



Respecting People. Impacting Business.™

Success with Seasonal Staffing

Preseason consultation

- 2 to 3 months prior when developing a new relationship
 - 1 to 2 months prior on a recurring basis
- Know your provider and help them to know you
 - Who will be responsible for handling your needs?
 - Who are the decision makers?
- Tour of the facility and safety review

Gathering the Details

- How many for how long and how soon do you need them?
- Job titles or roles to be played
 - What they will do
 - What they need to have to do it
 - Understanding the Key Selection Criteria
 - What they will get
 - The good, the bad and the ugly

Onboarding

- Presentation of Candidates
- Pre-employment training and orientation
 - Work and Safety
 - By Agency
 - By Company
 - Scheduling and call off procedures
 - Backup plans
 - Time keeping

Project Duration and Completion

- Quality Checks
 - Post start
 - Weekly
 - Ending or Extending
- Counseling and Disciplinary Procedures
- Accident Procedures

Costs and Guarantees

- All Inclusive Bill Rate
 - Employee Wages
 - Social Security and Medicare
 - State and Federal Unemployment
 - WORKERS COMPENSATION and Certificate of Insurance
 - Employee Benefits
 - Administrative Payroll Costs
 - Recruiting and Advertising Costs
 - Interview and Qualifying the Employee
 - Business Overhead and “a little bit of profit”

For Further Information

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