

Bank Notes is a Lloyd Staffing newsletter intended to make readers aware of current trends and new developments in staffing industry methodology, workforce issues and recruitment/retention initiatives.

Adding Value to the Staffing Process

I'd like to take this opportunity to thank our client companies for working with Lloyd Staffing in 2005. It's been a pleasure to assist your organization with its staffing and hiring needs.

Our commitment is to provide our valued clients with the best staffing services to help keep your workforce at optimum performance. *Our continued innovations enable us to effectively identify and target talent, utilize technology to our mutual advantage and to create new strategies for providing the greatest return on human capital.*

2005 saw quite a few changes and innovations in the Lloyd organization. Our nationwide 12-office network placed more than 1,000 candidates into Direct Hire positions which put more than \$35,000,000 in salaries into the national workforce. Additionally, nearly **10,000 temporary associates and consultants** were assigned to client sites for short or long-term engagements. *Our temporary workforce clocked in more than one million hours on assignment.*

More importantly, the following initiatives were completed which directly affect Lloyd's ability to better service our clients. These **process improvements** were made in order to strengthen the value of choosing Lloyd as your partner in staffing.

- We improved and expanded **online applications** for pre-registration purposes to provide job seekers with enhanced 24/7 accessibility.



The result yielded **15,503 interviews of new applicants** with a faster turn-around process from submission of application, to placement on assignment.

- Diversity recruitment** initiatives addressed English, Hispanic and other job seekers such as "baby boomers" to broaden diversity outreach in various ethnic, minority and more senior populations. Additionally, *four of our franchise locations are women-owned* and as such, target business partnerships which actively pursue staffing vendors that are women-owned enterprises.
- Pre-hire/Pre-assignment solutions** were expanded to include newer, faster and more **comprehensive resources for background checks, drug screening, healthcare physicals** and other criteria mandated as working requirements for many of our client companies.
- To further improve talent retention of temporary associates and technology contractors, Lloyd instituted a **new and improved employee benefits package including affordable healthcare coverage for temporaries**. Additionally, *we lifted the waiting period for our 401K program to allow our workers to participate without regard to tenure.* **Lloyd's retention of temporary talent is three times greater than the national average. Industry statistics show the average temporary**

employee works for his or her service for just 10 weeks, while Lloyd associates are employed by us for 30 weeks or longer.

- Lloyd instituted new benchmarking initiatives on client business activities. As a result, **we achieved a 92.3% success rate on all accepted candidate searches and a 94.6% success ratio for filled temporary job requisitions.** We continue to enforce programs to monitor results and have set the bar for a 95% or better success ratio on all client business for 2006.
- Our Workers' Compensation **Risk Management** program instituted in 2005, continued to reduce client liability with respect to a worker's environment while on assignment. These safety initiatives minimize a company's claim exposure for supplemental workers. To that end, we made more than 100 site visits to ensure a safe and secure workplace for our associates on assignment.
- In 2005, Lloyd's corporate healthcare division headquartered on Long Island, was **awarded certification from the Joint Commission on Accreditation of Healthcare Organizations (JCAHO) as a certified healthcare staffing provider.** This prestigious Certification acknowledges Lloyd's compliance with the Joint Commission's national set of consensus-based quality standards.

Lloyd is one of a select few Staffing Services nationwide to receive JCAHO Certification. This ensures Lloyd's clients within the healthcare industry that the associates we provide have met JCAHO's stringent criteria for credentialing, compliance and job performance.



- Lloyd Healthcare's International Division** which recruits nurses from overseas to help our client hospitals address the current nursing shortage *filled more than 100 nursing contracts at hospital systems* throughout the U.S. We are currently assigning nurses from countries such as India, Singapore, St. Lucia, Belize, South Africa, Lebanon and Ireland.

We continue to work very hard to keep our temporary staffing rates competitive and to provide direct hire fee schedules which offer greater value for exclusivity and volume hires. Please do not hesitate to ask your Lloyd Staffing Specialist for information on any of the activities outlined here.

On behalf of all of us at Lloyd Staffing, thank you again for allowing us to be your staffing partner. We wish you a prosperous 2006.

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