



York
companies

EMPLOYMENT SERVICES • WORKLIFE SOLUTIONS • EXECUTIVE SEARCH • MANAGEMENT SOLUTIONS



AVAILABILITY

Dependability

DILIGENCE

Character

Flexibility

Punctuality

WORK

Employment Services
Character Determines Success.

WORKLIFE Solutions

EXECUTIVE Search

Business Management Solutions

Employment Services

Since 1979, The York Companies has provided staffing, recruiting and placement services for a wide variety of industries and clients. We deliver Light Industrial, Office/Clerical, and Professional Staffing solutions to customers ranging from Fortune 100 firms with national or international footprints to privately held organizations operating on a local or regional basis.

York employs a professional, experienced and highly competent team of Certified Staffing and Recruiting Professionals, OSHA-trained safety personnel, and certified forklift trainers to ensure we conduct ourselves to the highest ethical standards and deliver best practices in employment services, worker safety and risk management. We are dedicated to helping clients reduce operating costs, enhance safety, and gain competitive advantages through the management of their workforces.

Through our Character-based screening processes, York clients have achieved substantial improvements in employee retention, productivity, quality and safety performance, while dramatically lowering risks, liabilities and costs within their operations.

York's commitment is to serve the unique needs and issues of each client through a customized approach that helps them achieve higher returns on investment.

Our Service Solutions Include:

- **Temporary**
- **Temp to Hire**
- **Long Term**
- **On-Site Management**
- **Outsourced Management**
- **Forklift Training**
- **Contract**
- **Project**
- **Direct Hire**
- **Outplacement Services**
- **Safety Audits**
- **Safety Training**

The Types of Positions We Support Include:

- **Accounting & Finance**
- **Administrative/Clerical**
- **Contract Executives**
- **Distribution & Logistics**
- **Medical - Clinical & Non-Clinical**
- **Electronic Repair**
- **Engineering**
- **Manufacturing**
- **Printing**
- **Customer Service & Call Center**





Worklife Solutions

The York Companies positively impacts both individuals and client organizations by teaching the enhancement of personal character and providing specific skill-based training.

Character First!

For over a decade, York has delivered high-value personal development training to numerous organizations through our close affiliation with Character First!

Within the Character First! program, leaders will gain invaluable and practical knowledge on:

- **Why You Must Put Character First**
- **How to Build Character**
- **How to Conduct Effective Meetings**
- **How to Hire Based upon Character**
- **Character-Based Correction**
- **How to Make an Appeal**
- **Effective Leadership**
- **Encouraging Morale**

Your Organization Will Experience:

- **Improved Morale**
- **Enhanced Customer Service**
- **Improved Health & Safety Performance**
- **Increased Employee Retention**
- **Enhanced Community Involvement**
- **Higher Profits**

Outplacement Services

At times, our clients have faced situations that require them to transition employees out of their firms. York has been there to help by providing both individual- and group-focused services to guide and support displaced employees as they prepare for the next phases of their careers.

York Clients Can Capitalize On:

- **Termination Planning & Consulting**
- **Off-site Employee Support Center**
- **Off-site Employee Training**
- **Ongoing Employee Support & Counseling**
- **Individual Talent Evaluation & Career Review**
- **Resume Preparation & Writing**
- **Personalized Self-Marketing Plans**
- **Coaching & Progress Reviews**

York's objective is to assist client organizations in managing this challenging process appropriately and effectively, and to help separated employees move to the next phases of their careers as swiftly and seamlessly as possible.

Executive Search

For more than 30 years, The York Companies has provided a full array of Recruiting and Placement services, from Executive and Professional Search to Contract Employment. Our clients range from Fortune 100 companies with global footprints to small privately held organizations operating on a regional or local basis.

The York Executive Search Team consists of seasoned, professional Recruiters and Researchers who assist our clients in assessing their organizational and personnel needs in order to formulate the most appropriate and relevant job descriptions. We then develop comprehensive Candidate Profiles that closely align with the demands of the position vacancy and ensure that our candidates meet your organizational goals, deliver the skills and capabilities you require, and fit well within your

distinct company culture. Our expertise and experience lie in providing mid- to executive-level talent across multiple disciplines and specialties, including Manufacturing, Operations, Engineering, Logistics & Distribution, Inventory & Purchasing, Marketing & Sales, Accounting & Finance, Planning, Human Resources & Organizational Development, Health Care & Medical, and all levels of general management and leadership.

The York Companies Executive Search team is not a group of headhunters, resume' processors or body shoppers. Whether engaged in a contingency or retained search, we treat every assignment as a personal mission to ensure we understand and meet every need of each individual client. Our professional staff ensures that every aspect of the search

process is conducted diligently and thoroughly with the highest degrees of respect, discretion and confidentiality to protect the interests of both our clients and candidates. In doing so, we remain flexible and responsive, utilizing every available means to identify and deliver to you the most qualified and suitable talent on a timely basis.

York Executive Search is your Specialist in world-class Talent Acquisition. Contact us to discuss how we can provide you with:

- **Professional Expertise**
- **Strategic Thinking**
- **Creative, Flexible Solutions**
- **Exemplary Talent**





Business

Management Solutions

Traditional consulting firms approach your business from the outside in. York Business Management Solutions (YBMS) is not your traditional consulting firm! YBMS is a group of accomplished professionals dedicated to working side-by-side with business leaders - as part of your team, not adjunct to it - to solve functional and organizational problems, transfer knowledge and expertise, and strategically drive change from the inside out.

When we engage with a client, YBMS first assembles a multidisciplinary team that assesses your situation and needs, and determines the resources and approach necessary to generate success as you define it. Tapping into our extensive pool of specialized professional expertise, we bring the best people to attack the unique challenges at hand – people who average 25+ years experience in the areas for which you need the most support; people who fully understand the obstacles you face and know how to overcome them; people who will guide you in formulating and

executing the innovative initiatives necessary to accelerate your growth plans and achieve your goals.

- **Strategic & Operational Planning**
- **Financial Services**
- **Information Technologies**
- **Administrative Processes & Operations**
- **Human Capital**
- **Training & Development**
- **Insurance**
- **Sales & Marketing**

Our Philosophy

Each YBMS engagement is conducted with the highest levels of individual character. Personal integrity and ethical principles are at the heart of our model, and professionalism and measurable value are the cornerstones of our processes and service delivery systems.

Guided by an entrepreneurial culture that encourages and rewards innovation and teamwork, we foster the free flow of innovative ideas between and within the YBMS and client teams. We genuinely value

talent, integrity, enthusiasm and dedication – qualities we deem essential to the success of our business model – and always remember that our own success is singularly dependent upon ensuring clients achieve their own success goals first.

Our Results

Clients engage YBMS to deliver results well beyond what they are able to achieve on their own, and we focus all our energies and resources to that end. YBMS' commitment is nothing less than your complete satisfaction with everything that can be derived from our relationship. Our comprehensive business solutions involve changing behaviors and activities through our process of assessment, strategy, planning and execution. More than just affecting functional activities and work habits, though, the solutions YBMS deploys and the systematic changes we help you initiate will optimize your organizational performance and generate greater results that meet or exceed your financial, operational and cultural objectives.



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