

# Staffing Solutions

## The Westinghouse Solution

Working in both union and non-union environments, Westinghouse Staffing Solutions provides staff augmentation, managed services, direct placement, payrolling and seconded services for a full range of talent acquisition workforce solutions.

Our best-in-class talent solutions are supported by technologies that improve the quality, cost-per-hire and operational efficiency of a client's entire talent acquisition process. With our deep recruitment network, robust candidate pool and years of experience, we can meet your needs for engineering, technical, professional, light industrial, decommissioning support and trades and craft.

## Customer Benefits

Our clients enjoy a significant return on investment when partnering with us by capitalizing on our proven ability to:

- Identify the correct talent for every assignment using our mitigation strategies, built-in networks and robust database.
- Efficiently source and place talent using our national network of expert recruiters.
- Benchmark our performance and adopt productivity and service delivery enhancements that improve speed-to-market and cost of delivery performance for our clients.



## Professional & Technical Staffing

- **Professional Recruiting** – proven nationwide network of recruiting specialists focused on industry-specific sourcing.
- **Talent Acquisition** – immediate access to mature database of niche talent in the Professional & Technical arenas.
- **Outsourcing** – ability to complete large scale recruitment projects.
- **Project Management** – implementation and execution of proven talent acquisition programs that are flexible and scalable.
- **Market Benchmarking** – fill positions at competitive prices using proven cost saving practices.
- **Workforce Planning & Migration** – we maintain consistent contact with contract employees for high retention rates.

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### Payrolling & Seconded Services

- **Administration** – including negotiation of market pay rates, on-boarding, off-boarding, training, safety administration, human resource and benefits administration, ACA compliance, outsourcing and payroll.
- **Reduction of Clients Administrative Burden** – particularly in cases where large-scale, mobile workforces or multiple locations create complex multi-jurisdictional payroll and compliance issues.
- **Rate Benchmarking Analysis** – ensuring each employee assigned to our client is paid “market rate” or is in alignment with internal compensation expectations. This value-added service for our clients has provided real cost savings ranging anywhere from 5-20%

### Direct Placement Services

- **Standardized Recruitment Process** – starting with understanding the culture of the client, the expectations of the hiring manager, and the required technical qualifications of the candidates.
- **Advanced Technological Search Techniques** – robust resource database, continuous contact with talent pool, year-round recruitment and proven screening tools provide clients with qualified candidates.
- **Wide range of Permanent Placement Support** - at all levels throughout the U.S.
- **Cost Effective Recruitment** - managed by performance guarantees.

### Managed Staffing Solutions

- **Master Supplier of Hybrid Model** – Westinghouse participates as a source of talent for customer programs while developing/utilizing a diverse base of qualified suppliers to create a rich talent pool from which to draw resources.
- **Vendor Neutral Model** – Westinghouse manages the client’s contingent workforce program without directly participating as a source of talent using a robust wide technology platform.
- **Managed Services** – Westinghouse provides a technical supervisor and a technical team to work on-site with our client to provide a technical staffing hybrid model. These technical teams are managed by Westinghouse but typically work under an SOW providing supplemental support to our client’s on-going project needs.

