

**BEN FAHNDRICH**  
**MARKET MANAGER**

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# INDUSTRY KEY ISSUES

- Staffing Levels
  - To support seasonal requirements
  - To back fill needs on various shifts
- Employee Skill Set
  - Entry Level
  - Lead Roles
- Time and Cost to Recruit
  - Reduce time away from your job
  - Cost savings and ROI
- Compliance
  - E-Verify...confirming eligibility to work in the U.S
  - Background checks per request
  - Drug Screening per request

# FIVE WAYS TRUEBLUE IMPROVES PRODUCTIVITY

**Flexibility.** Get workers when you need them, for only as long as you need them.

**Reliability.** Count on us to deploy workers anytime, anywhere in North America.

**Safety.** Safe workers and safe jobsites are at the core of everything we do.

**Screening.** Behavioral, drug and background screenings available.

**Compliance.** Every worker is E-Verified and properly documented.

# WHY A TRUEBLUE SOLUTION?

- **What's Included**

- Pay for what you use
- Hourly rate
  - Includes workers compensation, unemployment insurance, SUTA, FUTA taxes
- Presidents Guarantee
  - If not satisfied on the first day send worker back at no charge and we will replace
- Billed weekly
- Affordable Care Act Costs

# WHY A TRUEBLUE SOLUTION?

## • **Recruiting**

- We will attract and select the right worker candidates to improve assist in improving the quality of your production and reduce turnover
- Targeted recruiting plans are developed using customized behavioral interview guides
- Recruitment plans are continually refined to yield the optimal workforce.
- Monitor key statistics to understand hiring ratios and track efficiencies.
- Precision recruiting allows for making a better hire, faster.

# WHY A TRUEBLUE SOLUTION?

- **Multi-Channel Approach**

- Expands candidate pool for passive and active job seekers
- Close relationship with your hiring managers to understand position and motivational fit requirements in order to define the attributes of an ideal candidate
- Comprehensive, multi-channel candidate sourcing balances search, social networking and other emerging sourcing techniques with more traditional recruiting and networking tactics.

# WHY A TRUEBLUE SOLUTION?

- **Customized Assessment**

- Thorough vetting ensures cultural alignment
- Once candidates are identified, refine the candidate pool to select those with the skills, experience, education, training and availability that best match requirements.
- Behavioral interviews are conducted to assess work habits such as decision making, professionalism and communication skills.

# WHY A TRUEBLUE SOLUTION?

- Support all skill categories and geographies
  - Support local and national needs
- On-demand, all shifts, short-term, long-term or temp-to-hire
- Deep Recruiting Capabilities
- Strong Safety Culture
- Focus on KPIs and project management
- Scalable model helps companies manage third-party workforce vendors



SERVICING NORTH AMERICA through branches and centralized operations

Serving a variety of industries including construction, manufacturing, transportation, waste, hospitality, retail and energy

Partner with 140,000 companies

750,000 people put to work every year



HEADQUARTERED IN TACOMA, WA

Providing reliable, efficient employees



Publicly traded (NYSE: TBI)

# CUSTOMIZED WORKFORCE SOLUTIONS

## STAFFING SOLUTIONS

**LABOR READY**  
a TRUEBLUE company

**SPARTAN**  
a TRUEBLUE company

**CLP**  
a TRUEBLUE company



## MANAGED SERVICES

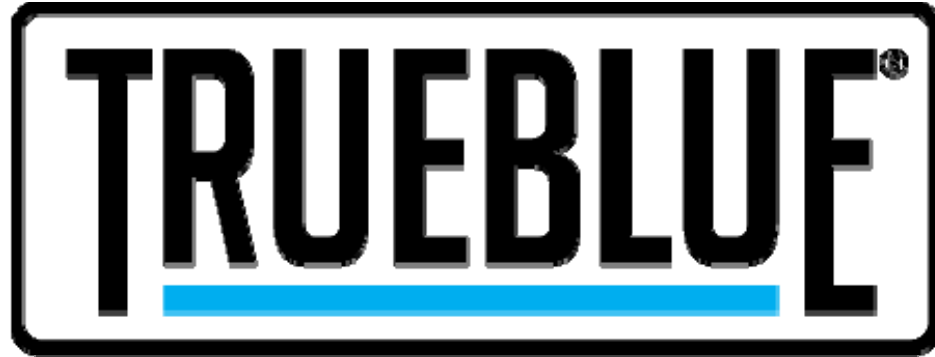
**staff management** **SMX**  
a TRUEBLUE company

**PlaneTechs**  
a TRUEBLUE company

**CENTERLINE**  
a TRUEBLUE company

## RECRUITING SOLUTIONS

**peoplescout**  
a TRUEBLUE company



**THANK YOU!**

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