

SDA

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PUT
YOURSELF
IN
THE
RIGHT
COMPANY

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Consulting...

is dynamic data processing. DP consultants, like accounting and legal professionals, work with top-level executives to solve current information processing problems and to plan for the future. And, being in the mainstream of technology, today's DP consultants participate in the most sophisticated end-user projects.

Switching to a career in DP consulting is easy; assuring that your consulting experiences will be both challenging and rewarding is not. You need to join the right company—one which combines a DP perspective, superior career opportunities and a truly personal approach.



This is where Software Design Associates excels. At SDA, you are more than an individual with a particular technical expertise—you are an integral part of one of the most sought-after consulting teams in the country. As such, you will enjoy:

- Challenging, state-of-the-art technical assignments
- A "promote from within" approach to management
- Comprehensive training programs
- Frequently scheduled progress and salary reviews

Take a look and see that joining SDA means putting yourself in the right job.



THE RIGHT COMPANY:



Software Design Associates, Inc. has provided the data processing community with high-quality, professional computer services since 1968. The superior performance of our consultants has earned SDA an unmatched reputation for excellence.

As a result, we have grown and currently maintain 15 branch locations across the United States and in Europe and a full-time consulting staff of approximately 500 data processing professionals. This includes management specialists, database/communications consultants, systems designers, applications experts and senior analyst/programmers.

SDA's growth has not been obtained at the expense of our personal environment. Rather, by limiting the size of each branch, SDA preserves a closely knit atmosphere. Our staff members know all levels of branch management and gather frequently to share both personal and job related experiences with other DP professionals.



CAREER OPPORTUNITIES:

TECHNICAL

Software Design Associates, Inc. specializes in state-of-the-art technology. SDA values on-the-job training and searches for assignments which present the opportunities to sharpen existing technical knowledge and to learn new skills. Recent projects have involved working with the latest telecommunications, database design and microcomputer innovations.

SDA's clients are the largest, most dynamic leaders in the financial services, insurance, telecommunications, utility and manufacturing industries. These companies have the need and the resources to employ the most advanced hardware, software systems and programming techniques. As an SDA consultant to these companies, you will be at the heart of changing trends and participate in the implementation of up-to-date technical solutions to today's competitive business needs.



CAREER OPPORTUNITIES:

MANAGERIAL

SDA's managerial staff is home-grown: They have come up through the ranks, sought managerial responsibility and attained it. As a result, many of our original consultants are still with the company today.

SDA's executive ladder is designed so that staff members can assume managerial responsibilities at a comfortable pace. Account supervisors are SDA's on-site project leaders with large accounts. Technical managers are full-time managers, responsible for the branch technical staff. Technical managers are attuned to each staff member's specific skills, interests and goals, and are considerate of these with all staffing recommendations.

Finally, branch managers oversee and direct branch marketing, financial and administrative operations. Many branch managers have come directly from SDA's technical staff and all know what it is to be a data processing consultant.



CAREER OPPORTUNITIES:

EDUCATIONAL

Keeping technical skills up-to-date is important to both SDA and its staff. That's why our consultants attend technical seminars and workshops, enroll in advanced degree programs and receive internal training on a regular basis.

SDA's corporate commitment to internal training is embodied in a separate division, SDA LEARNING SERVICES. In the past year, SDA Learning Services conducted hundreds of courses at various SDA branch locations. These courses include technical, management/supervisory and personal development training. Another in-house resource, SDA-MICRO/SUPPORT, offers hands-on training on the IBM PC and XT and compatible software packages.

SDA supports external training pursuits through generous tuition reimbursement and book refund programs.



BENEFITS:

INSURANCE

Hospitalization:

Company-paid for employees and dependents

Major Medical/Surgical:

Company-paid for employees and dependents

Dental:

Company-paid for employees and dependents

Life Insurance:

Company-paid (3 x salary)

Short Term Disability:

Varies according to state

Long Term Disability:

2/3 gross salary

SAVINGS PLAN

Employee Savings Plan (401K):

Pre-tax employee savings matched with generous employer contribution

VACATION

Vacation:

Two (2)—Four (4) weeks per year depending upon years of service

Holidays:

10 paid per year

Leave of Absence:

Provided for

STOCK PURCHASE PLAN:

Employees may obtain common stock in SDA's parent corporation through payroll deductions.



TRAINING

Tuition Reimbursement:

\$1,250 per year

Book Refund:

100%

Training:

Internal and external programs
Use of IBM Information Network
PC/XT training

COMPENSATION

Employee Referral Awards:

\$2,000 minimum for hire of a
new technical employee

Salary Review:

Frequent salary evaluation to
ensure competitive market
standing

Bonus:

Awarded for outstanding
performance

Formal Performance

Appraisal:

Annually

Further information on SDA's
comprehensive benefits package is
available through the corporate
personnel office.



Software
Design
Associates...

*is more than the
"next step" for the
data processing
professional.*

*It's a place to
roll up your sleeves,
apply your talents,
learn new skills
and achieve real
career goals.*

*SDA is the right
company for the
committed DP
professional because
at Software Design
Associates
performance begins
with people.*



Software Design Associates, Inc.

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