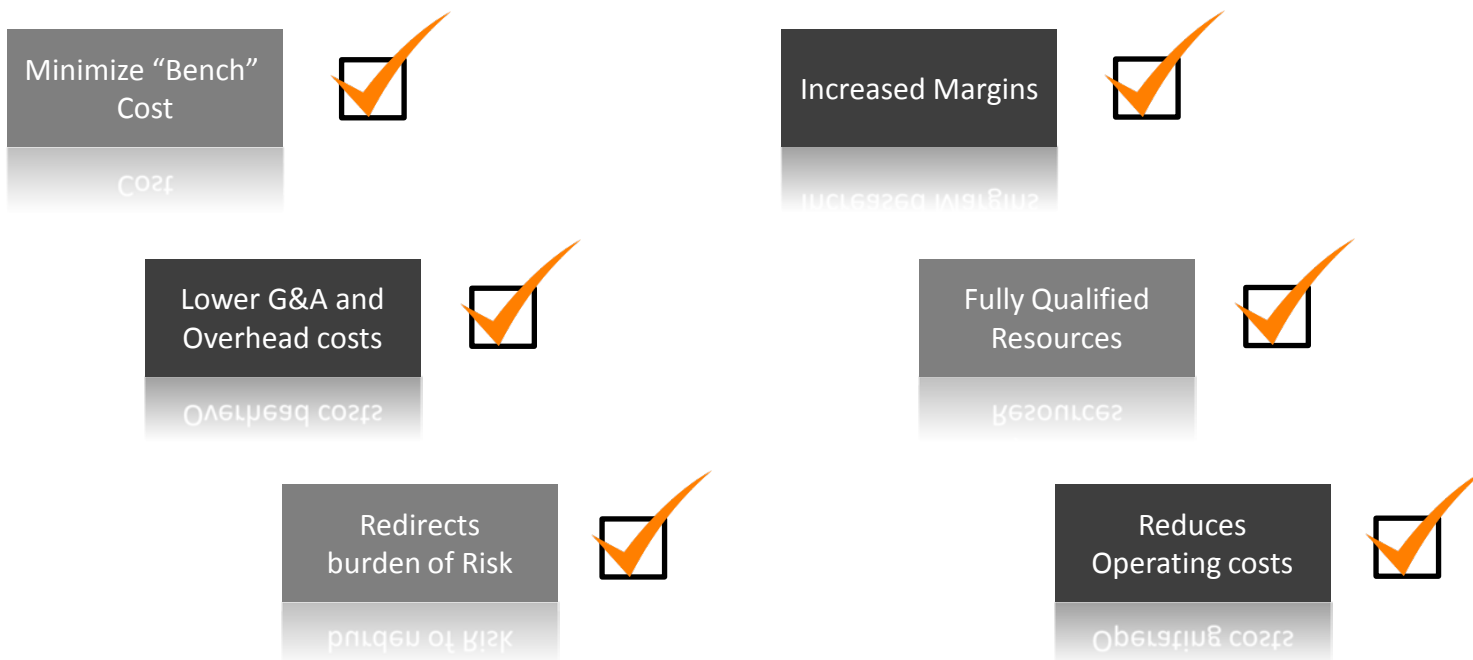


Staff Augmentation Primer

Staffing services companies bring in \$10B in revenue annually. This alone is a very good indicator that outsourced human capital is a solid and favorable business strategy. Here's why it outperforms recruiting:



Staff Augmentation **Benefits**

Minimize Bench Cost

Unlike direct hiring or recruiting, Staff Augmentation serves as your company's "Bench" – enabling rapid deployment of skilled personnel. The difference is your cost. In today's competitive market, carrying a bench can be a death sentence

Lower G&A and Overhead Costs

An advantage and primary reason for the positive economic results of Staff Augmentation is the elimination of payroll costs, supporting operational and HR costs and facility burdens. This lends to the business case justification

Redirect Burden of Risk

Project risks are often tied to execution and workforce performance, Staff Augmentation moves that responsibility and the potential financial impact off of the service provider. The onus is on us to ensure staffing plan effectiveness

Increased Margins

The goal for all Professional Services firms is a billable workforce. This ensures human capital ROI. Staff Augmentation by definition is always 100% billable. When all the chips are in, Staff Augmentation cost benefits are clear

Fully Qualified Resources

Properly executed, Staff Augmentation can ensure fully qualified and experienced resources with precisely matched skills and credentials are available on day one with minimum ramp-up time

Reduces Operating Costs

Other cost benefits of Staff Augmentation include negating the responsibility of providing specific skills training, alleviating many timely management oversight functions and moving many labor reporting requirements to the staffing provider

Elite's Staff Augmentation **Approach** involves:

1. **Demand Planning** - what do we need to get the job done
2. **Talent Acquisition** - how do we get the appropriate resources to the job
3. **Training** - ensuring our resource pool meets current skill requirements and compliance mandates
4. **Leadership** - directing, monitoring and reporting work efforts, incentivizing personnel, providing guidance

Planning	Identify role-based qualification requirements Calculate workforce 'load' requirements Create the qualifications traceability matrix
Acquisition	Produce a GAP analysis and identify needs Initiate candidate assessment Begin candidate authorization and vetting processes Submit candidate for Management approval
Training	Administer client and site specific training Maintain workforce skills and continuing education
Leadership	Provide ongoing management support, mentoring and discipline Perform status reviews, submit reports and analysis

Our Resource Management process utilizes our domain expertise and a conservative modeling approach to ensure customers have coverage to proactively accommodate workload variances and surges. Workloads are subject to fluctuation and incur periodic increases, as well as decreases in activity. We can respond instantly keeping the workforce busy and reducing idle, non-billable time.

Staff Augmentation Primer

To learn more about Elite Technical's Staff Augmentation Services, our toolsets, assets, experience and method, contact:

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