

Work Experience Payroll Services Request for Bids

Applicant	Description	Strengths	Concerns/Questions
Manpower	<p>Costs:</p> <ul style="list-style-type: none"> - Pricing based on hourly compensation percentage markup (market categories) based on volume - Medical Direct Care (High Risk) 1.49 – 1.40 - Industrial (Medium Risk) 1.43 - 1.38 - Office / Retail (Low Risk) 1.39 - 1.36 - Discounts are applied with the accumulation of increased volume - Volume thresholds are achieved on blended/combined market categories. Market categories and markups are based on job title - Background and drug screening prices ranges from \$2 -\$17.50 per employee <p>Short Answer Manpower does NOT have a specific pre-hire drug screen that we run all pre-hire candidates through.</p> <p>Long Answer The primary purpose of drug screening policies and processes are to promote the safety and well-being of all employees. Manpower’s request for pre-employment drug testing prior to placing an associate on assignment at a client’s site, is if the client requests drug testing be completed. Not every client requires a Pre-employment drug screen and those that do may utilize 1) urine, 2) hair or 3) oral stat tests (multiple options). Please note, oral stat tests can only be utilized for pre-employment drug testing and cannot be used for any drug testing of current employees (including reasonable suspicion, post-incident and random drug testing). Oral stats (6 or 10 panel) are given in our office while urine tests are done offsite at a facility. If a pre-employment oral drug test does not return ‘negative’ results, then the test is considered inconclusive. The candidate should be sent to a clinic for a urine drug screen within 24 hours. If the urine drug test is</p>	<ul style="list-style-type: none"> ✓ Detailed proposal and explanation of experience 	<ul style="list-style-type: none"> ✓ Can only work with candidates 18 years of age or older.

Work Experience Payroll Services Request for Bids

	<p>returned as negative, then Manpower can send the candidate on assignment if the particular client has requested candidates to have pre-hire testing. If the candidate is a “No Show” for the scheduled urine drug test, that is considered to be the same as a “positive” result. If an associate/consultant tests positive, termination will occur and the temporary employee will be eligible for rehire after six months and after a negative drug test result, or after proof of successful completion of a rehabilitation program and a negative drug test result. If an associate/candidate is given a conditional job offer contingent on a drug screen (and possible other factors) but prior to accepting the role, declines it in part or in whole due to the role requiring a drug screen the Company may consider the candidate for other roles. Conversely, if an associate is aware of a client’s drug screening requirement but later refuses a drug screen after agreeing to the role and hiring requirements, that would result in termination from Manpower. If a candidate insists that ‘positive’ results are inaccurate is not allowed to take a new drug test. Procedures for disputing the results involve retesting the same specimen by the independent laboratory. In the event that the result was confirmed positive by Medical Review Officer, the MRO is responsible for discussing the re-test procedure with the candidate. A pricing chart was included in Manpower’s proposal showing all pricing as well as other pre-hire options that are available.</p> <p>Chain of Command Manpower typically runs an oral drug screen in-house (we offer four different panel options) and results are read and delivered to clients within a few hours (same business day). If an applicant does NOT pass, we can either retest on-site and/or send candidate off-site for urine analysis. Candidates either pass, fail, and/or are ruled as ‘inconclusive’ in which case we will send candidate off-site for urine analysis and final decision. Urine is most expensive and timely solution to our clients. Urine analysis</p>		
--	--	--	--

Work Experience Payroll Services Request for Bids

	<p>results typically come with a 2-3 business day response time.</p> <p>Worth noting, Manpower also offers a variety of prehire options that go beyond drug screening to ensure candidates meet pre-hire AND on-the-job demands. Goal is requirements but also that they are the appropriate ‘fit’. The following list includes but is not limited to additional tests we can run for upcoming TENCO applicants if your team determines necessary:</p> <ol style="list-style-type: none"> 1. Pre-Hire Drug Screening 2. Background Checks – State and/or Federal 3. Competency Testing/Assessments <ol style="list-style-type: none"> a. Industrial b. Clerical/Office c. Medical d. Trade Specific 4. Education/Certification Verification 5. Pre-Hire Vaccination & Compliance Testing <ol style="list-style-type: none"> a. Medical b. Non-Medical 6. Driving/Safety Record Review 7. Professional References 8. Verification of Employment 		
Applicant	Description	Strengths	Concerns/Questions
NESCO	<p>Servicing 80 programs in the North-East area.</p> <p>Costs:</p> <ul style="list-style-type: none"> - Worker Compensation 9.5% - Weekly Per Paycheck Processing fee \$18.00 - Background check \$18 per individual - Drug Screen \$5.00 per individual <p>“We can complete a 10 panel Saliva drug screen In-house. If the results come back inconclusive. We immediately</p>	<ul style="list-style-type: none"> ✓ Experience with Youth and Governmental payroll services specifically with Lawrence County OH WIOA Youth Program 	<ul style="list-style-type: none"> ✓ Examples of high-risk job classifications that would fall outside of Nesco Resources Safety & Risk profile: <ul style="list-style-type: none"> ○ Construction sites ○ Positions that require participant to drive ○ Landscaping ○ Working in private homes

Work Experience Payroll Services Request for Bids

	send them to safe works and have the inconclusive results MRO'd and verified by a doctor."		○ Occupations that require Climbing higher than 3 feet
Applicant KY Staffing Solutions	Description Costs: <ul style="list-style-type: none"> - Hourly bill rate of 36% - Drug screen \$30 per individual - Background check \$40 per individual <p>"We have 3 certified drug screening technicians here at our office. We have a room designated specifically for drug screening where we have water shut off valves. We can do urine, saliva and alcohol testing. The urine testing is a 12-panel, and the saliva scan is a 10 panel. With any testing, we receive instant results and record results immediately. Everything is done in house, and the specimen is disposed of immediately. I have attached our forms for your review. If further testing is needed (sent to the lab) we can do so, at an additional cost."</p>	Strengths ✓ References include SRG Global Inc. and Regal Rexnord which are employers of high demand occupations	Concerns/Questions

Comparison of payroll costs based on \$12 per hour wage

Company	Gross Wages	Payroll Taxes	Work Comp	Weekly per paycheck admin fee	Total
Nesco	\$360	\$60.30	\$34.20	\$18.00	\$472.50
Manpower	\$360	Included in percentage markup	Included in percentage markup	1.36 1.49	\$489.60 \$536.40
Ky Staffing Solutions	\$360	Included in billing rate	Included in billing rate	\$129.60 (36%)	\$489.60

Work Experience Payroll Services Request for Bids