

1st Staffing Group USA, Ltd.

1stsgusa.com

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COMPANY MISSION STATEMENT

COMPANY SLOGANS

COMPANY HISTORY

AFFILIATE OFFICES

MISSION STATEMENT

The mission of 1st Staffing Group USA is to provide its' staff with a work environment conducive to providing the highest quality temporary and permanent job positions to its' associates while operating a professional, safe and drug and alcohol-free work environment. The mission further extends to our clients by providing the best-qualified temporary or permanent associates possible to fulfill all their staffing needs. 1st Staffing Group USA will operate its' business in a manner that promotes the highest level of integrity, moral and ethical standards of any company in the staffing industry.

COMPANY SLOGANS

"Partnerships in Personnel"

"Your 1st Selection in Personnel Placement"

PURPOSE OF THE COMPANY

1st Staffing Group USA was established in Odessa, Texas in 1988. The purpose of this company is to provide short-term placement, permanent placement, temporary-to-permanent placement, payroll servicing, and long-term placement of its' associates to the business community.

SERVICES PROVIDED BY THE COMPANY

The company provides each applicant with a professional skills evaluation, will have drug screens and physicals performed by qualified personnel upon request by a client, provides customizable weekly invoicing, can handle prevailing wage jobs, requires only a 4-hour minimum employee assignment, offers a 24-hour on-call service, and many other services as needed and requested by its clients. 1st Staffing Group USA is able to provide employees in a wide-range of clerical, professional, technical, industrial, and labor fields.

COMPANY GROWTH

The company was started by Don Davis who remains the principal partner. In 1994 the company added two offices: one in Oklahoma City, OK and one in Ardmore, OK. The company grew again in 1996 by acquiring an established staffing company in Midland, TX and by opening a new office in Austin, TX. To better reflect the company's purpose and objectives in the state of Oklahoma, in 1998 an assumed name was secured: Select Staffing Group. In 1999 Select Staffing Group grew again by opening a second office in the South Oklahoma City Metropolitan area. In 2007 an office was opened in San Angelo, TX. In March of 2008, our seventh current office was opened in Hobbs, NM. In June

of 2008, to better serve our customers and associates, our office in Austin, TX was moved to Round Rock, TX. The company employs approximately 30 staff members spread throughout all seven current offices who oversee and manage an associate database of over 5000 temporary and permanent associates. Several of the corporate staff members have been with the company in excess of 10 years. Company-wide, 1st Staffing has about 150 cumulative years of experience in the temporary staffing industry. The previous two statements show how dedicated, qualified, and stable the corporate staff is. The company has employed a full-time corporate Risk Manager, Bill Behrends, since 1991. A second Risk Coordinator, Marsha Davis, came onboard our team in 2001. In 1999 and again in 2006, 1st Staffing replaced or updated all computer equipment as well as replacing staffing software company-wide. This was a huge commitment from the company to all of its clients, staff, and associates. The changes made allowed the company to have the most state-of-the-art hardware and software available for the staffing industry at the time they were implemented. In January 2003 all of our offices were joined together under the single name of 1st Staffing Group USA, Ltd.

STRUCTURE OF THE COMPANY

The company operates as a limited liability partnership. The partners include Don & Wanda Davis, and Donnie Davis.

COMPANY PROJECTS AND CLIENTS

1st Staffing Group USA has very successfully completed several large projects including providing 400-500 associates for several weeks during the clean-up process after the bombing in Oklahoma City in 1995. The company provided approximately 250 associates to the Michelin Tire plant in Ardmore, OK for about 4 years. The office in Odessa, TX has several clients which have utilized the company's services in excess of 10 years. The Oklahoma City office has had an on-going relationship with the State Fair Park in Oklahoma City since 1994. In 1995 and again in 2000, the Oklahoma City office provided all the clean-up, parking, and barn staff for the State Fair of Oklahoma as a subcontractor for the waste contractor. The office in Austin, TX has provided about 60 long-term temporary associates to Western Industries since 1996. The Austin office has also provided around 30 associates to Semicycle Foundation since 1996.

FUTURE GROWTH OF THE COMPANY

1st Staffing Group USA employs an aggressive sales and marketing department which keeps the company vision of continuing to grow and expand its' business in its' current markets as well as always looking for additional markets and services to grow into.