

## Temporary Workforce Management Solutions "Just for ERC Members"

StaffMatrix has successfully combined the power of the Internet with outsource flexible workforce management solutions to produce dramatic improvements in acquiring and managing temporary workers. StaffMatrix provides organizations with the ability to control utilization of temporary staffing, improve quality, streamline administration and effectively manage and many times, reduce actual expense. Benefits include: negotiation of vendor contracts, on-line order placement, process and audit of vendor invoices, 24/7 management reports, and consolidated single source invoicing.

In partnership with ERC, StaffMatrix workforce management systems have been tailored to meet the needs of both large and small ERC member companies. There are three levels of service provided to ERC Members depending on the individual need.

**Tier III - Specialized Services:** Our human resource professional's work with ERC members who have a large flexible staffing volume to develop a program tailored to meet their specific needs. A flexible workforce strategy is developed that supports the operating goals of the business. Organizational policies, processes and systems are designed to meet specific company objectives. In addition, StaffMatrix provides on-site/on-line management of the company's flexible workforce.

**Tier II - Advanced Program Services:** Members who fall within this level of service typically have an on-going need for flexible staffing at a moderate level. This could be as few as 3 or 4 temporaries on-site at all times up to approximately 30 or more. The company is typically spending a significant amount of time managing their flexible staff. They often deal with multiple agencies, process a lot of paperwork and feel there should be a better/easier way! In addition to having all of the Specialized Services provided by the ERC Workforce Manager, members receive:

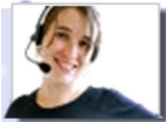
- On-line access to the StaffMatrix system dedicated to ERC members
- Consolidated single source billing
- 24/7 reports on usage and vendor performance

**Tier I - Specialized Services:** Members who benefit from specialized services typically have little or no leverage with staffing suppliers. Their needs are considered small, but still have a significant impact on their individual organization. StaffMatrix provides a dedicated ERC Workforce Manager as a resource for these members. This person works as an extension of the ERC Member Company as an expert on flexible staffing. The Workforce Manager will:

- Help ERC members determine the exact requirements needed for each temporary request
- Ensure the position is filled timely and with a highly qualified temporary employee
- Manage relationships with preferred suppliers
- Provide the member with quarterly reporting on flexible staffing usage



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## FEATURES AND BENEFITS

### KEY FEATURES

#### Workforce Managers

Manages quality, spend and administration at both national and local level.

- Monitors employee and vendor performance.

#### Single Source Invoicing

Eliminates costly errors and reduces administrative costs.

- Produces one invoice so you can issue one check.

#### Real-time Management Metrics

Consistent measurement and reporting.

- Individualized to specific user needs.

#### Departmental Control

Universal system-wide 24/7 control.

- Reduces time-to-hire and increases productivity.

### KEY BENEFITS

**Utilize Best-in-Class Service** - A Preferred Provider Network, designed around ERC member needs, is built based on historical vendor/client relationships and our supplier-neutral approach allows members to continue partnerships with select local and national staffing vendors.

**Retain Top Talent** - Skilled employees, experienced with your organization are retained through maintenance of local service relationships.

**Performance Metrics** - Real-time measurements for temporary employees and preferred vendors are available 24 hours a day, 7 days a week.

**Reduce Administrative Costs** - The utilization of web-based technology and workforce management provides expert outsourced solutions, time saving measures and streamline reporting on both the national and local levels.

**Reduce Workforce Spend** - Customized reports help track and analyze current and future flexible workforce needs to help your organization meet its business operating objectives and plan for future needs.

### COST SAVINGS

#### Standardized Mark-Up

**Billing Process** Individual manager approval by temporary employee that can roll-up into one single invoice provided electronically each week.

**Administration** All program administration is absorbed by StaffMatrix. This eliminates the need for internal human resources time/expense.

**Risk Reduction** StaffMatrix creates an arm's length between your Company and the temporary employees.

The Employers Resource Council (ERC) and StaffMatrix, are working together to assist members with the management of their temporary work force with "best-in-class" staffing providers. Using a strategic approach to flexible workforce management, combined with web-based technology, StaffMatrix provides the power to control local, regional and nationwide temporary staff utilization and spending with the option of retaining relationships with preferred temporary staff service providers.

Our Workforce Managers and state of the art technology help improve administrative efficiencies, streamline the order process, reduce costly errors, analyze future staffing trends and develop cost control procedures. We handle the administrative complexities so ERC members can focus on their most important resources...talent, time and money.



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