

University of Central Florida Invitation to Negotiate Number 2021-03TCSA for Temporary Labor Services

January 27, 2022

**Staffmark
Group**SM

**Working
together.**



Staffmark GroupSM

Advantage
Resourcing

Advantage
Technical

Advantage
xPO

digitalpeople

HUNTER
HAMILTON

PRO STAFF

Staffmark

The information contained herein is confidential information to and is the exclusive property of Staffmark Investment LLC, its parent company, Staffmark Group, LLC (collectively "Staffmark") and affiliated sister companies, Technical Aid Corp., (and its subsidiaries Advantage Technical Services, Inc., Advantage Technical Resourcing, Inc. and Advantage Resourcing International, Inc.) and Hire Thinking Inc. dba Advantage xPO and is only to be used by Recipient in evaluating the services of such entities. Neither the documents nor the contents of the documents are to be used, reproduced, or disclosed, in whole or in part, by Recipient without the expressed written permission of Staffmark Investment LLC, Staffmark Group, LLC Technical Aid Corp and Hire Thinking Inc.

The information should be destroyed or returned to Discloser when no longer needed.

A. EXPERIENCE AND QUALIFICATIONS OF PROPOSER

1. Describe why your company believes it can provide and is qualified to provide temporary labor services as described in this ITN. Highlight any major features, functions, value-adds, and areas of support that differentiate your service from your competition.

Qualifications and Functions

Advantage Technical believes we are the right fit to serve as a preferred provider, servicing the University of Central Florida's needs. Our goal is to demonstrate our ability to fulfill the objectives outlined in the ITN, as well as our Value-Added Services.

These goals are accomplished through utilization of our service strategies combined with our national presence. We position ourselves as **team players**, sharing with you a vision of continuous improvement. With our focus on continuous improvement and open communication, we can regularly mitigate costs, increase efficiencies, and elevate service levels for our clients. These regular "upgrades" allow us to continue to provide the right people and **quality results** on an ongoing basis.

Our guaranteed commitment to your complete satisfaction extends from our staff at Advantage Technical to our corporate management. Our history and experience allow us to truly understand our clients' needs through experience – not speculation. It is our objective to work with you to anticipate your future staffing requirements. Our success is tied to our ability to streamline and simplify the staffing process and eliminate or take on tasks UCF has typically performed on their own – making those tasks part of the service we provide for you.

We understand that we must earn your business every day by providing exceptional service. Our talented, experienced professionals, technical resources, dedication to quality, and consistently high standards make our company the employment service of choice. We are **fully committed** to meeting staffing initiative expectations of UCF and ensuring that policy standards are met. We have demonstrated the experience and qualifications necessary to exceed your expectations of a staffing vendor throughout our years in the staffing industry.

The University of Central Florida will be supported by the **expertise and tenure of our staff**, as we have a team of passionate performers committed to exceeding your expectations, as well as field-based resources available to clients – providing expertise in safety, human resources, recruiting, employment law, and more.

When it comes to locating and employing top-notch technical employees for businesses, Advantage Technical is among the best in the country. The contract, staffing, and project services we provide allow our clients to meet all project objectives including deadlines, budgets, and implementation.

Hiring technical employees on a contract or contingent basis provides businesses with the expertise they require and the flexibility to expand or reduce staff as business demands require. This also ensures all recruiting, hiring, and employee management activities meet the company's and any local, state, and federal regulations. As University of Central Florida's business partner, Advantage Technical will work with the various departments and managers to understand each specific project and workforce need to provide **customized solutions**.

Our goal is to deliver quality professional services to our clients, while earning confidence through the proper assignment of people. This alignment of people and companies allows us to create opportunity.

Staffmark Group

Advantage
Resourcing

Advantage
Technical

Advantage
xPO

digitalpeople

HUNTER
HAMILTON

PRO STAFF

Staffmark

Creating opportunities begins by gaining a complete understanding of what makes each company and candidate unique. This is accomplished by working with and listening to the client team and by conducting thorough interviews and skill evaluations with our candidates. Using this knowledge, ***Advantage Technical can provide tailored workforce solutions and qualified Talent that are the right fit for UCF.***

Value-Adds

Custom IT Solutions – Advantage Technical provides expert staffing support and custom workforce solutions for your mission-critical infrastructure, software, and enterprise IT platforms through our specialty IT Solutions practices. We provide full lifecycle support services from installation through disposition and for ongoing steady state support, and IT subject matter experts for end user workplace, datacenter, network and image and print infrastructures.

Technology Beyond Standard Recruiting – Advantage Technical takes a creative and proactive approach to talent acquisition. We utilize a targeted approach that includes the review of market demographics, the identification of the hiring competition, and the creation of recruiting materials that will solicit desired work characteristics. Execution is aggressively approached with defined applicant goals, and the enlistment of a wide array of creative sources such as internet, community, job fairs, referrals, and various locally effective avenues.

We use a multitude of recruiting channels, specific to each market and each client, such as: Social Networking Sites, Job Fairs, Internet, Rapid Communication Technology, Local Publications, Radio, Television, Employment Guides, Colleges & Universities, Client Referrals, Employee Referral Bonus Program, Employment Offices, Flyers, Community and Professional Organization, Community Events, Direct Mail, Technical and Trade Schools, Business Expos, and our Virtual Recruiting Model.

However, beyond utilizing standard recruiting practices, we always actively analyze our current technology, as well as upgrade, assess, and pilot future development enhancements.

The technology available to help align people and companies is changing the way the world hires. From apps that make information accessible 24/7 to rapid communication tools, or even artificial intelligence to provide support - the possibilities new technology provides is limitless. Every company uses technology differently. At Advantage Technical, we are incorporating technology into the time-tested processes that are the core of the services upon which our clients rely. Attracting talent means being seen. There are many ways we ensure job seekers see our opportunities. Through integrating our front office system, Erecruit, with the vast platforms we use, such as our company branded websites, our talent intranet (the Employee Workplace), and our job board partners, we can post all these opportunities simultaneously and collect applications directly back into Erecruit. This makes Erecruit our most valuable piece of technology, as all client, job, applicant, and employee data are stored in this system.

When job seekers visit our website, they are greeted by a conversational AI bot that asks a series of questions to help job seekers find the right job opportunity for them. This technology also schedules the candidate's interview for our recruiters. Over 50% of candidates schedule their interview within 27 minutes of initial engagement.

Moving through the hiring process can take time, to maintain engagement, we utilize many automated communication tools throughout the Staffmark Group experience. Our teams have access to Call-Em-All for automated dialing; TextUs for text messaging; and Constant Contact for mass email communications. And our use of Sense allows us to create and send highly customized and purposeful communication to our talent pool throughout the process. And what we're doing works! Our click through rate is twice the industry average.

Staffmark Group

Advantage
Resourcing

Advantage
Technical

Advantage
xPO

digitalpeople

HUNTER
HAMILTON

PRO STAFF

Staffmark

Through our Voice Advantage tool, we can conduct virtual interviews. We can also send pre-interview screening questions that allow candidates to respond via video or audio recordings at their convenience 24/7. Over 44% of candidates choose to complete their interview after hours, keeping the recruiting process moving. There is no getting around the paperwork associated with hiring an employee. However, through our Employment Center (Equifax) candidates can complete and sign all documents electronically and remotely. Recruiters can follow the candidates progress to ensure timely completion and speed to hire.

Once employees are chosen for a specific assignment, any client-specific onboarding documents are emailed to the candidate through eStaff365. By setting this up as a requirement in Erecruit, we ensure employees are only placed once they've completed the necessary paperwork. But our job does not end once the employee is on assignment. Staying engaged with employees and retaining the best are critical to our success. We utilize technology to maximize each touchpoint, making each interaction meaningful and purposeful. And, through the Employee Workplace, our talent intranet, employees have access to time reporting, paystubs, W2s, company distributed messages, and can express interest in new opportunities.

Additionally, Advantage Technical utilizes a project delivery tool called Quickbase. Quickbase is essential to our project deployment success. When we need to find additional resources, we use an ATS paired with Sourcebreaker to manage this process.

While technology will never replace the benefit gained from personal interaction, you can bet we will continue to be an industry leader in incorporating meaningful technology allowing us to enhance your Advantage Technical experience.

Data Driven – Advantage Technical is a data-driven organization. We leverage data to help make sound recommendations to our clients and to manage the quality of the programs.

Depending upon the performance data UCF can share, there may be more specific reporting that measures the quality of the staff provided. Finally, the use of labor market research and competitive intelligence provides another view into quality. For instance, for a government client, Advantage Technical did extensive compensation analyses and learned in some markets, the client was underpaying to market and in other markets they were overpaying to market. By adjusting the pay rates appropriately, there was a neutral overall cost impact, but a substantial improvement in worker quality and fill rate overall.

Advantage Technical also provides our clients with market research and competitive intelligence, to assist you with managing your workforce. These are provided during business reviews, as well as upon request; for example, if our client is evaluating their workforce and hiring needs and trying to determine the optimal location for their hiring strategy.

Remote Location Support System – Within our network of Technical Recruiters spread across the country, we also can engage our virtual recruiting team specialized in technical staffing. For remote talent, we engage the Performance Assessment Network (PAN), providing fully compliant I-9 processing and completion of E-verify. Advantage Technical manages all costs associated to utilizing PAN.

Culture – Our culture has a focus on employee engagement and retention – not only providing the right-fit employees, but retaining them, thus improving morale, as well as reducing turnover and its associated costs.

Staffmark Group

Advantage
Resourcing

Advantage
Technical

Advantage
xPO

digitalpeople

HUNTER
HAMILTON

PRO STAFF

Staffmark

Support Differentiators

As we have been servicing our clients for more than 50 years, we have learned much about the support they find to be very valuable. We can provide the depth of service and resources of a large national company, with the local-level entrepreneurial independence necessary for quick response. Through our years of experience, we can create and share a wealth of best practices with our clients. We have extensive experience in supporting small volume, variable, and large volume peak hiring situations, and a wealth of recruiting support resources – from sister branches to virtual recruiting support, and from regional and corporate services team support. Our Corporate Office, located in Cincinnati, OH, provides shared services support enabling our field teams to provide excellent service to their accounts – whether in human resources, payroll, accounting, legal, risk management, sales and marketing resources, or other “back office” areas. However, the field leadership report to the Executive level and are solely responsible for account management and/or making business decisions on behalf of the teams that service our clients.

Below we outline brief descriptions of some of the available resources we have for our clients.

Strategic Services Team

Our Strategic Services team works to support the field and our clients by providing customized solutions to provide enhanced delivery, recruiting, and implementation support throughout our Service & Solution Strategy.

Legal & Risk Management Teams

Our Legal Department consists of three attorneys and four support personnel. All internal attorneys have contract expertise, with some having safety expertise, others employment law expertise. The support personnel also have contract expertise and all work under the General Counsel that is based in Cincinnati, OH.

Our Risk Management team create streamlined efficiencies by managing our unemployment and worker’s compensation claims.

Human Resources Team

We have numerous Human Resources team members throughout the country. In addition to providing drug screening and background compliance, internal trainings, and guidance to our internal teams, they support our clients in answering questions and/or resolving issues. We pride ourselves on being industry leaders providing information, directives, and subject matter experts in information regarding the effects of employee legislation changes.

Marketing & Strategic Sales Resources

These teams provide field support in numerous ways, including creating recruiting materials, data analytics, creating marketing/sales materials, and conduct market-specific labor and wage analysis, to name a few.

Safety Team

We have seven Regional Safety Directors throughout the country. Their role is to be a resource not only for our field teams, but available to assist our clients in identifying any workplace hazards, and to help develop workplace safety programs. They support our operation by performing internal audits of our branches and on-sites, as well as providing value-added services to our clients. Those services include assisting with any OSHA or safety issues that may occur, providing clients with safety programs, and client walk-throughs for hazard recognition.

Staffmark Group

Advantage
Resourcing

Advantage
Technical

Advantage
xPO

digitalpeople

HUNTER
HAMILTON

PRO STAFF

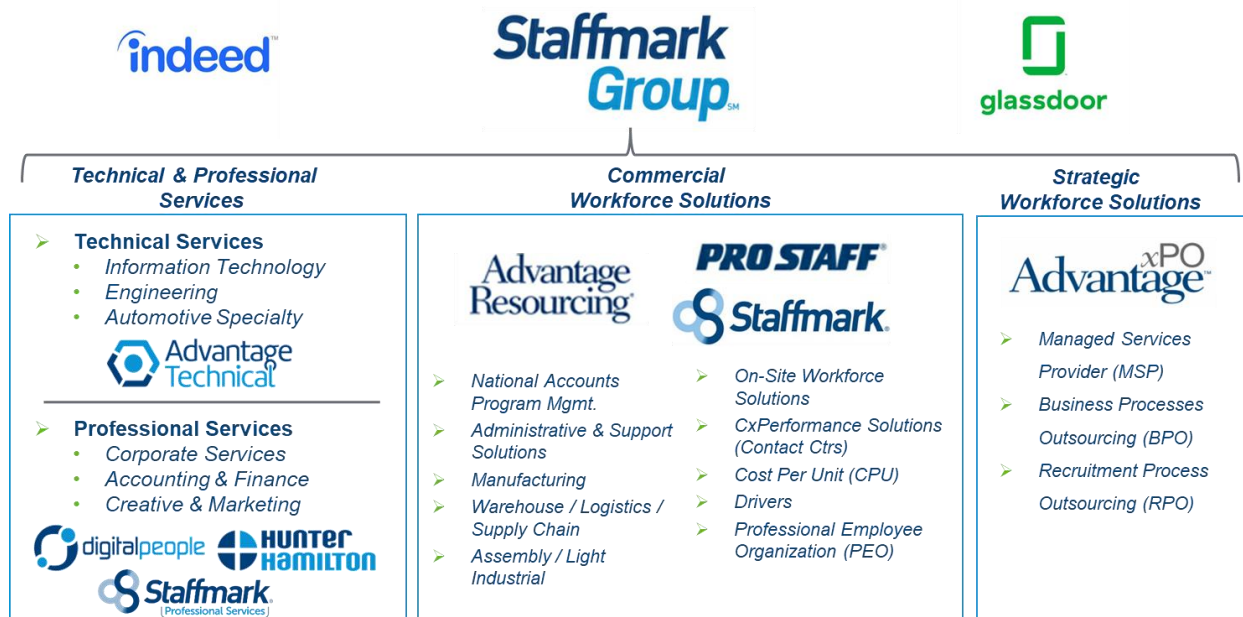
Staffmark

2. Provide an overview and history of your company. Describe the organization of your company that includes the organizational structure.

Overview and History

As part of the international Recruit Group family of companies, **Staffmark Group, LLC** (Staffmark Group) operates under the commercial brands of **Advantage Resourcing, Pro Staff, and Staffmark**, as well as our specialty brands of **Advantage Technical, Advantage xPO, Digital People, Hunter Hamilton, and Employee Management Services** – servicing our clients from branch and On-Site locations across the United States since 1969. The combined experience and resources that Staffmark Group brings to our clients places us among the most highly respected and resourceful Workforce Solutions providers in the country.

Specifically, Advantage Technical provides innovative workforce solutions for IT, Professional, and Engineering clients and candidates. From our 50 key market locations, we deploy over 3,500 specialized contractors to over 500 clients nationwide, every single day. Within this dynamic and competitive, talent-driven marketplace, we have the resources and expertise to support our clients in meeting their critical business objectives.



Staffmark Group

Advantage
Resourcing

Advantage
Technical

Advantage
xPO

digitalpeople

HUNTER
HAMILTON

PRO STAFF

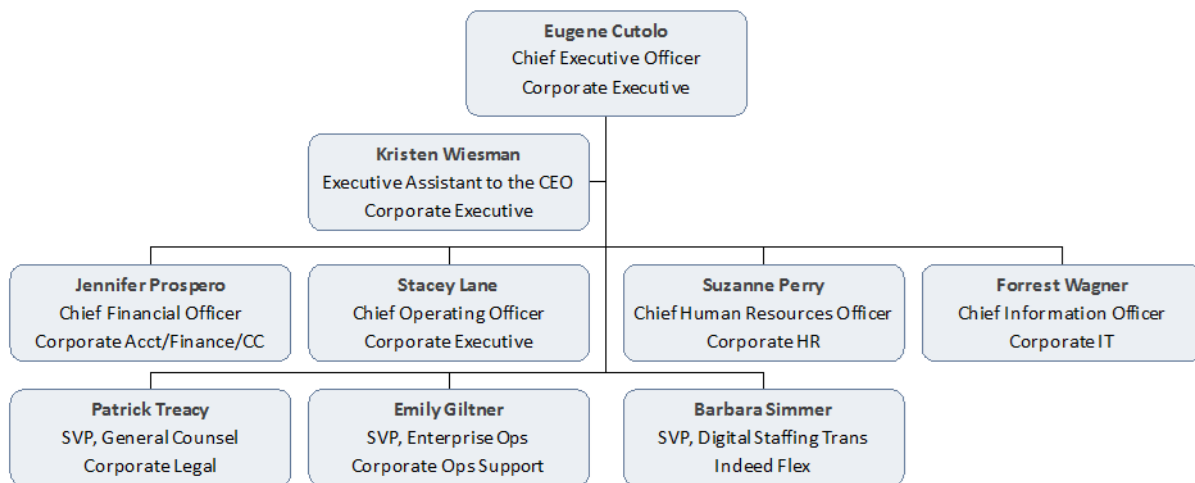
Staffmark

Organizational Structure

Advantage Technical, part of Staffmark Group, operates under the umbrella of RGF Staffing, headquartered in the Netherlands. We are owned by RGF Staffing USA, Inc. a subsidiary of Recruit Holdings Co., Ltd., a publicly traded company (RHD) based in Tokyo, Japan. Recruit is the largest staffing firm in Japan, and – from a global staffing industry perspective – the company is the fourth largest staffing firm in the world. Founded in 1963, Recruit is a leading provider of integrated human resource services. As an owner with deep staffing industry roots, Recruit provides widely diverse experience and resources to our company.

Our management structure includes the Senior Vice President of Technical and Professional; the Vice President of Technical Services for the East Region who has an extensive background in project management deployment services; and the Managing Director who has 25+ years of experience delivering services. Additionally, we have an Account Executive, recruiters, and an operations team. This structure allows us to manage and deliver exceptional service.

Corporate Leadership



Technical Staffing



Staffmark Group

Advantage
Resourcing

Advantage
Technical

Advantage
xPO

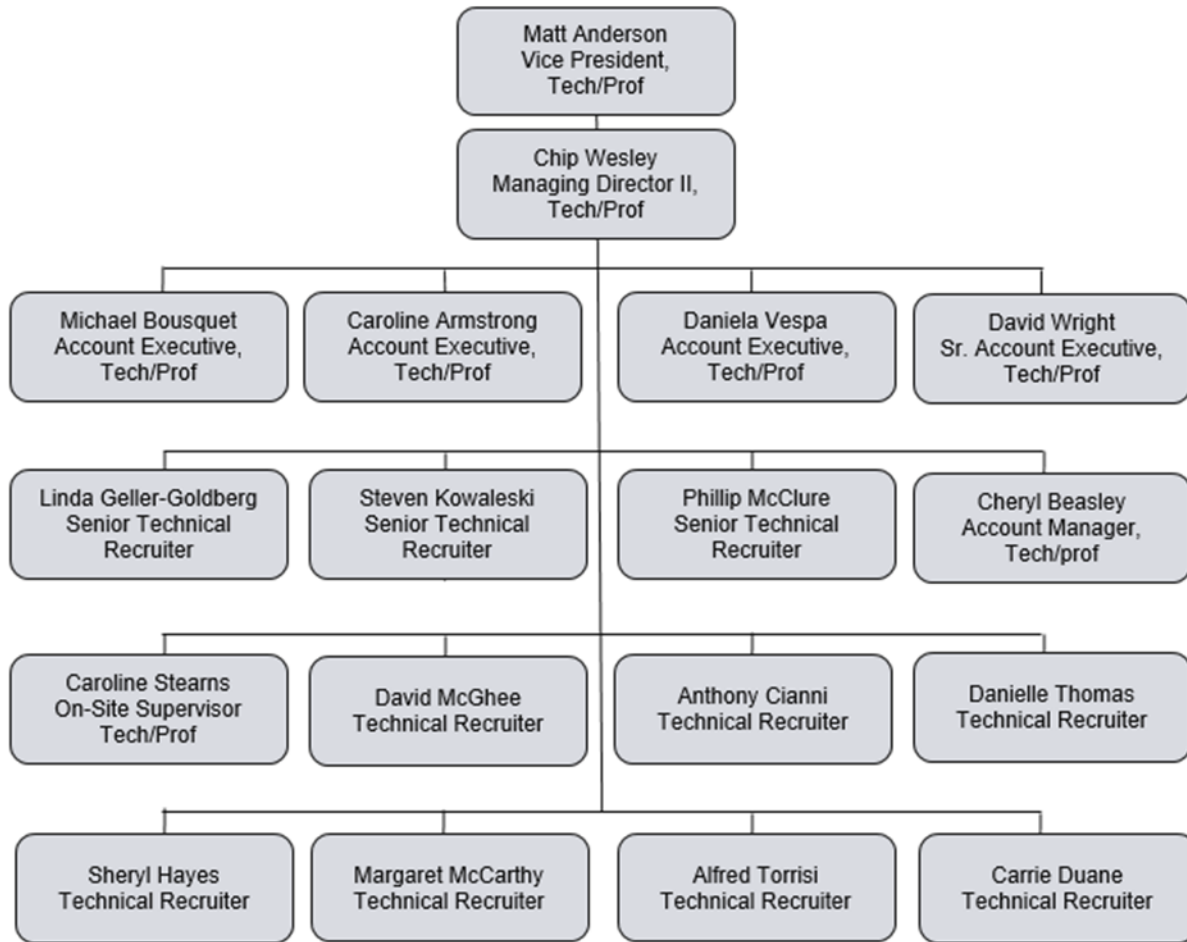
digitalpeople

HUNTER
HAMILTON

PRO STAFF

Staffmark

Custom IT



3. Provide information on your company size, industrial track record, financial stability, and years in business, etc.

Company Size and Financial Stability

We understand our clients want to ensure that their vendors are financially strong companies with the long-term financial strength and resources to meet their needs. RGF Staffing USA, Inc., a subsidiary of Recruit Holdings Co., Ltd., owns Staffmark Group, LLC. Recruit is a publicly traded company on the Tokyo Stock Exchange (RHD), and is based in Tokyo, Japan. Recruit is the fourth largest staffing provider in the world, and the largest staffing firm in Japan, with a market share of just under 6%.

Recruit is a leading provider of integrated human resource services, and is also involved in marketing and promotional services, providing information for consumers in the form of magazines, internet, and mobile media. Recruit is known as the most successful consumer insight-oriented company in Japan. Our financial strength is supported by the resources and commitment of our parent company. Additional information regarding Recruit can be found on their website at the following address: www.recruit.jp/corporate/english/.

Staffmark Group

Advantage
Resourcing

Advantage
Technical

Advantage
xPO

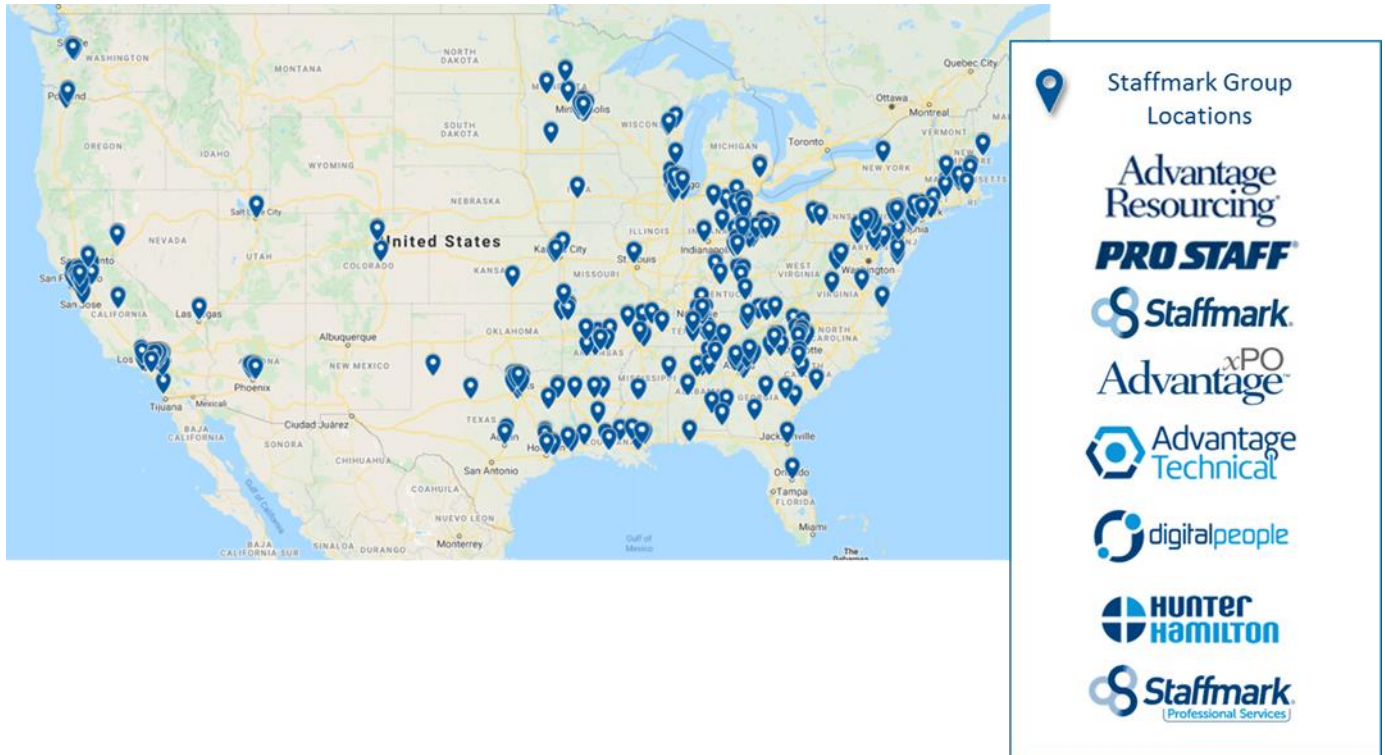
digitalpeople

HUNTER
HAMILTON

PRO STAFF

Staffmark

Staffmark Group brands include more than 1,400 staffing professionals providing innovative Workforce Solutions for over 7,500 clients across the country – from over 400 company-owned branches, On-Site, and Cost Per Unit On-Site locations. Across the 38 states that we service, we provide job opportunities and payroll for an average upwards of 41,000 employees weekly, across all brands. Since 1969, our clients range in size from single operations – with one or a handful of employees – to large national and international companies with facilities of varying sizes, across the US.



Industry Experience

Our personalized approach and market-specific knowledge – combined with a deep understanding of what is important to our clients, their companies, and the talented employees we place in positions – uniquely position Advantage Technical in today's challenging work environment.

From municipalities to universities to various not-for-profit organizations, Staffmark Group, and Advantage Technical, have over 50 years' experience filling a variety of roles across the public sector. We understand local, state, and federal government contracting procedures, and have the resources in place to meet all your staffing and compliance needs.

Staffmark Group

Advantage
Resourcing

Advantage
Technical

Advantage
xPO

digitalpeople

HUNTER
HAMILTON

PRO STAFF

Staffmark

A sampling of our current clients in this space include:

- Westchester County (MA)
- Hall County (GA) Health Department
- Grantham University
- Arkansas State University
- DeVry University
- Capella University
- University of Minnesota, CCAPS
- University of California, Riverside
- University of Arkansas at Little Rock
- University of South Alabama
- Eastern Kentucky University
- Twiggs County (GA) Tax Assessors
- County of San Bernardino (CA) Fleet Management
- Oconee County (SC) Treasurer
- Clark County (KY) Health Department
- Texas A&M University

4. List a minimum of three accounts that have similar needs to UCF. University and/or College accounts would be a plus.

Kershaw County School District

Kerry Morgan
803-669-4238
Kerry.morgan@kcsdschools.net

Whalley Computer

Chad Hebert
508-400-2588
cmh@wca.com

Westchester County

Domenico Sacchinelli
914-995-6295
dasa@westchestergov.com

B. PROJECT STAFF QUALIFICATIONS/EXPERIENCE

1. List the total number of employees, include job titles and experience of individual(s) who will be assigned to the UCF account; include resume(s).

Chip Wesley is the Managing Director of the IT staffing division for Advantage Technical. The division Chip leads has the unique skill set to staff nationwide deployments, contract labor, and full-time resources – from technicians to IT Project Managers. Through more than 28 years of service, Chip has led the IT staffing division in supporting nationwide teams to develop custom staffing solutions for many fortune 500 clients, as well as working in multiple local markets. Over this period, Chip and his team have supported many industries including Public Sector, Education, Food and Beverage, Entertainment, and Financial clients, to name a few!

Chip has a strong passion for the IT industry, specializing in creating staffing solutions for IT projects on a nationwide scope. His accomplishments include managing a national, 200+ resident technician program

encompassing 12 data centers on a 24x7 schedule; multiple national deployments across all 50 states over a 3-year period, using 500+ technicians with a 99.5% success rate; and staffing multiple school districts in the Southeast deploying resources to maintain a computer network and laptop program for 8 years.

Chip believes in partnering with his clients to provide the best value to ensure the success of their projects – and has instilled this in his team as well.

Michael Bousquet is an Account Executive with Advantage Technical and has been with the organization since 2008. Michael started as a contractor himself supporting technology project roll outs and moved into a sourcing role. From there, he was able to learn the craft of technical recruiting and was promoted multiple times over the course of his career. From entry level to a Sr. Technical Recruiter, to his current role, continuing his career path in the industry, supporting large enterprise organizations ever since.

Michael is a firm believer in putting the customer first and focuses on personal relationship building with his accounts.

2. Clearly identify the skill sets your staff is capable of providing, and clearly indicate if subcontractors or sub-consultants will be used. Identify special projects they have staffed, any membership in professional organizations relevant to the performance of this contract. Also indicate how the quality of staff over the term of the agreement will be assured.

Staff, Awards, Memberships, and Special Projects

Our staff members are a specialized team with expertise in niche skills. We not only hire for the recruiting expertise, but also for the specialization of industry-specific recruiting disciplines. We know that to properly service our clients, we need to have team members who have in-depth knowledge of the type of positions and/or industries they support.

Advantage Technical partnered with Hewlett Packard to staff and deploy laptop computers throughout Kershaw County school district. This entailed staffing a deployment team for each school for a total of 25 schools. Project was to provide deployment teams and to staff resident resources that provide day to day support for the network and student laptops. This project was a great success and was supported for 10 years until transitioned to the school district where our resources are still supporting. Over the 10 years we deployed and supported over 20 thousand laptops supporting kindergarten through 12th grade students.

Presented in partnership with presenting sponsor CareerBuilder and gold sponsors Indeed & Talent.com, ClearlyRated's Best of Staffing Award winners have proven to be industry leaders in service quality based entirely on ratings provided by their clients and talent. On average, clients and candidates of winning agencies are twice as likely to be completely satisfied with the services provided compared to those working with non-winning agencies. Advantage Technical is proud to have been awarded in both the Best of Staffing Client and Talent categories.



Staffmark Group

Advantage
Resourcing

Advantage
Technical

Advantage
xPO

digitalpeople

HUNTER
HAMILTON

PRO STAFF

Staffmark

It is important for our entire team to have a full understanding of your account, starting with the onboarding, orientation, and skills assessments specific for UCF. Because we use a team approach to staffing our accounts, should your Point of Contact ever be out of the office unexpectedly, on vacation, or move on from Advantage Technical – we have a full support team who is familiar with your account and ensures that any transition is seamless.

Subcontractors

We will not utilize subcontractors to support UCF.

C. OVERALL RESPONSIVENESS OF PROPOSAL TO SATISFY SCOPE/PROJECT APPROACH

1. Describe your company's capacity in providing services in all temporary labor areas, including non-management, management and technical categories. Also, how do you propose to deliver these services to UCF in a timely manner?

IT Resources

Successful completion of your IT projects – on time and on budget – is our goal, too. Our highly experienced account managers and recruiters will partner with you to source the top-tier consultants you need to make that goal a reality, every time. Whether that need is targeted project support or high-volume, repeatable IT resources, we have national infrastructure and resources to provide an exact fit for these needs, in critical functions like Project Support, Application Development, Data Management and Systems Support. With the ascendance of critical enterprise concerns like Big Data/BI, Infrastructure Cyber Security, cutting edge eCommerce, IoT/Connectivity, and Cloud Computing strategies, we are prepared today to support any technical needs you have at any time and in any place.

IT Skill Sets

- Project Support
- Software/Hardware Engineers
- Application Developers
- Architects & Designers
- Web Developers
- Business Analysts
- Database Analysts
- Quality Assurance

Engineering Resources

Engineering Skill Sets such as:

- Engineers
- Project Controls
- Data Analytics
- Project/Program Managers
- Designers/CAD Drafters
- Quality Assurance
- Supply Chain Management
- Manufacturing and Production

Our subject matter experts utilize our Precision Process to fully assess each candidate's abilities and technical skills. We provide highly skilled engineers, projects managers, designers, and technicians with experience in scheduling, documentation, quality, testing, graphic design, customer service, and more. We are adept in providing complete engineering teams to assist your in-house designers and engineers, and in handling all non-core support services such as maintenance, calibration, compliance testing, and documentation.

Staffmark Group

Advantage
Resourcing

Advantage
Technical

Advantage
xPO

digitalpeople

HUNTER
HAMILTON

PRO STAFF

Staffmark

Compliance Service Capabilities

Advantage Resourcing has developed a comprehensive qualification process to identify, screen, and authenticate Independent Consultants, a program that is managed by Advantage Resourcing's in-house compliance staffing team. This value-added program has been designed to protect and insulate Advantage Resourcing and its clients from any potential employment liability due to the misclassification of an Independent Consultant.

In addition to human intellect and validation process, Advantage Resourcing utilizes an industry leading independent consultant web-based validation tool which incorporates the guidelines that the IRS, as well as the state governments have in place. This tool is updated when new regulations go into effect and considers the three major factors test to assess Independent Consultant status: Behavioral Control, Financial Control, and Relationship of Parties. Our dedicated Compliance Staffing Specialist at Advantage Resourcing will speak with prospective IC and Client Hiring Manager and utilize the information within the technology tool to determine if the individual qualifies as a valid IC. Upon completion of all steps, a determination is made to proceed as an IC or W2 employee.

Advantage Resourcing understands the importance of classifying ICs properly, mitigating any risk for the University of Central Florida. We take the task of validating ICs very seriously and have developed a proven internal validation process that follows the ever-changing IRS guidelines relating to this worker classification.

With the increased scrutiny by the Federal and State governments on this population, our compliance program takes proper classification seriously and continually monitors classification requirements on a federal, state, and (if applicable) local level as the federal and state government ramp up audits and levy heavy fines and civil and criminal penalties for misclassification.

Should a contractor fail the vetting process, the Advantage Resourcing Program Manager will inform the individual that they will not validate as an IC, with an explanation as to why and the Program Manager will initiate the W2 payroll onboarding process.

Additionally, Staffmark Group brands can recruit quality applicants for a wide range of disciplines including:

Support Capabilities

- Administrative / Office
- Light Industrial
- Skilled Trades
- Manufacturing
- Logistics & 3PL
- E-Commerce & Distribution
- Call & Contact Center
- Automotive
- Accounting & Finance
- Electronics
- Drivers/Transportation
- Administrative Medical Support
- Creative
- Corporate Services
- Pay for Performance

Services

- *Short- and Long-term Temporary Staffing*
- *Temporary-to-Hire Staffing*
- *Direct Hire*
- *On-Site Management*
- *Cost Per Unit*
- *Professional Placement Services*
- *National Account Management*
- *Managed Service Programs (MSP)*
- *Recruitment Process Outsourcing (RPO)*
- *Business Process Outsourcing (BPO)*
- *Professional Employee Organization (PEO)*

Staffmark Group

Advantage
Resourcing

Advantage
Technical

Advantage
xPO

digitalpeople

HUNTER
HAMILTON

PRO STAFF

Staffmark

Time to Fill

Our standard time to fill an open technical role is approximately 3 weeks from requirements receipt to onboarding, depending on the skill set desired, the immediacy of the position, and whether UCF wants to screen resumes and/or perform interviews.

Advantage Technical will develop and implement ordering processes specific for each client site. As part of our site assessment, we will develop job descriptions to better understand and meet specific skill requirements. Open communication regarding order status is critical, and Advantage Technical will have regular contact regarding both open and filled orders.

Requests for employees, or job orders, can be given to your Advantage Technical contact online, written, verbally, in-person, or through email.

2. Describe how urgent requests are handled.

To successfully fulfill urgent requests, we must remain at the forefront of this tight and demanding labor market. There are many layers to our success and must all work succinctly to be effective.

Advantage Technical's will designate UCF's urgent needs as a **priority** in our internal operating system. Designating certain needs as priority will allow our dedicated team of recruiters to designate a member of our team to concentrate solely on the urgent requests. Using this process in concert with our AI tools, continually recruiting, will help shorten the response time for resource review.

3. Provide an explanation of how background checks will be processed.

It is our policy to only conduct background checks when it is a requirement of employment with the client. Advantage Technical will conduct all background checks required by UCF for all employees under consideration for assignment.

When a background check is requested by a client, we use our preferred vendor, Asurint, unless another vendor is specified.

Once an employee has accepted a conditional job offer from Advantage Technical, we perform the specific check required by that client. We submit the request when the employee accepts the conditional job offer for an assignment. Asurint then completes the check and sends the results to our Risk Management department, where the check results are input into our internal database. The average turnaround time on a background check is 48 to 72 hours.

Requested background checks are conducted prior to placement unless the specific requirements of a client stipulate a different timeframe.

Staffmark Group

Advantage
Resourcing

Advantage
Technical

Advantage
xPO

digitalpeople

HUNTER
HAMILTON

PRO STAFF

Staffmark

4. Describe your process of vetting employees to meet the needs of the university; including professional appearance, reliability and workplace skills.

Recruiting

We must constantly recruit to ensure success. We must recruit above and beyond our clients' needs because we do not hire every applicant. Applicant flow is critical and demands ongoing, strategic recruiting strategies. Advantage Technical takes a creative and proactive approach to talent acquisition. We utilize a targeted approach that includes the review of market demographics, the identification of the hiring competition, and the creation of recruiting materials that will solicit desired work characteristics. Execution is aggressively approached with defined applicant goals, and the enlistment of a wide array of creative sources such as internet, community, job fairs, referrals, and various locally effective avenues.

We use a multitude of recruiting channels, specific to each market and each client, such as: Social Networking Sites, Job Fairs, Internet, Rapid Communication Technology, Local Publications, Radio, Television, Employment Guides, Colleges & Universities, Client Referrals, Employee Referral Bonus Program, Employment Offices, Flyers, Community and Professional Organization, Community Events, Direct Mail, Technical and Trade Schools, Business Expos, and our Virtual Recruiting Model.

Each step in our Precision Hiring Process allows us to identify unqualified candidates, but – most importantly – to “screen in” those who will meet client-specific needs, skills, requirements, and fit.

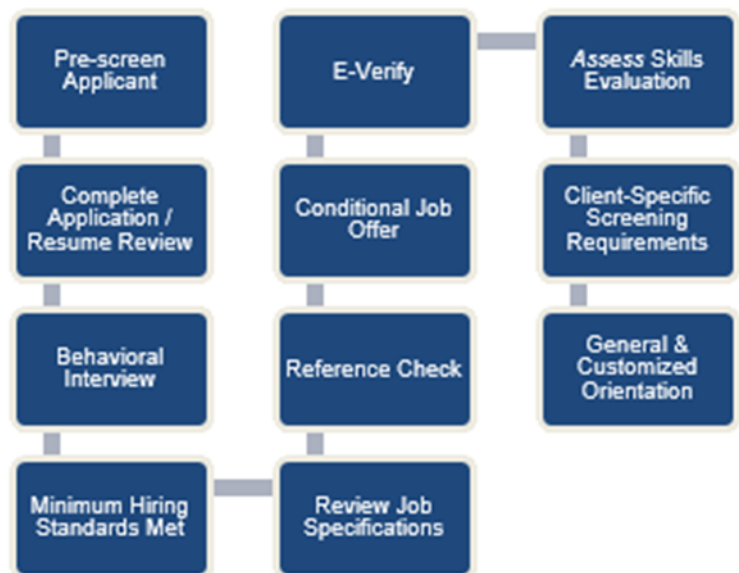
By the time a candidate completes all steps of the process, we can be assured they meet all criteria for both us and our clients.

Onboarding / Orientation

Advantage Technical works closely with each of its clients to customize the employee onboarding/orientation process to the specific client. This is done to ensure the employee is ready to contribute to the success of the company from day one. Orientation may include safety training, a review of the client's facility, review of the job expectations, review of time keeping and reporting procedures, and a review of Advantage Technical's role in the associate's assignment.

Skills Testing

Skills testing is an integral part of our screening process for some disciplines. We utilize an end-to-end technical skills assessment platform as a tool to better evaluate technical IT candidates' skills. This program offers over 1500+ pre-built questions for 35+ languages and job roles including front end, back-end, and full-stack engineers. By utilizing this technology, we can efficiently screen out unqualified candidates, allowing us to find quality placements for our clients.



Staffmark Group

Advantage
Resourcing

Advantage
Technical

Advantage
xPO

digitalpeople

HUNTER
HAMILTON

PRO STAFF

Staffmark

Advantage Technical has also introduced several assessments into our hiring process that allow us to utilize a candidate's past behavior and work attributes to make a better hiring decision the first time. Through our applicant assessment tool, Advantage Technical has found recruiters are able to more accurately present people whose behavioral attributes and integrity levels match the thought process of our clients.

5. What is your company's fill percentage and lead time to get an employee ready to work?

The demand for a wide range of tech roles is growing at an accelerated rate. Information technology employers listed 360,065 tech job openings in October, an increase of almost 76,000 from the previous month. That's the highest monthly total in two years. In this market, our lead time is 3 weeks, including interview through onboarding, with a fill rate of 65%.

Advantage Technical will develop and implement ordering processes specific for UCF. At the onset of our relationship, we will develop job descriptions to better understand and meet specific skill requirements. Open communication regarding order status is critical, and Advantage Technical will have regular contact regarding both open and filled orders.

Staffmark Group

Advantage
Resourcing



Advantage
Technical

Advantage
xPO



digitalpeople



HUNTER
HAMILTON

PRO STAFF



Staffmark