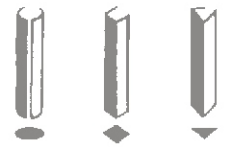


## 24 Hour Staffing Solutions across Yorkshire & the North East of England.



We provide a full range of temporary and permanent recruitment services including Industrial, Office Support, Trades & Labour, Mechanical & Electrical and Professional and Technical Disciplines.

### **Building Relationships**

#### **With Clients.....**

Aaron has a well-established long term client base including many 'Blue Chip' companies which is a testimony to our high service standards. Clients can opt to trade under 'Partnership', 'Preferred Supplier' or exclusive 'Sole Supplier' agreements.

#### **....& Candidates**

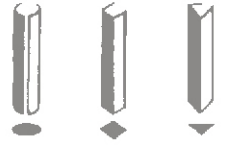
Our commitment to developing long term relationships with candidates is built upon quality assignments, regular communications and accuracy of payments.

#### **A Wealth of Experience**

- Expert, flexible service tailored to meet your exact requirements.
- Transportation for workers when large volumes of staff are required is available within our facilitation package.
- Bespoke testing and pre-qualification packages can be easily produced to suit your individual requirements.
- Stability of contacts: most recruitment personnel and support staff have been with Aaron for years. They have the necessary knowledge & expertise to meet and exceed your requirements.
- On-Site Contract Co-ordination: you can concentrate on productivity whilst we resource and manage your staffing needs.

*Standing out by fitting in ....*

## Temporary Solutions for all of your Manufacturing, Distribution and Warehousing needs.



Supplying experienced workers in all levels of the manufacturing, warehousing and distribution sectors across Yorkshire and the North East of England.

Your temporary staffing requirements will be met by Aaron's commitment to understanding your business.

You can call us to handle any of your shift patterns, as we supply staff to cover 24 hours a day, seven days a week.

Whether your company needs a high volume of temporary staff, or just occasional support, Aaron can deliver.

If you need a large scale recruitment campaign or just a back up plan, Aaron will work with you on achieving this.

For any holiday or sickness cover, at short notice and for those last minute emergencies, you can rely on Aaron to fill in for you.

We pride ourselves on the stability of our staff which means you will always be dealing with familiar people in our offices, and we believe this is key to building strong business relationships.

### Training and Inductions

Staff inductions can be tailored to suit your specific requirements covering:-

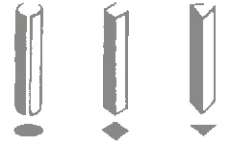
- Manual Handling
- Health and Hygiene
- Health and Safety
- Numerical Assessments
- Literacy Assessments
- Colour Blindness
- Dexterity Testing

### Temporary to Permanent Staff

- You can measure candidates' performance before committing to a permanent contract.
- You can use this recruitment method as a probationary period for new recruits.
- We will tailor the duration to suit your business requirements.

*Standing out by fitting in ....*

## Your Permanent and Temporary Staffing Solutions.



By listening to your needs we give no-nonsense, bespoke staffing solutions for all your commercial, administration and clerical temporary and permanent staffing needs.

### Your specific staffing needs are met through:-

#### Interviewing

The first stage in our recruitment process is listening to our candidates and thoroughly understanding their employment needs.

#### Referencing

No one knows our candidates' work performance and attitude better than their ex-employers, therefore, we put great importance on obtaining detailed references where at all possible.

#### Skills Assessment

Using the latest Qwiz<sup>®</sup> assessments we can quickly ascertain whether the candidate has the optimum skills and experience you are looking for.

#### Training

All our staff have access to free on-going training via Qwiz<sup>®</sup> to develop their skills further.

#### On-going Support

We will stay in touch with you to ensure that the right "fit" of staff is being achieved, and that your requirements are being fully met.

#### Temporary to Permanent Staff

- You can measure candidates' performance before committing to a permanent contract.
- You can use this recruitment method as a probationary period for new recruits.
- We will tailor the duration to suit your business requirements.

#### Temporary Staff

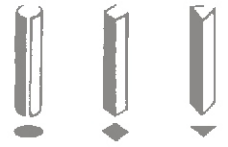
- You can rely on us to cover any holiday or sickness absence for you.
- Your staff levels can be supplemented at busier times of year in a cost effective manner.
- We will work closely with you to get it right first time.

#### Permanent Staff

- You can trust us to listen to your requirements and deliver the right calibre of staff.
- You can save time and money by choosing Aaron to locate staff for you.
- We will work hard to understand your business methods and culture, to ensure the best possible matching of candidates to vacancies.

*Standing out by fitting in ....*

## Staffing Solutions for Mechanical & Electrical Maintenance Departments.



You can supplement your existing engineering and maintenance departments with our professionally qualified mechanical and electrical staff.

**Your specific staffing needs are met through:-**

### **Planning for Shutdowns**

We will work with you to 'bank' suitably qualified candidates for any shutdowns, for installation and commissioning of equipment and for larger scale maintenance works.

### **Prevention**

You can rely on our candidates to fit seamlessly into your existing teams and provide the benefit of their experience in planned preventative maintenance programmes.

### **Reacting to Your Needs**

Time served Electrical and Mechanical craft disciplines available at short notice to resolve all aspects of equipment breakdown and reactive maintenance.

### **Sourcing the Right Staff**

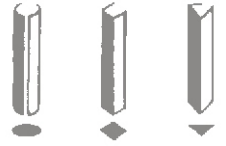
Whether your requirement is to resolve a temporary situation or if you need to strengthen your existing team by locating suitably qualified and experienced permanent staff we will work with you to ensure the correct 'fit' is being achieved for you.

### **Disciplines available for Immediate Placement include:**

- Electricians
- Mechanical Fitters
- Electrical Engineers
- Mechanical Engineers
- General Maintenance Operatives

*Standing out by fitting in ....*

## On-site Volume Based Staffing Solutions for Changing Business Demands.



An ideal recruitment solution for companies requiring high volumes of staff, or those with significantly fluctuating demand in staffing levels.

Aaron can provide full and part-time on-site managed services to work to attract and retain the staff you need to improve your productivity and ultimately your profitability.

This is done by:-

- A consultative approach to your business needs.
- Seamless integration of Aaron on-site co-ordinators into your organisation.
- Using an innovative approach to recruitment, selection and retention of candidates.
- Holding comprehensive files on each candidate ensuring compliance to required quality standards.
- Driving performance through gaining in-depth knowledge of processes and people.
- Working with you to identify the Key Performance Indicators most relevant to your business and using them to ensure continuous improvement to our service delivery.

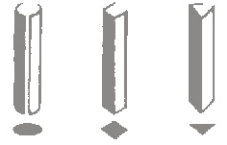
Aaron's years of experience in delivering on-site managed services means that we have an existing, tried and tested model on which to successfully build.

Through our commitment to sharing expertise we will rapidly develop first hand knowledge of your business operating methods and organisational culture. Clients who work with Aaron using this approach have derived immediate benefits in terms of cost, together with seeing a significant improvement in productivity.

By choosing Aaron as a long term business partner you can concentrate on productivity whilst we resource and manage your staffing needs.

*Standing out by fitting in .....*

## Payroll Solutions for your Company Needs.



**An accurate and cost-effective service offering a flexible approach to payrolling operatives of your choice.**

At Aaron, we believe that all companies need a method for payrolling employees quickly, accurately and efficiently.

Increasingly, many organisations have found it more cost-effective to consider alternatives to the more traditional payroll arrangements.

Because Aaron are already payrolling a large number of candidates, we have the necessary skills, expertise and infrastructure to support your Payroll Requirements.

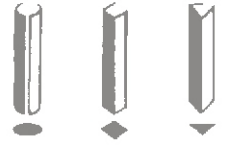
Key benefits to your company taking advantage of Aaron's payroll service are:-

- Legislative and Taxation Changes are taken care of for you.
- You save money on administration and bank charges.
- Accuracy of payments.
- Tailored solutions for PAYE and Limited Company payroll needs.

Whether you need us to run payroll for one person or a whole team let Aaron handle the red tape for you.

*Standing out by fitting in ....*

## Professional Quality & Safety Solutions in Support of Your Business.



**A professionally qualified in-house Consultancy Service offering Support and Solutions to Safety and Accident Prevention.**

A dedicated Resource with Accreditation to the Institute of Occupational Health (MIOSH) the Institute of Quality Assurance (MIQA), the Safety and Reliability Society (MSaRS) and the International Register of Certified Auditors (IRCA), ensuring that Aaron's Business Management Systems reflect modern awareness of issues relating to Health, Safety and Quality.

Your Safety Issues can be effectively conveyed to our Operatives through using the following media:

- Safety Bulletins / News Letters
- Manual Handling Introduction
- Food Hygiene Instruction
- Accident Investigation and Prevention Proposals

Our Service to you maintains its High Standards through the Implementation and Maintenance of our ISO 9001/2000 certification. This is aimed at Continuous Improvement and Customer Satisfaction, thereby ensuring Aaron's Quality and Competitiveness remain high within the recruitment marketplace.

*Standing out by fitting in ....*