

Bank Notes is an employer-oriented newsletter intended to make readers aware of current trends and new developments in staffing industry methodology, workforce issues and recruitment/retention initiatives.

Continuously Addressing Service

We'd like to take this opportunity to thank our client companies for working with Lloyd Staffing in 2006. It has been a pleasure to assist your organization with its staffing and hiring needs.

In 2006, Lloyd celebrated a milestone anniversary...we turned **35 years old** and we're still going strong! This is due in large part to our valued clients, some of whom have been with us since our inception in 1971. We continue to be committed to providing our client employers with the best staffing services for optimizing workforce performance. Our unique programs and 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 for your investment in your most important asset...**your people.**

HOW ARE WE DOING?

A few years back, New York City Mayor Ed Koch used to utter a famous phrase as he moved in and around the Big Apple. "How'm I doin'?" he would ask and the NY public would offer candid feedback. On a similar note, one of our 2006 initiatives was to turn the table on ourselves by asking our nearly 10,000 strong temporary workforce what they thought of Lloyd as an employer. Lloyd received high marks for our Employee Benefits programs, Retention tools, Service personnel, Website and general responsiveness. We also received some excellent suggestions for employee perks and web page interactivity.

MARKET MANAGER ROLL-OUT

As you may know, Lloyd operates 13 offices in an eight state network. The NY Metro Region is one of Lloyd's strongest markets. Currently, Lloyd offers three Long Island locations and one Manhattan office, in addition to Connecticut and New Jersey locations. To support clients with access to leadership at a **very local** level we named four Market Managers to our NY office management team. These individuals are charged with establishing effective client relations, improving operational efficiencies and for ongoing communication, response and service delivery to their respective territories. Look for them to be visiting your office in the near future.

GET ON BOARD

Speaking of Long Island, we'd like to share one of our successful client partnerships, this one with the Long Island Rail Road. Lloyd has just re-signed a contract with the LIRR for a fourth consecutive term. We provide temporary personnel necessary to the LIRR for market research on passenger counts, climate control studies, and rider satisfaction surveys. All in all, we annually recruit, train and assign more than 150 associates who work varying shifts beginning at 3 a.m. and ending at 9 p.m. These individuals cumulatively ride nearly 800 miles of track from Montauk to Manhattan. This kind of large scale project work is typical of the assignments Lloyd takes on for companies requiring a high volume of workers with unique skill sets. This reduces independent costs for companies and removes the burden of field supervision and other issues from their corporate shoulders. Additional service amenities for our Project clients include wake-up calls for earlybird shifts; identification, safety and security checks; customized management reports and electronic timesheets. From one to one-hundred, Lloyd has the resources to get the job done, one person (or more) at a time.

HEADING SOUTH

At present, Lloyd operates three Florida offices: Tampa, Plantation and most recently, Delray Beach. Our South Florida expansion is driven by marketplace demand and talent recruiting requirements for the Florida counties of Dade, Broward and Palm Beach. Hurricane damage from Wilma and Katrina not only changed the landscape, but impacted the workforce and while it delayed our Delray opening, it didn't dampen the service goals of that location. Overall, our Florida locations cater to some unique niche specializations including *nationwide Pharmacy staffing, Travelers in the Allied Health professions, Accounting and Financial staffing, Mortgage professionals, Call Center personnel, Office Administration* and more. We continue to develop offices in key cities which we believe will benefit our corporate client and recruitment outreach initiatives.

JCAHO RECERTIFICATION

In 2005, Lloyd's corporate healthcare division was one of the first of a select few staffing providers awarded certification from the Joint Commission on Accreditation of Healthcare Organizations (JCAHO). In 2006, we were recertified as to this status which confirms Lloyd's compliance with the Joint Commission's national set of consensus-based quality standards. This "seal of approval" ensures Lloyd's healthcare clients that the associates we provide have met JCAHO's stringent criteria for credentialing, compliance and job performance.

STRATEGIC SOLUTIONS

With more and more companies interested in Outsourcing their staffing solutions in order to reduce the recruitment cycle and gain maximum ROI, Lloyd formally instituted a **Strategic Solutions division** to help organizations utilize innovative programs for non-core functions. It is modern work-force management at its best. A sampling of services from this new division include:

- Inhouse Talent Pool Conversions
- Managed Direct Hire Programs
- Outsearched Research & Recruitment
- Vendor Management Platform
- Recruitment Process Outsourcing (RPO)
- Managed Service Programs



We continue to work very hard to keep our temporary staffing rates competitive and to provide retained and contingency 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 2007.



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