

TRIALON HISTORY

Background

1. Founded in 1982 to assist companies in managing excess workloads with highly qualified technical personnel, as well as providing reliable engineering and testing services through our engineering laboratory resources
2. Trialon services the automotive, manufacturing, electronics, environmental, aerospace, military, telecommunications, pharmaceutical, and consumer products industries
3. Staff programs throughout the U.S., Canada, Mexico and Europe
4. Our services are customized based upon each clients specific needs
5. We are a client focused and results driven company

STAFFING SERVICES PROVIDED

We can completely customize a staffing program based upon your needs. Whether you typically hire only a few people per year or need an entire workforce Trialon can manage your program. Trialon will provide you with a single point contact, standardized pricing, reduced alternative recruiting costs, and completely dedicate our staff to expediting your needs to ensure each department has a smooth hiring process and functional team.

1. **Contract Placements** - To assist in managing excess work loads in a short or long-term capacity.
2. **Contract to Hire** – For clients who would like to evaluate a potential long-term employee’s ability for a specific period of time before hiring them as a direct employee.
3. **Direct Hire** – Trialon can locate qualified candidates for our clientele to consider as direct employees. Fees are based on a percentage of the candidate’s annual salary.
4. **Managed Services** – Trialon will customize a staffing plan that meets the overall needs of a client to standardize hiring processes and overall costs.
5. **Disciplines We Typically Hire** – Customer Support, Business / Analytical, Mechanical, Electrical, Manufacturing, Industrial, Quality, Controls, Information Technology and numerous other Engineering and Technical aptitudes. In addition, Trialon supports our clientele with Designers, Illustrators, Technical Writers, Scientists and Managers.

Trialon Hiring Process

- 1. Obtain Client Request for Staffing Assistance**
 - Contract / Contract to Direct / Direct
 - If Not Already Established, Negotiate Acceptable Billing Rates / Fees for Service
- 2. Develop Skill Set Based on Input from Client / Hiring Management**
- 3. Match Existing Candidates Available to Skill Set / Actively Recruit Potential Candidates Through Network and Other Recruitment Tools**
- 4. Prior to Submitting Candidates, Complete Skill Set Summary and Conduct References**
- 5. Submit Candidate Through Acceptable Method Approved by Client**
- 6. Schedule Interviews with Candidates as Requested by Client, Adjust Search Activity Based on Input from Client on Non-Selected Candidates**
- 7. Once a Candidate is Selected by Client, Offer is Extended that is Contingent on Passing Pre-Employment Tests (Drug Test and Criminal Background Check are Mandatory for All Trialon Employees, Other Testing Available at the Request of Client)**
- 8. Once Pre-Employment Tests are Passed, Employee Begins Assignment at Client Location**
- 9. Follow-up Conducted to Ensure Employee is Meeting / Exceeding Expectations**

GUARANTEES AND TURN-AROUND TIME

- 1. Typical Turn-Around Time** - From receiving a new order to submittal of resumes can vary. Our average turnaround time for technical positions is approximately 48-72 hours, depending upon the difficulty of the position. Ask for specific turnaround times for your typical positions. As our relationship builds, turnaround time will shorten. As our knowledge and understanding of your company improves, this time can be shortened to just a few hours.
- 2. Urgency to Hire** - Trialon attacks every new position very aggressively. Good candidates do not stay in the market long, so we move fast so you can too.
- 3. Three Day Guarantee – For Contract and Contract to Hire Positions** – Trialon guarantees that our employee will be a correct fit for the position, if the employee does not work, just end the contract within the first 3-days and your organization will not receive an invoice.
- 4. 30-Day Guarantee – For Direct Hire Positions** – If a Trialon Direct Hired Employee leaves or is terminated due to performance issues during the first 30-days of employment, Trialon will replace that employee with a similarly qualified candidate at no extra charge.

ADVANTAGES OF USING TRIALON FOR YOUR CONTRACT SUPPORT

COST BENEFITS

- 1. Reduced Payroll Costs**
- 2. Reduced Benefit Expense**
- 3. Reduce Overtime Compensation**
- 4. Shift Administrative Burden**
- 5. Lower Unemployment Costs/Claims**
- 6. Reduced Risk of Hiring Mistakes**
- 7. Improve Quality and Reduce Turnover**
- 8. No FICA / FUTA / SUTA**
- 9. Reduced Workers Compensation Costs**
- 10. Reduced Recruiting expenses (Advertising, Job boards/Fairs, Reference Checking, Screening, Etc.)**

COMPANY BENEFITS

- 1. Experienced Staff with an average of 10 years in the Staffing Industry**
- 2. Utilize Best Practices – ensures consistency in recruitment/hiring process**
- 3. ISO 9002 Certified**
- 4. Excellent Track Record with Clientele – References Can be Provided**
- 5. Small Enough for Quick Decisions, Large Enough to Support Any Size Program**
- 6. Low Turnover Rate**
- 7. Exceptional Employee Benefits Plan**
- 8. Short Notice Capability / Niche Recruitment**