis

Week 5
Project Management Framework
APM certification

Week 6
Project Management Tools / SCREUM Agile Workshop

Week 7
Project Week
The FDM Academies are designed as ‘model office environments’ which ensures our consultants can seamlessly transition to a client site and make a difference from day one.

Weekly assessments make sure trainees are achieving the high standards expected of them in order to be successful.

The learning experience combines theoretical knowledge with practical real-life application and includes trainer-led classroom work, online learning and project-based assignments.

The duration of the training is between 6-16 weeks and include several industry-recognized certifications such as:

- Scrum Master
- ITIL
- BCS Business Analysis Foundation
- APM
- Java Development
- ISTQB Testing

Once completed, our consultants progress to training on their specific stream within the business or technical pathways.

### Core Foundation Modules

All consultants undergo an initial 3 weeks of foundation training which includes professional skills, SQL and UNIX.

<table>
<thead>
<tr>
<th>Professional Skills</th>
<th>SQL</th>
<th>UNIX</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Interview techniques</td>
<td>• Table joins, queries</td>
<td>• Functions, parameters and variable scope</td>
</tr>
<tr>
<td>• Communication skills</td>
<td>• Data types</td>
<td>• grep and regular expressions</td>
</tr>
<tr>
<td>• Conflict resolution</td>
<td>• SQL best practice</td>
<td>• Use of the vi editor</td>
</tr>
<tr>
<td>• Assertiveness at work</td>
<td>• Functions and procedures</td>
<td>• piping and redirection</td>
</tr>
<tr>
<td>• Time management</td>
<td>• SQL, DML, DCL</td>
<td>• Writing shell scripts</td>
</tr>
<tr>
<td>• Presentation skills</td>
<td>• Statements, schema, syntax</td>
<td>• File permissions</td>
</tr>
<tr>
<td>• Effective report writing</td>
<td>• Normalization</td>
<td>• I/O streams</td>
</tr>
<tr>
<td>• Improving personal success</td>
<td></td>
<td>• Conditionals</td>
</tr>
</tbody>
</table>

### Additional Foundation Modules May Include

<table>
<thead>
<tr>
<th>Web Apps Design</th>
<th>Excel VBA</th>
<th>Finance</th>
</tr>
</thead>
<tbody>
<tr>
<td>• HTML5</td>
<td>• Excel - basics</td>
<td>• Introduction to financial services</td>
</tr>
<tr>
<td>• CSS3</td>
<td>• Arithmetic, text and date functions</td>
<td>• Financial assets and markets</td>
</tr>
<tr>
<td>• UML</td>
<td>• Lookup functions</td>
<td>• Equities</td>
</tr>
<tr>
<td>• XSD</td>
<td>• WHERETIF analysis</td>
<td>• Bonds</td>
</tr>
<tr>
<td>• SQL</td>
<td>• Pivot tables and pivot charts</td>
<td>• Derivatives</td>
</tr>
<tr>
<td>• Responsive web design</td>
<td>• Conditional formatting</td>
<td>• Investment funds</td>
</tr>
</tbody>
</table>

### Core Foundation Modules

- Table joins, queries
- Data types
- SQL best practice
- Functions and procedures
- SQL, DML, DCL
- Statements, schema, syntax
- Normalization

### Additional Foundation Modules May Include

- HTML5
- CSS3
- UML
- XSD
- Responsive web design

### Excel VBA

- Excel - basics
- Arithmetic, text and date functions
- Lookup functions
- WHERETIF analysis
- Pivot tables and pivot charts
- Conditional formatting
- Array functions
- Aggregation functions
- VBA Excel object model
- VBA subroutines and functions

### Finance

- Introduction to financial services
- Financial assets and markets
- Equities
- Bonds
- Derivatives
- Investment funds
- Taxation, investment wrappers and trusts
- Other financial retail products
- Trade lifecycle
- Risk
Business Pathways

**Software Development**
- Languages: Java SE and EE, MS .NET 4.5 using C#
- Object-oriented design pillars and SOLID principles
- Test-driven development (TDD)
- Waterfall
- Iterative
- Agile
- Use of Unified Modeling Language (UML) for analysis and design

**Software Testing**
- HP Quality Center
- ISTQB Foundation
- Test scripting & execution
- Defect management
- Manual functional testing
- Test automation - Selenium V-Model
- Agile (SCRUM)
- Risk-based testing
- Exploratory testing
- Industry standards & best practice

**IT Service Management (ITSM)**
- Operating system administration
- ITIL Foundation
- Troubleshooting
- UNIX (Solaris) and Linux
- Scripting
- MS Windows Server
- Financial Industry Awareness (FIA)
- PL/SQL

**Information Security**
- Security operations
- Networking
- ITIL Foundation
- Security threats and vulnerabilities
- Cryptography
- Standards and regulations
- Risk management
- Security policies
- Security assessments and auditing
- Malware
- Operating system exploitation and manipulation

**Business Intelligence**
- Data normalization & dimensional data modeling
- Extract, transform, load (ETL)
- Requirements engineering
- User experience design
- Waterfall
- Iterative
- Agile

**Salesforce**
- Advanced MS Excel and VBA
- Salesforce platform administration
- Salesforce ‘Click not Code’ configuration
- Salesforce process automation
- Salesforce security UML and ERD

**Project Support/Management Office**
- Agile project management
- Business Analysis Foundation
- Program and Project Support Office essentials
- MS Visio and Project Financial Industry Awareness (FIA)

**Business Analysis**
- BCS Business Analysis Foundation
- Modeling techniques
- Requirements engineering
- Investigation techniques
- Business case development
- Risk management
- Stakeholder management
- Financial Industry Awareness (FIA)

**Risk, Regulation and Compliance**
- Business Analysis Foundation
- Financial Industry Awareness (FIA)
- Regulation and compliance
- Dodd-Frank
- Financial risks
- Regulatory bodies
- FATCA
- AML/CTF
- KYC
- MPID
- CCAR

**FATCA Tax Ops**
- Advanced Excel and VBA
- Law and regulation - US & Canada
- Anti-money laundering
- Tax operations
- KYC / due diligence
- Reporting responsibilities
- FATCA
- Foreign bank and financial accounts
- Accounting fundamentals

**Technical Pathways**
FDM has worked in collaboration with clients to develop a number of tailored course programs. Following the completion of FDM's standard foundation training, here is what some of the custom programs have covered.

### Tailored Programs

<table>
<thead>
<tr>
<th>DevOps</th>
<th>Data Science</th>
<th>Test Automation</th>
<th>Murex</th>
</tr>
</thead>
<tbody>
<tr>
<td>Java SE and EE</td>
<td>Java</td>
<td>Object-oriented development</td>
<td>Post-trade workflows</td>
</tr>
<tr>
<td></td>
<td>SQL</td>
<td>using Java</td>
<td>Reporting and accounting</td>
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<tr>
<td></td>
<td>Hadoop and big data foundations</td>
<td>Selenium IDE</td>
<td>Market data interfaces</td>
</tr>
<tr>
<td></td>
<td>Large data set import &amp; scheduling</td>
<td></td>
<td>Trade pricing and booking</td>
</tr>
<tr>
<td></td>
<td>Large data set scripting</td>
<td>Selenium WebDriver</td>
<td>Profit and loss in MX 3</td>
</tr>
<tr>
<td></td>
<td></td>
<td>BDD using Cucumber</td>
<td>Introduction to simulation</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Testing SQA using SoapUI</td>
<td>Financial and non-financial</td>
</tr>
<tr>
<td></td>
<td></td>
<td>ISTQB Foundation</td>
<td>static data</td>
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<tr>
<td></td>
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<td></td>
<td>Technical troubleshooting</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Introduction to MX Viewer</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Trade management</td>
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<td></td>
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</tbody>
</table>

### Legacy Programs

- C++
- Cobol/RPG
- Perl
- PHP

### SUPPORT AND ENGAGEMENT

Our consultants are our greatest asset. In order for them to become one of your greatest assets, we provide a fully-managed resource to ensure the support structure is in place for a seamless service. Some of our support and development initiatives include:

#### Resource Management

FDM handles all HR, Finance, Vetting and Payroll activities, alleviating administrative strain.

#### Consultant Peer Support (CPS)

The CPS network provides assistance onboarding and has the knowledge to help new consultants acclimate to their new role and company.

#### Employee Recognition Awards

Recognitions such as the Consultant of the Month, Consultant of the Year, and CEO Award of Excellence celebrate outstanding performance of our consultants.
It was refreshing to see how FDM invested in junior talent, along with training military veterans. Fannie Mae’s SCM services directly benefited from this investment, and I was very impressed with how FDM worked hand-in-hand to understand our needs and provide resources.

Manager of DevOps, Fannie Mae
INCLUSIVE BY NATURE

FDM employees represent a huge breadth of cultures, languages and ethnicities.

We are strong proponents of social mobility and employ candidates from a range of educational and socioeconomic backgrounds.

Our programs for military veterans and returners to work, along with our Women in IT Initiative, are essential to our business, opening additional pools of talent.

In addition to our work with universities, FDM also works with schools and early education organizations throughout the US in order to continue to build a sustainable talent pipeline. We run professional skills and coding sessions to inspire students as well as provide work experience days in our offices, internships and co-ops.

Our statistics reflect our proud commitment to diversity, which in turn enables us to assist our clients in becoming more diverse.
USA
CANADA
UK
IRELAND
GERMANY
SWITZERLAND
SOUTH AFRICA
HONG KONG
SINGAPORE
CHINA
AUSTRALIA