

Express Solutions for:
Distribution, Production,
Light Manufacturing

Welcome to Express Solutions a dedicated program designed to meet the labor needs for the Distribution Center professionals. Express Solutions specifically and effectively assists you in searching for the general or skilled workers you need when you need them the most. Express Solutions makes it simple to recruit and retain good people directly from the source uninterrupted by agents, recruiting firms, agencies and PEO's.

Are you requiring dedicated workers for short term, long term, on- demand help or full time? Are you experiencing:

- Little to no response from ads you placed
- Applicants without proper documentation
- On going questions about benefits, insurance, deductions and or payroll
- Documentation or employment application fraud
- Attendance or morale issues
- Broken or missing equipment or uniforms
- Workers who do not represent your company well
- Recruiting issues in attracting Hispanic-Americans
- Issues with paperwork, resumes and verification

If so, our Express Solutions program should be an extension of your Human Resource department. We offer an overall comprehensive management approach to focus on all aspects of employment laws, compliance issues as well as employee relations. We take care of the staffing requirements so that you can focus on building your business.

Whether you need one or more than fifty workers involving general labor to supervisory positions, we can provide dedicated and quality workers with longevity for short or long term positions We provide quick response times to answer your labor requirements.

HOW DOES EXPRESS SOLUTIONS WORK

Once you know your immediate or long-term needs for workers, just send us a copy of a job title, detailed duties to be performed along with a pay rate, start date and completion date if known. After we receive and process your request, we will in return update you with the exact number of worker(s) who are available and ready to start work with your center. We will also recommend the best plan whether for Direct Hire, Contract or Perm or Temp to Perm so that you can better utilize your dollar, your time and your resources having a worker on your team.

WHAT COSTS ARE INVOLVED

There is only one simple bill rate you will receive from us which is due and payable in full upon receipt for services rendered. Our Express Solutions package includes all of the following services listed below:

Recruiting	(ads, resume screenings and application processing)
Interviews	(telephone screenings, one to one personal interviewing, skills testing and knowledge evaluations)
Backgrounds	(drug, criminal, credit, legal status)
Records Management	(employment applications, state and federal forms, consent forms, performance reviews, payroll processing, state and federal mandatory taxes, deductions, benefits, health and insurance plans, reporting requirements, compliance issues and Worker's Comp.)
Policies & Procedures	(Orientations, entry and exit review procedures, employee relations, training and development)
Compliance	(applicable reporting requirements, state and federal laws)

ADDED-VALUE BENEFITS

Sr. Account Manager-	On call 24 Hours a day including weekends and holidays to assist with any short and long-term workers required.
Support Staff-	Available Monday through Friday for all questions about reviews, employee relations, training and development
Logistic Services-	In the event you require last minute help, we have courtesy cargo vehicles that are offered as a benefit to our workers
Management Support-	Offers support for communications and productivity

CANDIDATE COVERAGE

As leaders in placing Hispanic Americans, Resource Employment Solutions specializes in searching for the right candidate that fits your company culture. Resource Employment Solutions conducts very extensive and thorough screening processes to locate only qualified and skilled individuals to enhance your company's productivity and its bottom line. Below are descriptions outlining just a few of the following positions we can assist your company with. Pay rates are depending on experience (DOE).

Pay Rate (DOE)	Position Type/ Descriptive	Bi-Lingual
\$8.00-8.50	General Labor These employees are individual men and women who possess general knowledge and skills coupled with great work ethics necessary to start and complete tasks for the day or shift.	(50% Bi-lingual)
\$9.00-9.50	Warehouse, Forklift, Production Individuals have a good understanding of what is to be expected of them. Each individual possess an extensive knowledge of the warehouse, production, forklift and or distribution areas protocol along with policies and procedures for a safe work environment and any PPE's as required.	(80-100% Bi-lingual)
\$10.50-12.50	Supervisor / Lead Man This individual provides the support and leadership by setting the pace for one person or a team of people. This individual has a minimum of three years hands on experience within the distribution, warehouse and or production areas. This individual understands the parameters of scheduling, time constraints, picking, packing, wrapping, categorizing, in-bounds and out-bounds while keeping productivity constant.	(100% Bi-lingual)
\$10.00-13.00	Clerical to Administrative Assistant From clerical level support personnel who assist in all areas paper work to the Administrative Assistant who provides a vast degree of knowledge and skills necessary to coordinate and assist management. Administrative Assistant possess a minimum of 45 w.p.m. with the keyboard. This individual is also fluent in both language and computer software and can easily adapt to and manage the flow of all sensitive and critical papers.	(100% Bi-lingual)
\$9.50-11.50	Customer Care These individuals are an enormous asset to any company keeping client satisfaction as their main focus. We take extra care to screen individuals so they fit your company culture, presentation and professionalism. From sales, market research, customer service issues and or collections, these individuals produce results.	(100% Bi-lingual)
Fee Based on Requirements	Management Positions Need professionals? We can provide real time solutions for any of your permanent staff openings regardless of the shift or day.	(100% Bi-lingual)

All job positions described above possess a valid Driver's License in addition to the specialized skills that he or she offers to a landscape company. Depending on the job position and its requirements an individual may be bi-lingual.

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