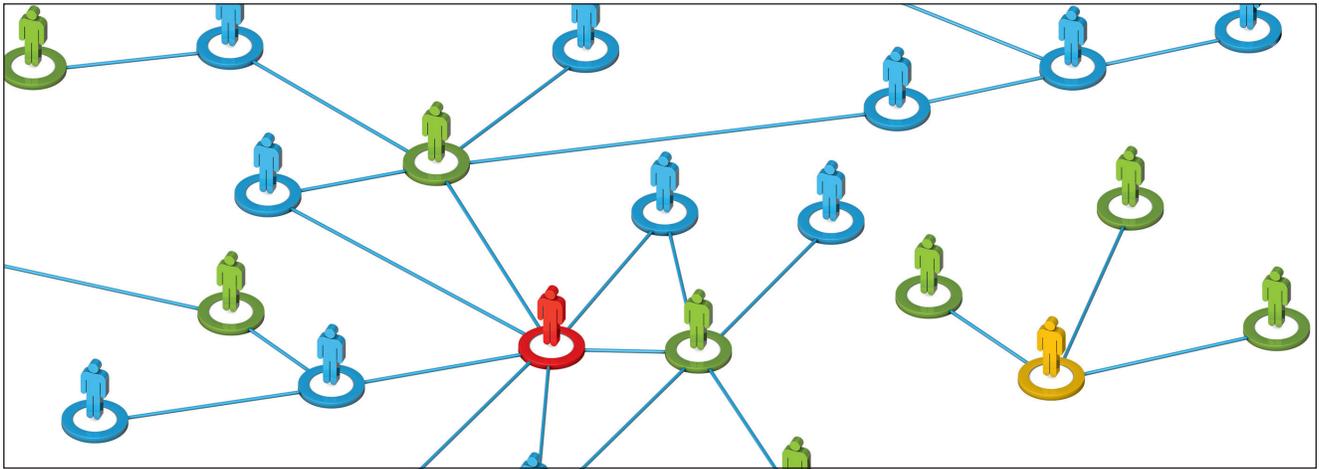


## Staffing Services



*Few can compete with Action Tech's long staffing experience and extensive professional networks.*

Businesses throughout the U.S. have trusted Action Tech since 1982 to fill both temporary and full-time/direct staff positions for administrative, technical, management and executive talent. Action Tech's staffing division started by providing engineers for the nuclear industry. They built upon that industry's high standards for competency, integrity and care for all of their clients.

While Action Tech saves firms time and effort, the value of their services extends beyond those basics.

When a staffing issue is identified within a company, the need is often immediate. Yet, too many choices can lead to decision paralysis. The risk of a poor outcome from incomplete information is real. Action Tech's proven processes provide a way forward.

### Clients always have control

With its every day focus on hiring for growing businesses, Action Tech has the ability to make hiring more efficient and more effective while allowing managers to retain control over the process.

Action Tech's process and level of services vary depending on the job and the client.

For example, interviewing all job candidates and making specific hiring recommendations is not unusual, but Action Tech can simply provide a thorough initial candidate search as well. For every position, however, Action Tech works with the clients to establish clear objectives, careful job descriptions and detailed timetables.

## Why Action Tech

### Lower costs

Action Tech's fees are lower than industry standards

### Experienced

providing high-level expertise for over 30 years

### Flexible

adaptable to any process or situation

### High integrity

careful, caring and trustworthy

Unlike some staffing firms, Action Tech does not require clients to select from a list of service levels. Instead, each scope of work recommendation is made to suit the specifics of the client, including the competitive environment. Every situation is seen as unique. Recruiters carefully follow the client's hiring policies and procedures.

Action Tech is having success in hiring for a wide range of industries, technologies and business processes. More business managers and executives are also working with Action Tech to address day-to-day staffing challenges.

Action Tech is keeping clients up-to-date on the ever-changing legal requirements of hiring. It is standard operating procedure to ensure compliance with federal, state and local laws as well as clients' policies.

## Obtaining quality prospects

Each Action Tech client gets a team of high-integrity staffing professionals able to handle the real world challenges of finding the right employees – no matter whether it is for a temporary or full-time position. Action Tech has experience in fields as diverse as construction, engineering, logistics, data processing, manufacturing and marketing.

One advantage over in-house hiring efforts and other staffing firms is Action Tech's private database of talented people and its network of industry sources. This is especially powerful in providing firms with temporary contract help quickly for short- and long-term assignments.

Recruiters start by understanding the client's job description and making it clear and concise with keywords so qualified online job seekers cannot miss it.

Action Tech works across industry sectors, deploying the best practices in each sector. Action Tech is careful to examine candidates using up-to-date industry standards.

Every candidate is evaluated on technical skills. At the same time, Action Tech identifies enthusiastic personalities who take personal pride in their jobs.

## Action Tech's competitive advantage

Using its long experience in providing a variety of services to a wide-range of industries, Action Tech finds dependable, highly skilled people with the right talents.

### *Flexible and appropriate*

Action Tech works to help its clients be agile in hiring. It is not unusual now for workers to start on Action Tech's payroll, working under the supervision of the client. Months later, these workers may transition to become a full-time employee as the client's business needs evolve. This is easy and affordable with Action Tech.



Action Tech's expertise is strong in the industrial and construction sectors.

More clients today are asking Action Tech to perform contingent searches as well as placement searches. Having learned the needs and culture of an enterprise, Action Tech is also performing executive searches for these corporate clients as well.

### *High-quality accounting*

The unique in-depth expertise of Action Tech's in-house accounting department is one reason why many businesses prefer Action Tech's staffing services to others. Action Tech can adapt its reporting to any client's specifications. The result is an easy-to-use billing process that is timely and accurate.

### *Asking good questions, then listening*

Action Tech asks probing questions not only of potential employees, but of its clients as well. Listening carefully is its first step in hiring efficiently and effectively.

References and background are checked with state-of-the-art resources. Action Tech's recruiters look at the hard facts, staying professional and objective. They not only sort skill from luck, but also factor in how different organizations can change how different people perform.

For more information contact Tom Hammerstone at 804-464-1271. Email [thammerstone@action-tech.com](mailto:thammerstone@action-tech.com).

**Founded in 1982**, Action Technology Inc. proudly points to a long list of established clients that includes smaller regional enterprises as well as large international firms. The Virginia-based company has three primary divisions.

- Businesses turn to Action Tech to fill both short-term and direct-hire staff positions for administrative, technical, management and executive talent.
- Action Tech offers cost-effective, custom safety training packages, ranging from basic first aid, OSHA 10/30 and PPE workshops to addressing complex issues such as HAZWOPER.
- Action Tech provides complete turbine generator maintenance and repair services to the power industry.

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