



# Annual Report 2022





# Accelerating Growth

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Accelerating  
Growth

About  
Rangam

Global  
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Summary



## CEO's Letter

The past two years have brought about a paradigm shift in the workplace. How we work, where we work, and our prioritization of what is most important are at the forefront of our industry every day.

With Rangam as a partner, you trust us to deliver on our brand of **Accelerating Meaningful Employment for Everyone**. Whether it is with a staffing solution like SourcePros or SourceAble, Rangam's diversity, equity, and Inclusion solution, Rangam provides reliable, cutting-edge technology to help businesses achieve their hiring goals.

The dynamic future of work where innovation and flexibility is the key to success has arrived. Companies seek niche skillsets and more diversity in their candidate pools to meet unique and time-sensitive business requirements globally. Rangam is ready to bring first of its kind technology to the recruiting arena by removing barriers to intersectional inclusion and sourcing talent from multiple channels.

Moving forward, I encourage you to explore the many ways we can partner to invest in your continued growth. In this report, you'll discover there are different — but equally effective — paths for business growth.

“With Rangam as a partner, you trust us to deliver on our brand of **Accelerating Meaningful Employment for Everyone**.

**Nish Parikh**  
CEO and Co-Founder





## President's Letter

Rangam is driven by our mission of **Accelerating Meaningful Employment for Everyone** and supported by a global team.

Rangam is on a fast-growth trajectory, surpassing past goals with revenue showing steady growth over the past five years. We have achieved this by working with our clients and partners, identifying their goals, and creating solid strategies enabling the delivery against their goals.

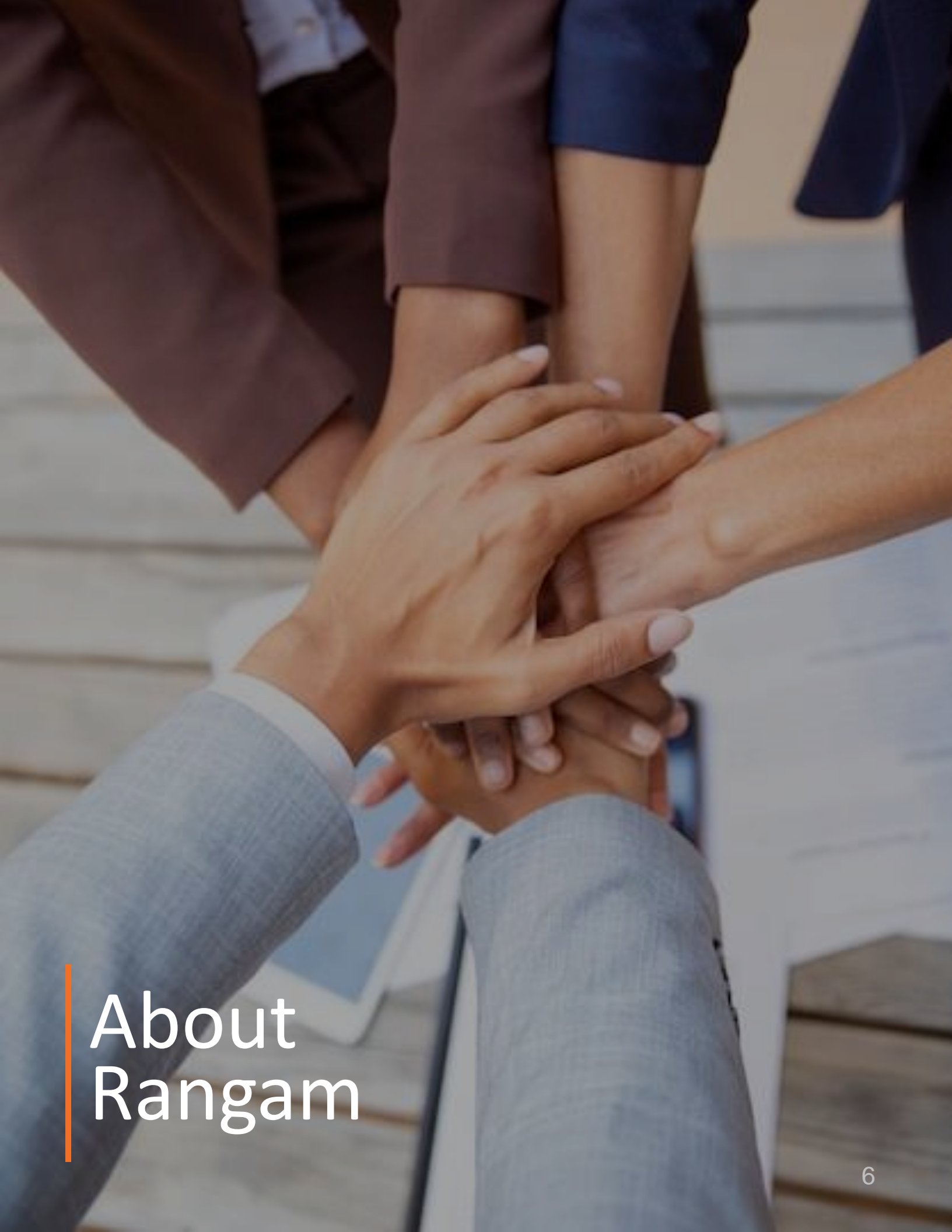
Rangam's methodology to proactively seek new talent is proving successful in supporting our client needs. Rangam provides the tools, support, and guidance to help talent gain access to meaningful careers aligned with their skills, interests, and aspirations.

Our diverse and holistic workforce solutions are designed to help organizations **build scalable and sustainable programs** ensuring a consistent candidate experience.

We are innovating by creating technology that will drive our industry to an improved playing field for job seekers of all minds and talents.

“Rangam is on a fast-growth trajectory, surpassing past goals with revenue showing steady growth over the past five years.”

**Hetal Parikh**  
President and Co-Founder



# About Rangam

# Company Summary

Rangam is a minority, woman, and disability owned workforce solutions company. 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. Through the SourceAble and SourceVets programs, autistic, neurodivergent, and disabled individuals, as well as veterans, can integrate into inclusive teams at companies worldwide.

Rangam's philosophy of ***Empathy Drives Innovation*** influences everything we do –

from the work we do with our clients and support providers to the way we assist candidates throughout their career journeys.

At Rangam, our mission is ***Accelerating Meaningful Employment for Everyone***. We achieve this by creating holistic and inclusive recruiting solutions for our clients, using technology, training, and education programs to help them reach diverse and qualified candidates.



Watch Our Video

[Rangam Brand Commercial](#)

[Rangam Overview](#)

## Core Values

Empathy

Integrity

Agility

Inclusivity

Innovation





## COO's Message

As growth happens, change happens. Rangam has grown from a small business into a global company. Putting the necessary processes in place to support our day-to-day business operations was key to ensuring continued success for Rangam and our stakeholders.

Rangam's infrastructure supports client, provider, and job seeker needs and requirements every day. Rangam has invested in technology to enable our teams to meet and exceed our goals. Our Global Sales, Marketing, Solutions, and Delivery teams possess the tools and the expertise to serve our audiences and position Rangam as the expert in the diversity, equity, and Inclusion space.

**We have had tremendous growth over the past couple of years** and with that growth came the need to evolve our methodologies related to outreach and engagement, and ensuring that Rangam delivers to our candidates, clients and customers for decades to come.

As Rangam moves through 2022 and into 2023, we are developing technology that changes how hiring team build out their teams with a truly diverse staff that includes people of all minds and capabilities.



Rangam has invested in technology to enable our teams to meet and exceed our goals.

**James Mahoney**  
Chief Operating Officer



# Holistic workforce management solutions



Rangam is an innovative workforce solutions company delivering holistic products and services to accelerate meaningful employment for everyone! Rangam is minority woman and disability owned with a vision of connecting talent, communities and employers!



SourceAble uses a consultative approach of best practices, effective training, and an end-to-end, [holistic program solution](#) to attract, hire, onboard, support and retain talent with autism, neurodivergence and disabilities.

SourceAble is a trusted guide through the design, implementation, and sustainability to create an experience where [high-quality talent](#) are valued, well supported, and [feel comfortable](#) bringing their authentic self to work.





A diverse hiring solution and technology platform that provides end-to-end recruitment assistance, which includes but is not limited to:

- Contract, Contract to Hire and Direct Hire support
- Direct Sourcing program design, Talent Curation
- SOW Engagement
- MSP/VMS recruitment partnerships
- Tier-1 Diversity Spend tracking



Veteran's Career Readiness and Employment Program

*Powered by Rangam*

SourceVets™ provides meaningful career opportunities for military veterans and their family members. Providing guidance to transitioning and civilian military-experienced for rewarding and sustainable careers.





TalentArbor is Rangam's innovative Disability and Diversity inclusive hiring program management system that is the market's first in class comprehensive system for omnichannel job order processing and executing your holistic workforce strategy.

TalentArbor brings innovative creativity to your talent acquisition strategies, while increasing employee engagement and retention.



## PayrollRun by Rangam

Payroll covers all aspects of employee pay, from preparing checks and withholding taxes to keeping records of your employees' pay throughout the year.



# About Rangam





# Testimonials



**Director,  
Supplier Diversity,  
Bristol-Myers Squibb**

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

SourceAble Story behind the Success Story [Video](#)



***Project Manager  
Pharmaceutical Consultant***

“The best thing about working with Rangam is they were very sensitive to what my needs were and there was very good alignment with the services provided and what they could do for me”



**Director  
Global Procurement  
Pharmaceutical Client**

“Our partnership with diverse suppliers like Rangam has been mutually beneficial and has led to the development of several MWBE programs for the region’s entrepreneurs”



**Managing Director,  
Accenture**

“The program in which Accenture and Rangam incorporate the differently abled into our team is a shining light to us all on what is possible when we put our minds to it.”

[SourceAble in the Accenture’s Corporate Citizenship Report 2018](#)  
SourceAble hiring Page 63





Watch this session



“

We have found an awesome partner in Rangam, helping us find neurodivergent talent, being there side by side inside of JPMorgan Chase, and making sure things run smoothly and efficiently.

”

**Anthony Pacilio,**  
VP Global Head of Autism at Work

“

The value add and the support that Rangam brings is a tremendous tool for us to not only onboard the right resources, they always present us with very talented resources, but also to train our existing staff on the awareness and acceptance of autism.

”

**Steve Hoffman,**  
ED, Corporate & Investment Bank

# Testimonials

“

What separates Rangam from the traditional staffing companies in the marketplace is their passion to help others, particularly individuals with disabilities and on the autism spectrum.

Rhonda Vincent

Executive Director, Supplier Diversity & Sustainability

 Bristol Myers Squibb™

”

“

Rangam had the expertise to be able to educate Accenture on the levels of the spectrum., and that's how we were able to determine the skills, the accommodations, and what was needed to make everyone with neurodiversity successful

Nedra Dickson

Managing Director,  
Global Supplier  
Inclusion &  
Sustainability Lead at

 accenture

”

“

Rangam is our guide, they teach up how to create the right environment so that the uniquely abled talent can be successful.

Lanie Blodgett

Strategic Initiatives Lead

 accenture

”

## Better Together @ BMS



Watch this session





# Testimonials



## Nedra Dickson

Managing Director, Global Supplier Inclusion & Sustainability Lead at Accenture, aka Supplier Diversity Queen

"One of the things that you are able to do at such a large corporations is create opportunities that might not be there".

Watch this session



 **accenture**



## Rondu Vincent

Executive Director, Supplier Diversity & Sustainability

"Without the right support and/or the right resources for that matter, I saw first hand how having a few dollars in your pocket can stop you from making decisions and that's real talk"

 **Bristol Myers Squibb™**

Watch this session



## Dr. Lawrence Fung

M.D. Ph. D., Director of the Stanford Neurodiversity Project, a Founding Director of a Special Interest Group on Neurodiversity

"It's going to be really important to think that the small to medium size business can do the same" (to create a lot of opportunities to the neurodiverse individuals)

Watch this session



# Testimonials

## Merck, Accenture & Rangam Partnership for Disability Inclusion



**MERCK capABILITY Network**  
I Can. You Can. We Can.

Merck and Accenture launched a joint program called capABILITY in Action to hire neurodivergent talent and are partnering with Rangam, a global workforce solutions company.

Link to the article - [Inspiring innovation through diversity and inclusion - Merck.com](#)



### Jila Naraghi

Rangam SourceAble team member and new hire for Accenture at Merck

“I was very surprised how kind and compassionate everyone at Rangam, Accenture and Merck is. It has been a very positive experience so far.”





# Celebrating and Education for Autism Neurodiversity Inclusion



As one of the leading employers globally, JPMorgan Chase continues to set the bar higher in every aspect of DEI&B. JPMorgan Chase Chicago Technology team partnered with Rangam to expand their hiring to the neurodiverse talent community. Rangam provided training for the Chicago Tech Leaders on Inclusive Interviewing and Hiring Strategies and supporting autistic and neurodivergent employees. Rangam not only laid out a comprehensive training plan to meet JPMorgan's specific needs, but also offered additional program management support through its SourceAble solution.

Milan Chukurov, Executive Director Production Management Wholesale Card Technology at JPMorgan Chase acknowledged the effectiveness of Rangam training programs for both the employee and the employer. Along with creating seamless hiring and onboarding experiences for autistic and neurodivergent individuals, training programs also improved the social skills and day-to-day accommodations at JPMorgan Chase.



Hiring autistic and neurodiverse individuals has been a game-changer for JPMorgan Chase. From a career progression perspective, JPMorgan Chase is all-set to level up support, enablement, accessibility, accommodation, and belonging to embrace autistic and neurodiverse talents.

**Milan Chukurov**  
Executive Director, JPMorgan Chase

# Celebrating and Education

for Autism Neurodiversity Inclusion



Matthew Adams, Vice President Production Management Wholesale Card Technology at JPMorgan Chase, feels more confident about his leadership and mentoring skills. Saying that he played a small part in starting Matthew off on his career with JPMorgan Chase, he wishes to take those lessons and apply them in the future to help other autistic and neurodivergent individuals build meaningful careers.

## **Matt Adams**

VP Wholesale Card Technology  
JPMorgan Chase

Matthew Searcy was hired as a Level 2 Analyst through Rangam's SourceAble program, a collaborative platform with a revolutionary approach to qualifying and hiring autistic and neurodivergent individuals for sustainable and rewarding careers. Matthew achieved a self-confidence boost, financial stability, and personal development goals.

All the doubts that he had about how he would be treated in the workplace were cleared soon after he joined as Rangam, and JPMorgan Chase teams worked together to create a supportive and inclusive work environment for Matthew. He was able to be himself and pursue his passion for future technology with no obstacles.

Rangam provided end-to-end program management, including talent management, training, and awareness-building.



## **Matthew Searcy**

Level 2 Analyst  
JPMorgan Chase





# Global Commitment



# Global Commitment







**Geetanjali Moorjani**  
EVP, Global Delivery

## Global Delivery

Rangam's commitment to a global presence in staffing is having a tremendous impact of DEI awareness within the APAC, EMEA, and North American regions. Our philosophy, mission and core values allow Rangam's clients to experience success in hiring.

Rangam's global talent outreach strategy is designed to help companies grow their teams effectively and efficiently. Our Global Delivery and Marketing Teams are in lockstep, driving awareness, analyzing data, and hyper-focusing our efforts to find candidates and move them through the hiring process.

We are consistently managing our portfolio of offerings to our audiences, evaluating their effectiveness, and identifying new opportunities, through innovation, that will support the candidates we meet every day and the clients we serve.

We are maximizing the potential of our candidates through redeployment efforts to retain quality talent as their contracted positions reach fulfillment and move them into new roles that provide success on the job for everyone.





**Tracey Andrus**  
EVP, Head of Global Innovation



**Nish Parikh**  
CEO and Co-Founder

## Global Delivery

**Lorem Ipsum** is simply dummy text of the printing and typesetting industry. Lorem Ipsum has been the industry's standard dummy text ever since the 1500s, when an unknown printer took a galley of type and scrambled it to make a type specimen book. It has survived not only five centuries, but also the leap into electronic typesetting, remaining essentially unchanged. It was popularised in the 1960s with the release of Letraset sheets containing Lorem Ipsum passages, and more recently with desktop publishing software like Aldus PageMaker including versions of Lorem Ipsum.

It is a long established fact that a reader will be distracted by the readable content of a page when looking at its layout. The point of using Lorem Ipsum is that it has a more-or-less normal distribution of letters, as opposed to using 'Content here, content here', making it look like readable English.

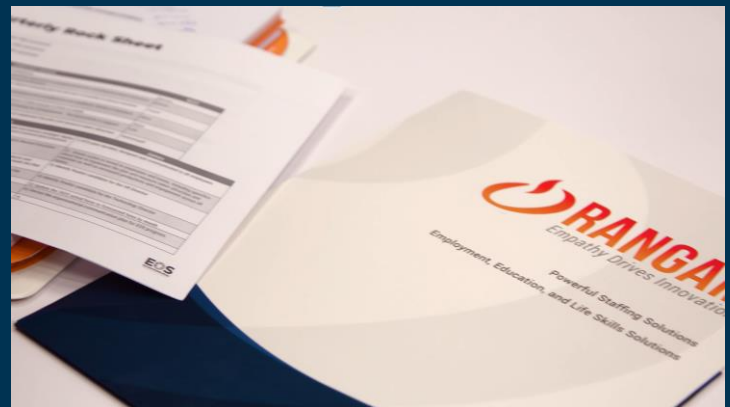
# Delivering successful outcomes

A key Rangam client is a globally recognized name in the apparel industry. Their mission is one of continuous improvement to their DEI&B initiatives and policies.

The client approached Rangam to hire more diverse suppliers. Rangam participated in a trial program with the client, giving Rangam the opportunity to showcase the company's capabilities.

The client became more involved with Rangam throughout the process diving deeper into SourceAble as well as its own diversity programs and initiatives.

Following the trial program, the client hired Rangam for diverse talent recruitment.



Rangam hired a dedicated team for the client to help support efforts meeting the challenges the client presented. Once the team was established, Rangam and the client saw improved ROI. From December to June 2022, Rangam made tremendous strides and solidified its relationship with the client.

Rangam shifted its process from a client-based to a skill-based strategy for service delivery. The most important thing in the process was ownership.

Rangam championed initiatives to deliver “new” diverse suppliers, more submissions, and improvements to the formalized process. This helped to build relationships and trust, increase credibility, and expand our coverage.



# Delivering successful outcomes

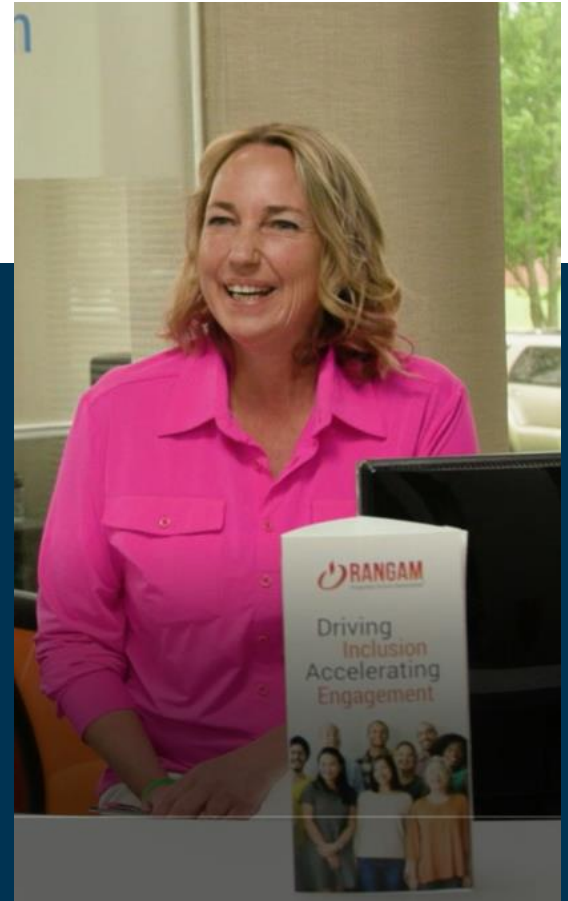


Rangam delivered a few hires who match the client's business values, and new hires have been phenomenal performers as well as contributors to organizational success.

Our client elevated their expectations, and Rangam's dedicated team met their expectations by doubling the number of anticipated submissions.

Rangam improved the hiring process by making it more efficient with increased numbers of candidates getting shortlisted for interviews.

Rangam's focus is on quality and finding the best in people.



Rangam's focus is on quality and finding the best in people.



# Global Solutions

Rangam's solutions are what set us apart from the competition. Our diversity, equity, and inclusion solutions like SourceAble, deliver a scalable end-to-end program solution, ensuring the success of our clients as well as the candidates we place with them. We are delivering true partnership solutions and technology solutions that will help the fulfillment of truly diverse hiring programs.



**Larry Worth**  
SVP, Global Solutions

# Global Expansion

Rangam is continuing our expansion within the APAC and EMEA regions. The expansion is a huge opportunity for Rangam, our clients and job seekers within these regions. Rangam is introducing its brand globally as well as our solutions for traditional staffing for clients and solutions to develop and stronger DE&I hiring program.



**Lee Corless**

SVP, Global Expansion, People & Culture



# Global Teams

Rangam's commitment to a global presence in staffing is having a tremendous impact of DEI awareness within India. Our philosophy, mission and core values allow Rangam's clients to experience success in hiring.

Rangam delivers solutions and services to our clients, candidates and communities all around the world. Our global teams are committed to our talent outreach, sales, and marketing strategies to help our audiences converge and achieve the success they are looking for.

Our teams are utilizing the latest technology to generate engagement to job seekers and delivering quality candidates to our clients. We are analyzing data to consistently improve messaging for all strategic outreach and we are driving registrations on our website platforms and client portals through digital marketing efforts.



**Gopal Haribhakti**  
Managing Director



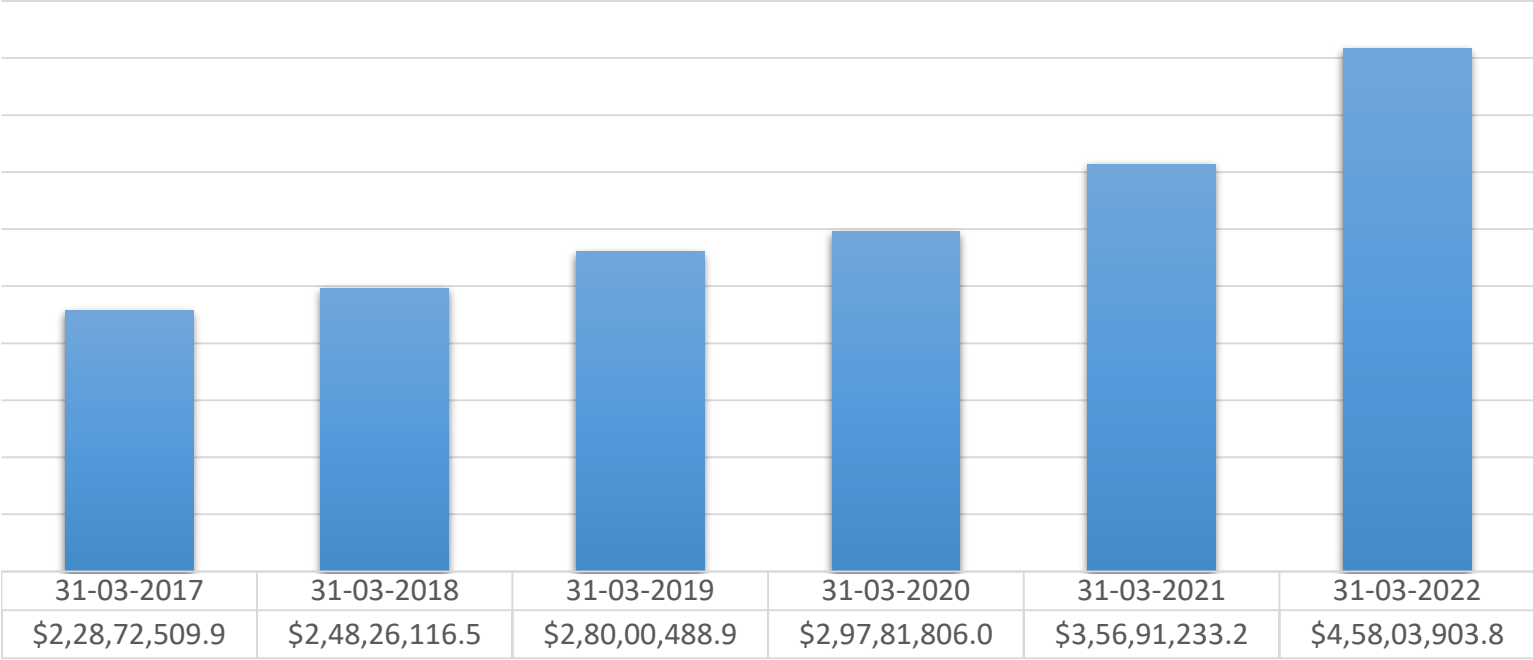


# Performance Summary

# Fiscal

## Total Revenue 2017 to 2022

Total Revenue

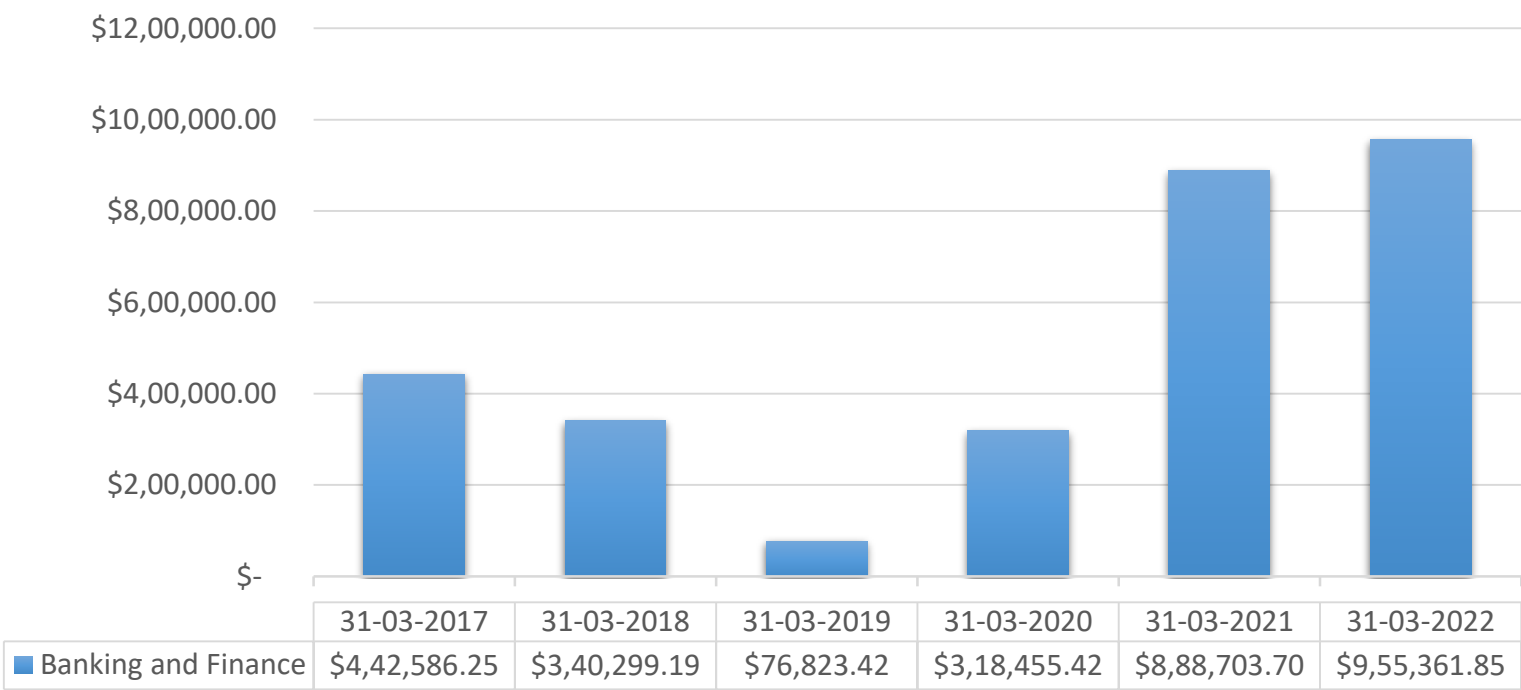


Rangam has experience double digit growth in total revenue averaging 12.644% FY2017 to FY2022. This growth spans from \$22 million to over \$45 million. The attribution of this growth is due to Rangam’s industry categories of Banking and Finance, Corporate to Corporate, Consulting Services, Consumer Products, Energy and Utilities, Government, Health and Finance, Pharma, Services, and Telecom.

# Fiscal

## Total Banking and Finance Revenue 2017 to 2022

### Banking and Finance



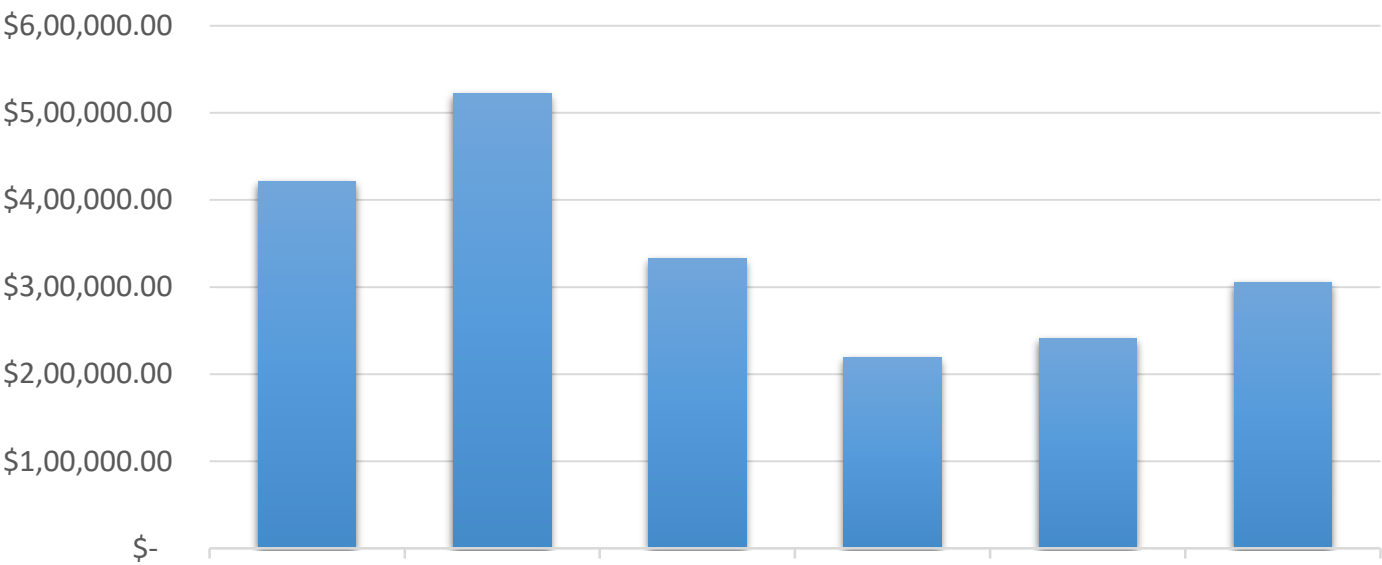
Rangam experienced a decline in its Banking and Finance vertical in FY2019, and as of FY2022 has nearly tripled the revenue in this space. This is being driven by business with JPMorgan Chase, JPMorgan Chase Canada, and Wells Fargo.



# Fiscal

## Total Corporate to Corporate Revenue 2017 to 2022

### Corporate to Corporate



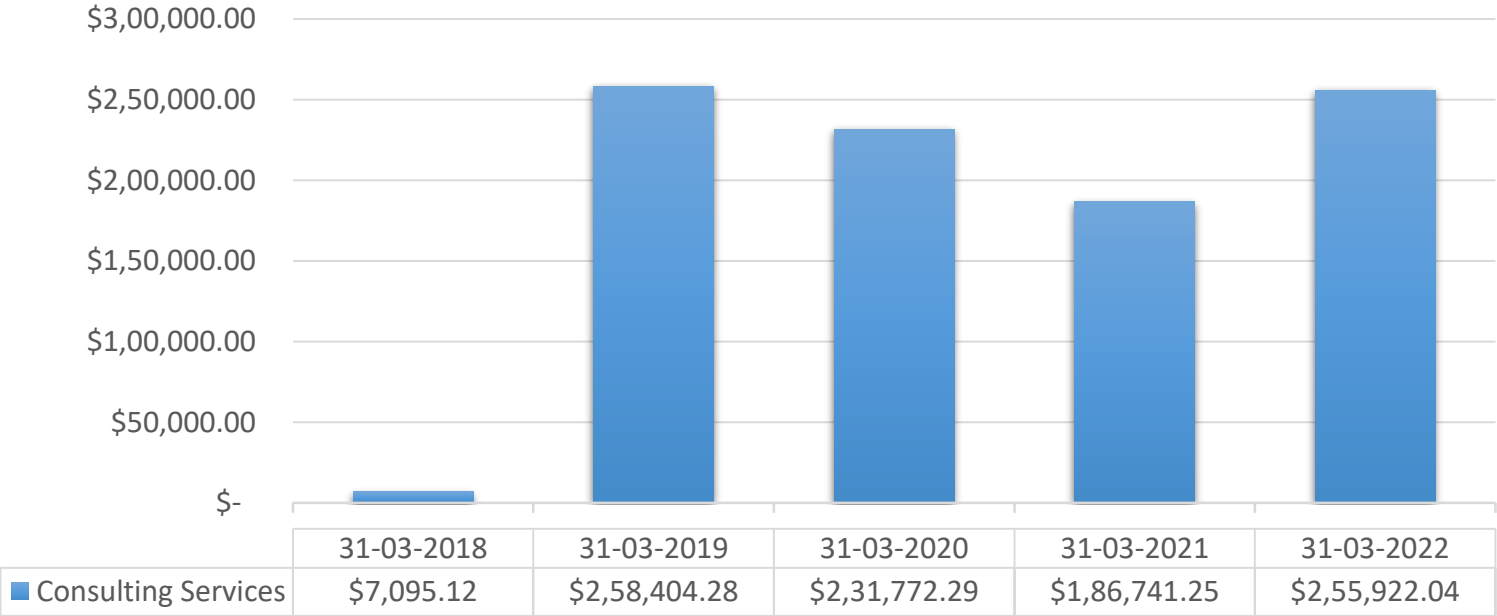
	31-03-2017	31-03-2018	31-03-2019	31-03-2020	31-03-2021	31-03-2022
Corporate to Corporate	\$4,21,230.40	\$5,21,902.64	\$3,32,581.16	\$2,18,700.80	\$2,41,052.46	\$3,05,273.25

Corporate to Corporate revenue saw a decline between the fiscal years FY 2019 and FY2020. In FY2021 Rangam experienced an increase in revenue that has continued into FY2022.

# Fiscal

## Total Consulting Services Revenue 2017 to 2022

### Consulting Services

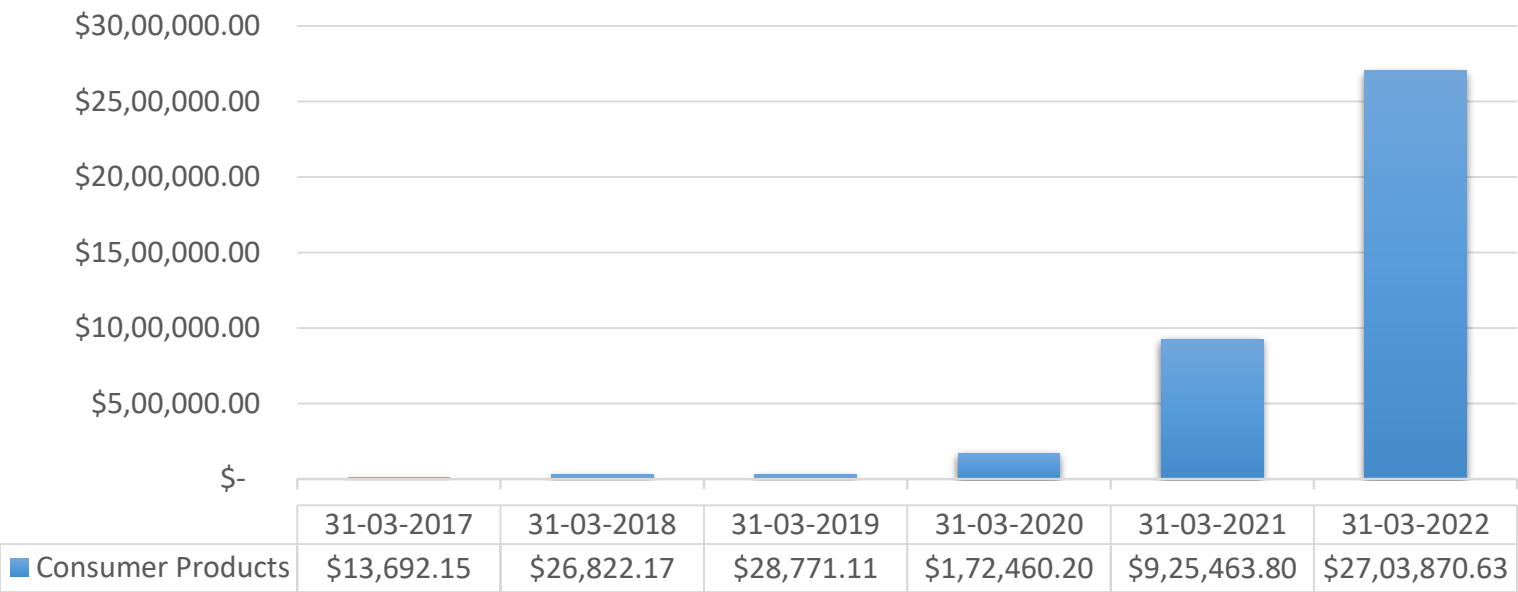


Consulting Services, while not a large part of Rangam’s revenue, experienced a slight decrease in FY2021, but has since bounced back to FY2019 levels. The key reason for the return was the addition of business from Protiviti Inc., and ZS Associates in FY2022. Rangam’s revenue from Accenture has maintained consistent levels over the past three fiscal years.

# Fiscal

## Total Consumer Products Revenue 2017 to 2022

### Consumer Products



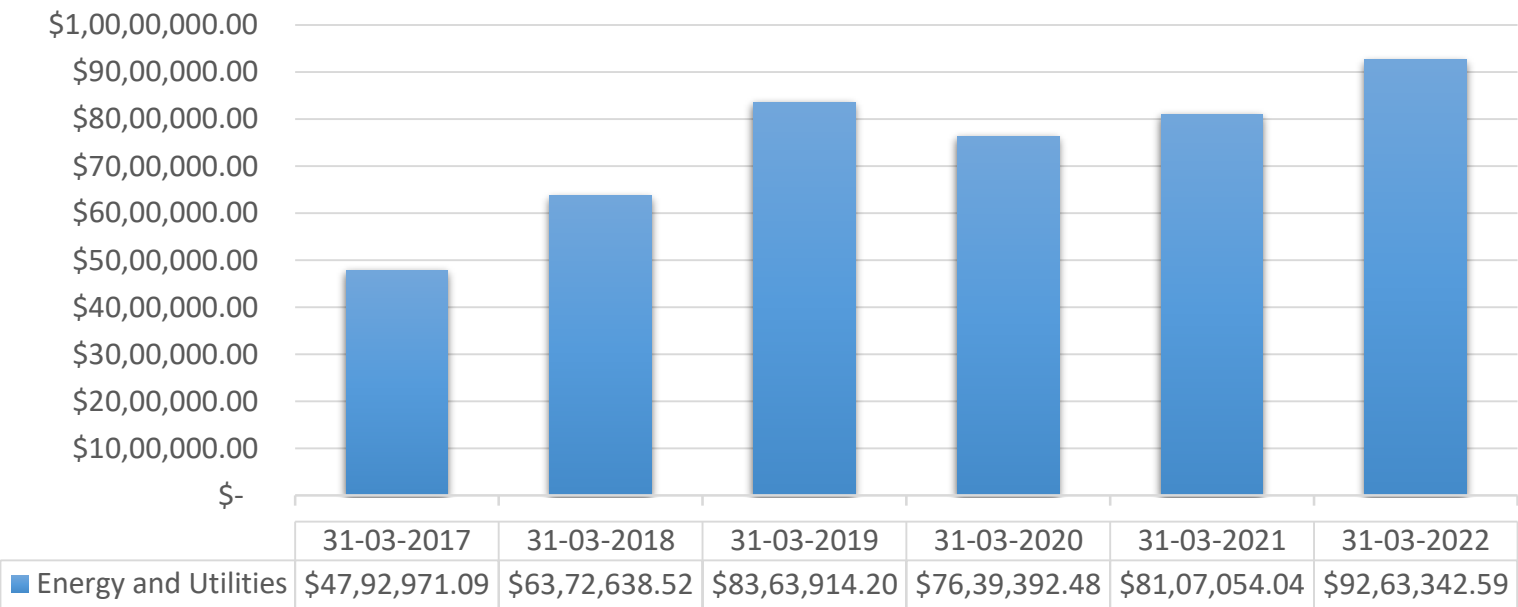
Rangam’s revenue measured in the Consumer Products space has taken a sharp increase since FY2017. This can be attributed to the doubling of revenue from BASF in FY2021 to FY2022, increases in Cargill, Constellations Brands Inc., Mondelez business. Rangam also tripled revenue from Schneider Electric and brought in well over a million dollars from Nike, Coca-Cola Company , and Westrock.



# Fiscal

## Total Energy and Utilities Revenue 2017 to 2022

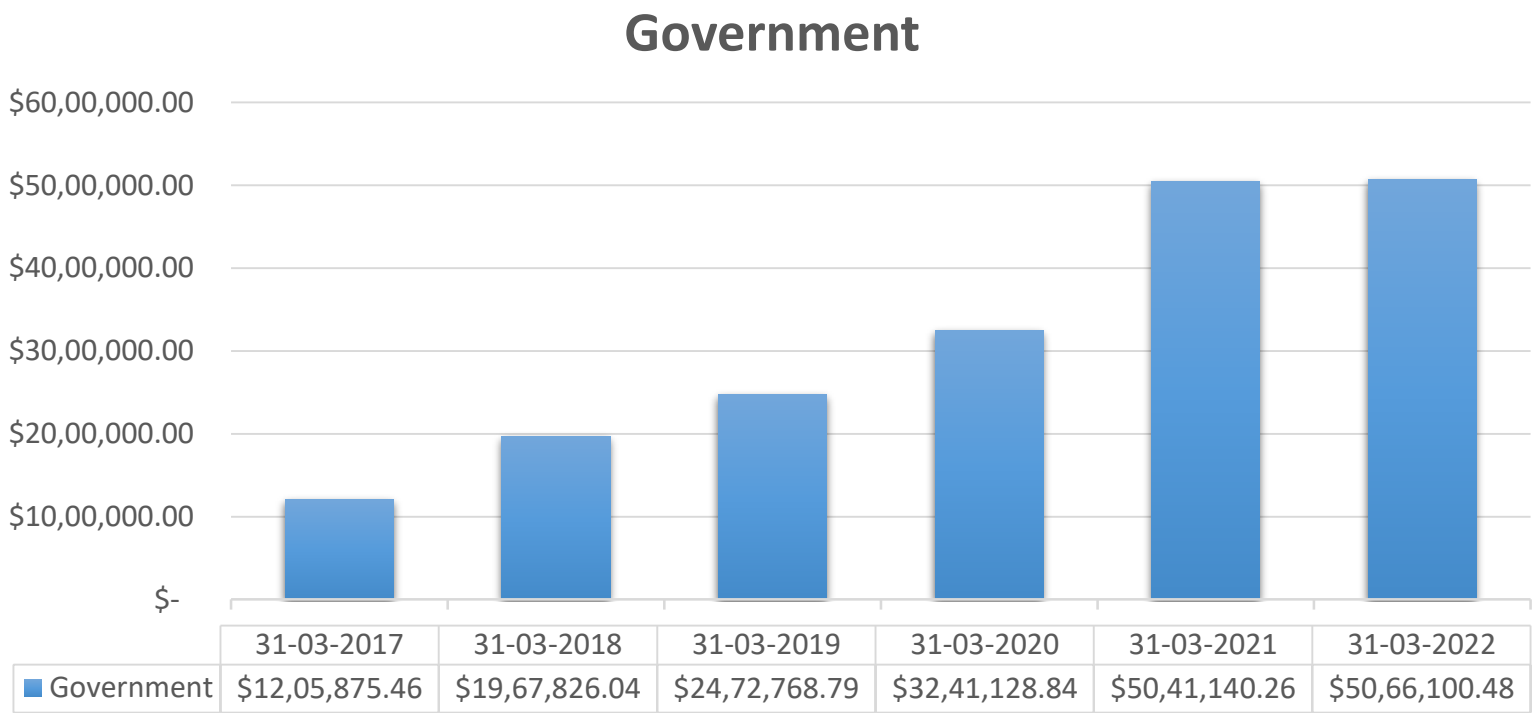
### Energy and Utilities



Energy and utilities continues to be a strong category of revenue for Rangam. In FY2017, Rangam delivered nearly \$6.4 million in revenue growing to over \$9.2 million in FY2022.Exelon was the largest driver in this category with National grid and PSE&G following.

# Fiscal

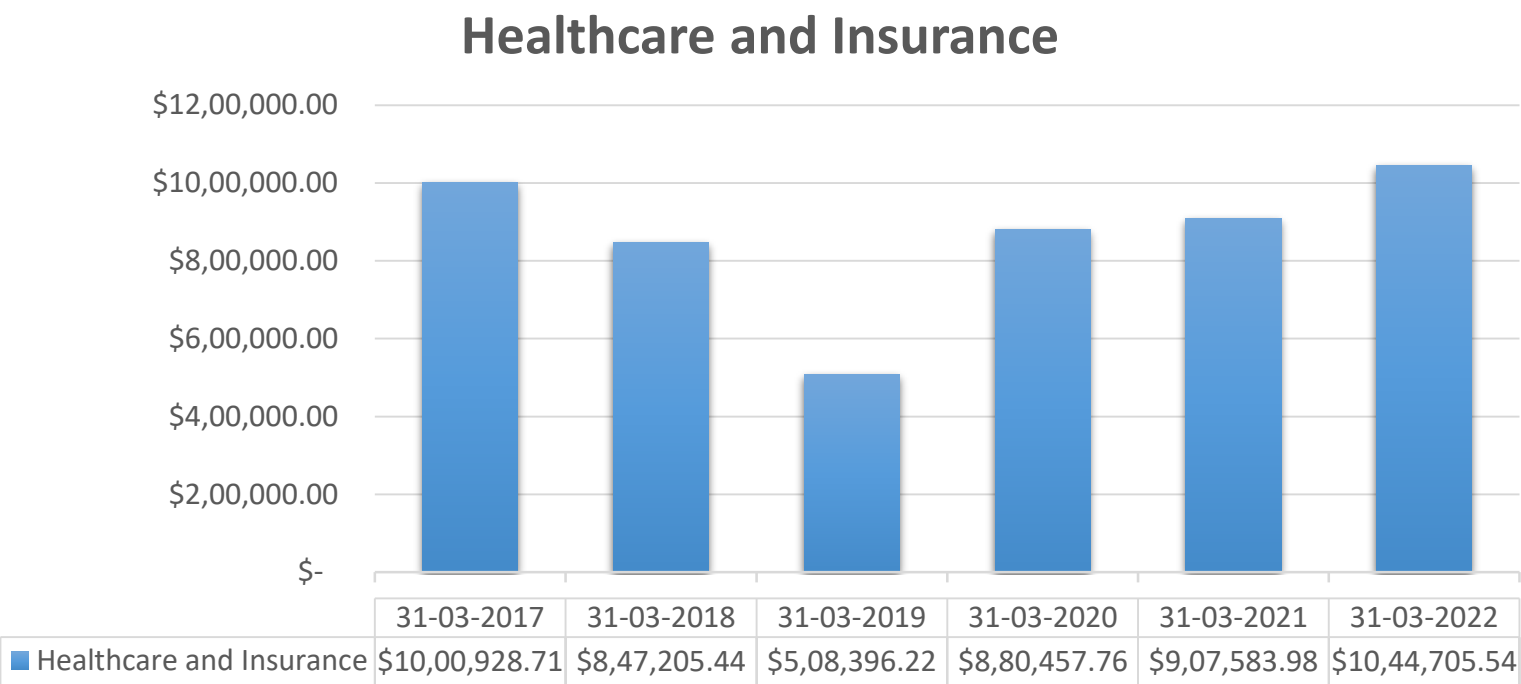
## Total Government Revenue 2017 to 2022



Rangam’s government vertical has experienced consistent growth from FY2017 to FY2021. FY 2021 to FY2022 was relatively flat. Any decreases in business were nullified by new business in this category.

# Fiscal

## Total Healthcare and Insurance Revenue 2017 to 2022

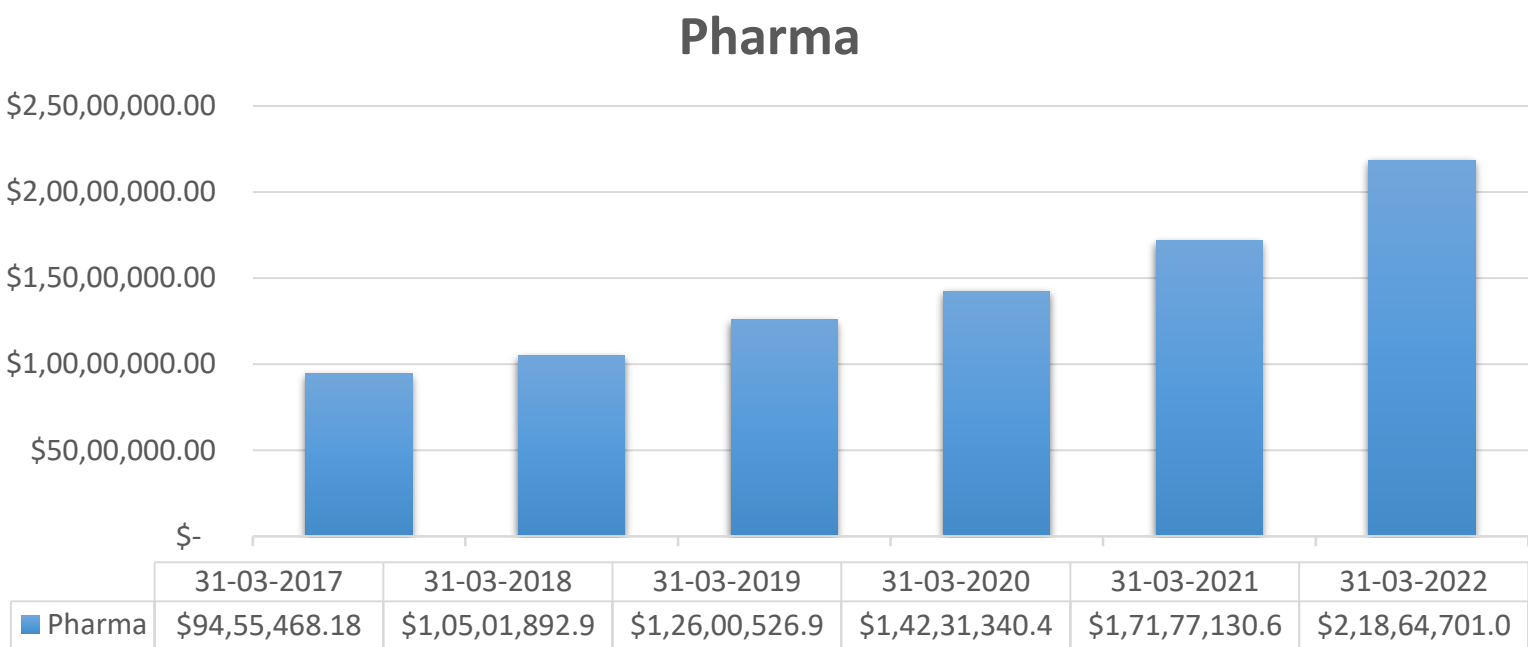


The Healthcare and Insurance category saw a decline after FY2017 and Rangam shifted the loss in revenue, added new business and is back to the revenue levels from five years ago.



# Fiscal

## Total Pharma Revenue 2017 to 2022

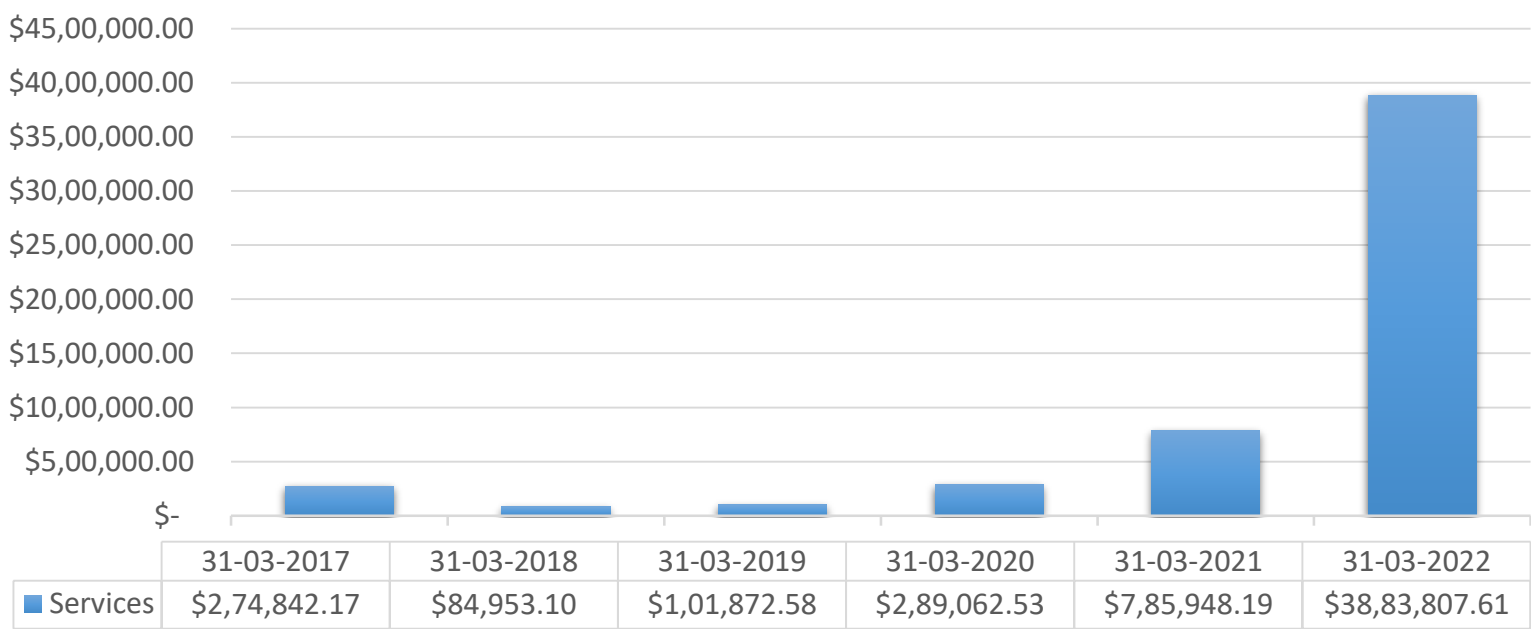


Pharma is Rangam’s largest category of revenue. This area of business has grown from \$9.4 million in FY2017 to nearly \$22 million in FY2022. Rangam’s Pharma category is made up of eighteen active accounts.

# Fiscal

## Total Services Revenue 2017 to 2022

### Services



The services vertical has seen a large spike in business over the past fiscal year. In FY2021 Rangam delivered three quarters of a million dollars and in FY2022, that number grew to nearly four million dollars. This number was driven primarily by Facebook and Quest GRO business.

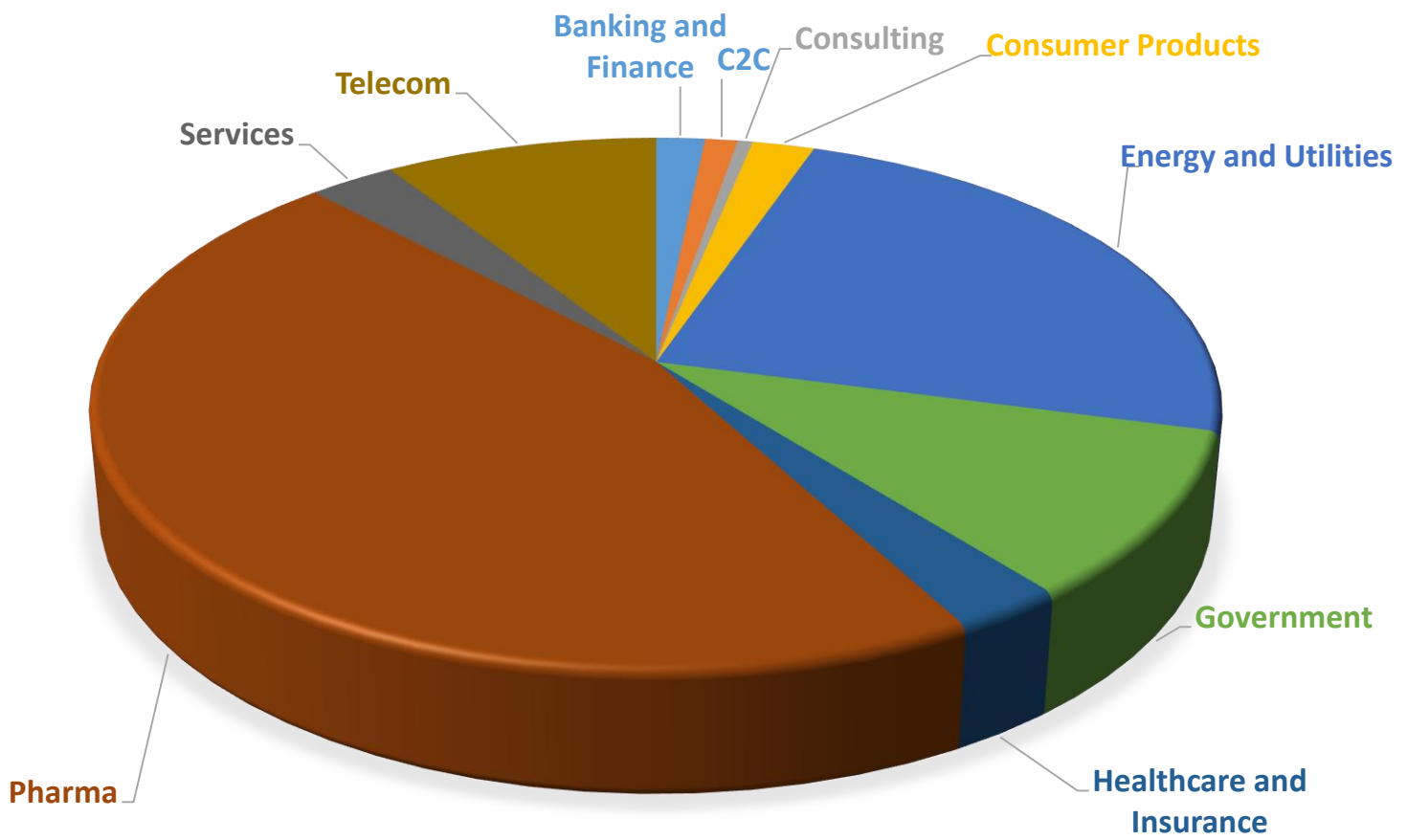


# Fiscal

## Industry Breakout for Revenue 2017 to 2022

Jerry to add copy for chart

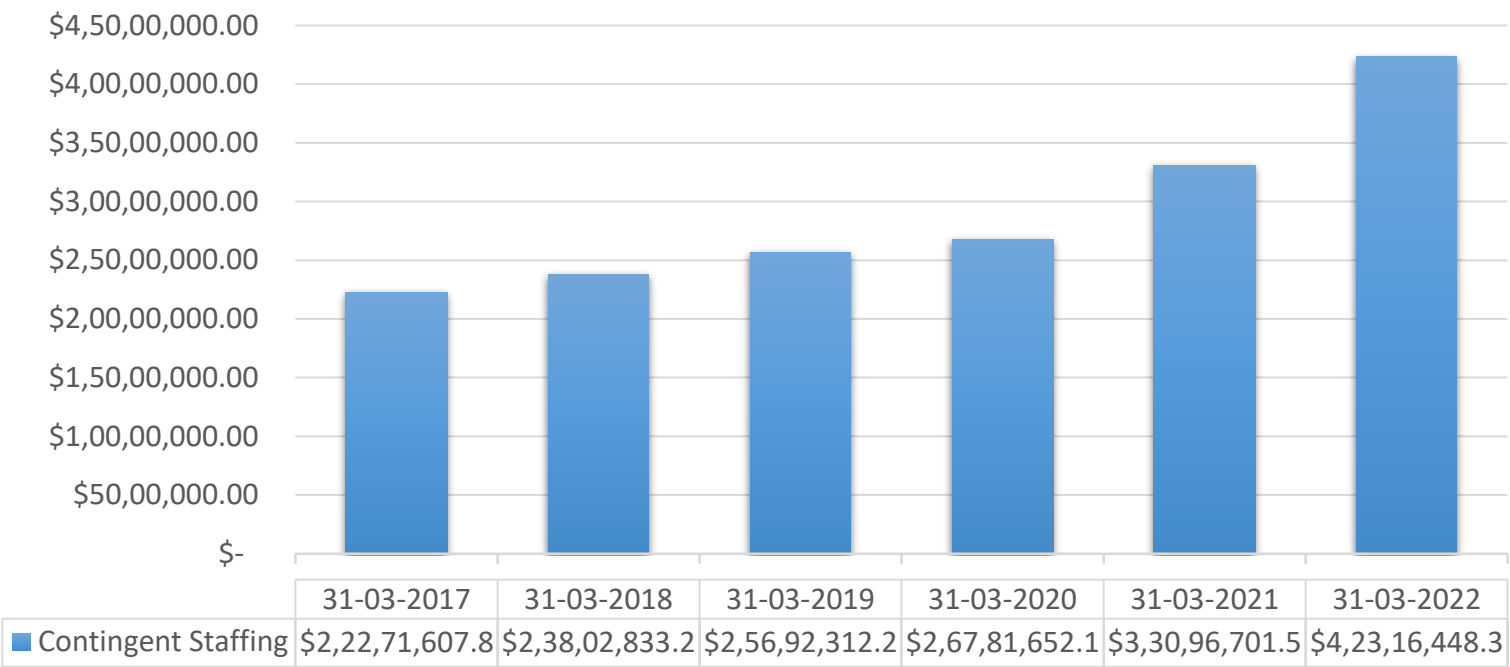
### INDUSTRY BREAKOUT



# Fiscal

## Total Contingent Staffing Revenue 2017 to 2022

### Contingent Staffing

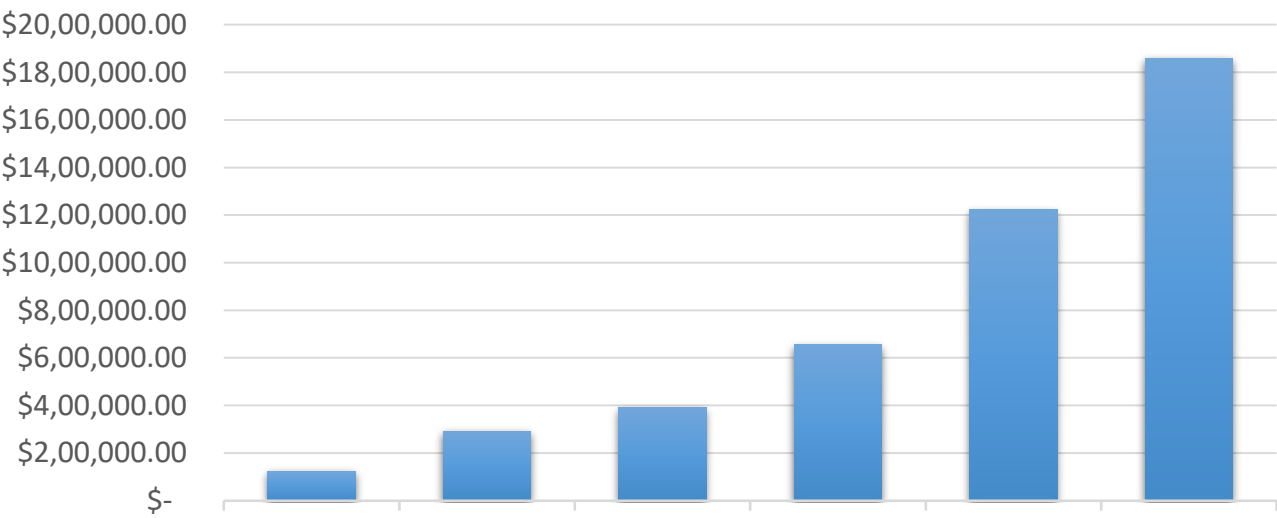


The share of revenue derived from contingent staffing has shown steady growth since FY2017. The increase from tremendous over \$22 million in FY2017 to over \$42 million in FY2022 has been.

# Fiscal

## Total SourceAble Contingent Staffing Revenue 2017 to 2022

### SourceAble Contingent Staffing



	31-03-2017	31-03-2018	31-03-2019	31-03-2020	31-03-2021	31-03-2022
SourceAble Contingent Staffing	\$1,22,603.31	\$2,90,807.55	\$3,89,535.41	\$6,54,377.75	\$12,23,271.44	\$18,59,028.56

SourceAble Contingent Staffing has grown from a low six-figure return in FY2017 to over \$1.8 million for FY2022. We expect this growth to continue as the SourceAble solution continues to gain momentum.



# Awards & Recognition

2021 SIA DE&I Influencers

2020 Rangam Featured in Innovate New Jersey

2020 NJBIA awards for Excellence

2019 NOD leading disability employer

2019 SIA's Global Power 150 Women in Staffing

2019 AstraZeneca Supplier innovator

2019 ASA care Award

2019 Accenture Protégé of the Year Award

2018 TAPFIN Premier Partner

2018 DA4S "Beyond Capable" Award

2018 WPEO-NY Star Award

2017 KellyOCG Supplier Excellence Award

2017 TAPFIN Premier Partner

2017 KellyOCG Preferred Supplier Award

2017 U.S. Small Business Administration's Regional Subcontractor  
of the Year Award for Region II

2017 NJBIZ Best 50 Women in Business

2016 NJBIZ Healthcare Heroes Innovation

2016 KellyOCG Supplier Excellence Award

2016 Best of Staffing Client Satisfaction

2016 Supplier of the Year from Diversity Alliance for Science

2016 J&J Service Excellence

2016 SmartCEO Future 50

2015 AstraZeneca Finalist: Supplier of the Year

2015-2016 AstraZeneca #1 Supplier, Multiple quarters

2015 Pitney Bowes Perfect Audit Compliance for Business Service

2015 Enterprising Women Award Winner

2014 Verizon Powerful Answers

# Leadership Team



Front Row Left to Right:

**Nish Parikh**  
CEO & Co-founder

**Hetal Parikh**  
President & Co-founder

**Geetanjali Moorjani**  
EVP, Global Delivery

Back Row Left to Right:

**James Mahoney**  
COO

**Lee Corless**  
SVP, Global Expansion

**Larry Worth**  
SVP, Global Solutions



# Annual Report 2022



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