



ABOUT RANGAM

Rangam is a minority, woman, and disability-owned workforce solutions company. The organization's philosophy of "Empathy Drives Innovation" influences everything it does. As one of the fastest-growing professional staffing agencies, Rangam specializes in attracting and retaining talent globally for IT, Engineering, Scientific, Clinical, Healthcare, Administrative, Finance, and Business Professional sectors while integrating veterans and individuals with disabilities into the workforce.

Rangam's mission is to improve the quality of life for its candidates while providing exceptional service to its clients. The company does this by delivering an integrated and inclusive recruiting solution that combines technology, training, and education to candidates while providing clients with a diverse network of qualified talent. To learn more about Rangam, please visit: <https://www.rangam.com/>

RANGAM'S STORY

With a Bachelor's degree in Computer Engineering, Hetal Parikh always had a keen interest in utilizing technology to mitigate some of the most pressing socio-economic and healthcare challenges. During her tenure with Johnson & Johnson as a Senior Consultant, she learned the value of developing a people-centric business model that truly touches the lives of many. She co-founded Rangam with her husband Nish Parikh with two goals in sight: 1) connecting people to jobs and 2) addressing the issues surrounding disability inclusion in the workplace. Hetal's journey as an entrepreneur began from her Somerset residence with only two employees – Nish and herself.

Rangam started serving the Information Technology industry with enterprise tools and provided highly skilled talent for various technology projects of its clients.



**Meaningful Employment
For Everyone**

Committed to creating jobs for adults with disabilities (including those on the autism spectrum), Hetal and Nish then set up a technology subsidiary, Rangam Technologies (formerly WebTeam Corporation) in New Jersey to design, develop, and deliver game-based skill development programs. A mobile app development and recruitment center in India was established prior to the 2008 recession which triggered a rapidly crumbling US economy characterized by an unprecedented number of layoffs and IT spending cuts.

However, Rangam's growing workforce expertise opened new doors even in those adverse circumstances. The team focused on building new technologies for data collection and establishing ISO standards to get business from tightly regulated industries. Rangam has since successfully expanded its footprint across North America, Europe, the Middle-East, and Asia.

GAME-CHANGING WORKFORCE SOLUTIONS

As a game-changer in the talent acquisition space, the Rangam team delivers diversity, inclusion, leadership, and awareness to organizations around the world every day. Along with traditional contingent staffing, Rangam offers [SourceAble™](#), a technology platform that helps grow the future of neurodiversity in the workplace. Rangam also offers SourceVets™, a veterans' career development and employment program for transitioning military service members.

LEADERSHIP



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Today, Rangam has a rich culture of inclusion and is fortunate to have a diverse, experienced, and highly qualified leadership team to support the founding vision of Hetal and Nish and help spread its work globally.

As A Disability:IN Certified DOBE®

After over 10 years of experience working with the disability community, Hetal and Nish wanted to connect with other business owners with disabilities, share their experiences with each other, and explore meaningful opportunities to collaborate and contribute. The DOBE® certification in 2018 helped Hetal and Nish make great strides towards realizing their goal. As a Disability:IN certified supplier, Rangam enjoys access to unique tools, resources, and insights that are necessary to create better and more inclusive workforce solutions utilizing technology.

Today, members of the Rangam team continually seek advice from other businesses that have put disability inclusion at the forefront of their strategic planning and investment decisions. For the leadership team at Rangam, the DOBE® certification has opened the door to continuing education opportunities as well as professionally facilitated executive courses such as the Tuck-WBENC Executive Program, Toyota Small and Diverse Business Mentorship Program, and Bank of America Diverse Business Scholarship Program, to name a few.

SUCCESS STORIES AS A DOBE®

1. BRISTOL-MYERS SQUIBB - ACCENTURE - RANGAM

In 2018, Rangam started working with Accenture to support Bristol-Myers Squibb, one of their pharmaceutical clients, in expanding their diversity hiring initiatives. Through the SourceAble program, Rangam helped the client onboard individuals on the autism spectrum and other disabilities. The SourceAble team at Rangam helped raise autism awareness in the workplace, create position profiles and new-hire checklists, customize onboarding and training capabilities, and set measurable goals, targets, and timelines to move the needle in diversity and inclusion. Overall, SourceAble representatives trained over 300 hiring managers and team members. Rangam's empathic approach to talent acquisition not only created excitement and energy for the client, but also moved the focus away from spend and onto people and stories.



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The impactful work we are doing for disability and inclusion could not be realized without strong partners who share similar goals, and I want to formally acknowledge our partner Accenture and Rangam's SourceAble Program for making this possible.”

Rondu Vincent
BMS Global Supplier Diversity Lead

SourceAble went onto feature in Accenture's Corporate Citizenship Report in 2018. To learn more, please follow this [link](#) and go to page 63.

2. 2019 ASA CARE AWARD

In 2019, SourceAble was [recognized](#) by the American Staffing Association as one of the best social responsibility programs. Click [here](#) to read the press release.

3. MATTHEW BRENNAN

One of Rangam's proudest moments as a Disability-Owned Business Enterprise (DOBE®) was having its consultant, Matthew Brennan, [win](#) the American Staffing Association's All-Star Award in 2018. Back in October 2016, Rangam hired Matthew, an individual on the autism spectrum, for one of its telecommunications and mass media clients. He started as a QA tester but quickly learned new skills and rose through the ranks to become an IT automation professional. In July 2018, the client offered him a permanent position as a data analyst. Matthew is still making an impact in his role today.

Learn more about Matt's incredible journey [here](#).



SUCCESS STORIES AS A DOBE®

4. SCOTT DARREN SCHACHTER



Tracey Andrus, EVP, Strategy & Partnerships at Rangam, connected with Scott Schachter on LinkedIn in November 2019. Tracey came across a blog on ADHD written by Scott and started following him. Soon she learned about his career journey and how he worked towards his independence. Scott moved from Long Island, NY to Chicago. He wanted to become a recruiter. He wanted to help people find career opportunities and is passionate about working with people. Coming from a sales and logistics background, he was inspired about recruitment even though his only experience in hiring people was his own experience in finding a job. Scott's desire to take his skills and apply them towards recruiting is admirable. He has done a great job in researching, communicating, and learning from others.

Scott is an advocate for people with disabilities (he shared with Tracey the different abilities that he has, i.e. ADHD and dyslexia).

Our original plan was to have Scott come to NJ for orientation and training because our headquarters is in NJ. We wanted him to work on a team that supports our pharmaceutical and financial/banking clients and offered him a job prior to the COVID-19 pandemic. By the time the pandemic hit NY and NJ really hard, we had made a commitment and knew that Scott was the right team member for Rangam because of the vision that we have as well as our clients have and also because of his passion for helping people to make a connection and helping them find rewarding and sustainable careers.

However, because of COVID-19 that plan did not materialize. We quickly moved to a virtual role for Scott, and Tracey partnered with one of our large financial/banking clients in Chicago to pave the way for him to be on-site a couple of days a week post COVID-19. We have our remote office in NE Chicago and our teams are able to support our large pharma, life sciences and financial/banking clients in Illinois for both traditional staffing and the SourceAble™ program. Had Scott been able to begin his orientation in NJ, he would have met with clients that are either headquartered in the NJ/NY area with operations in IL or vice versa. However, Scott will one day travel to our NJ office and meet the teams in-person and our local clients too. However, for now we are in the 'world of virtual work' and connecting more than ever with our virtual video conferencing tools, which we call the 'Rangam Water Cooler'! Currently, Scott is actively engaged in orientation training and he joins the Rangam Water Cooler daily. He is sharing best practices and connecting with the team and our leaders. With the virtual set-up, we are adapting to Scott's learning style, which is key to the success of his role within Rangam.

SUCCESS STORIES AS A DOBE®

Rangam is honored to have Scott join our team as a recruiter in Chicago on April 6th, 2020, with focus on pharmaceutical and financial/banking clients in the Midwest and NE.

None of what we have accomplished would have been possible without the help of our clients. They have been incredibly supportive of our vision and goal to hire Scott and we are deeply grateful to have the opportunity to bring a talent like him on board for our clients. We are glad to know that our clients have acknowledged Scott's learning style and pace. His career journey reflects the philosophy of "Empathy Drives Innovation" that we at Rangam live by.

Rangam is inspired by several of our pharmaceutical clients and their focus and dedication to developing tests, vaccines, and other products for COVID-19 while making sure that their patient community receives the care they need during this period of crisis. The careers are out there; we just have to make sure that the right talent knows how to find them. In the example of Scott, he fits the bill perfectly. As an individual with multiple disabilities, he is not only helping essential businesses find the talent they need, but also advocating for the employability of people with disabilities that have skills needed and/or can be learned.



CREATING A COLLABORATIVE COMMUNITY AT WORK

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