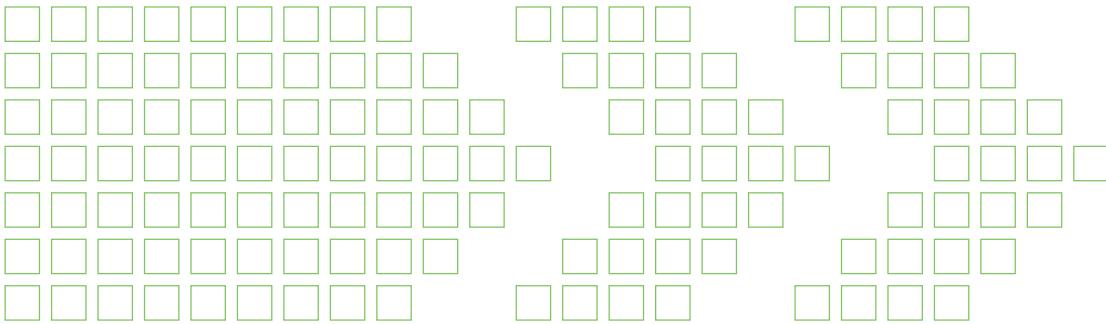
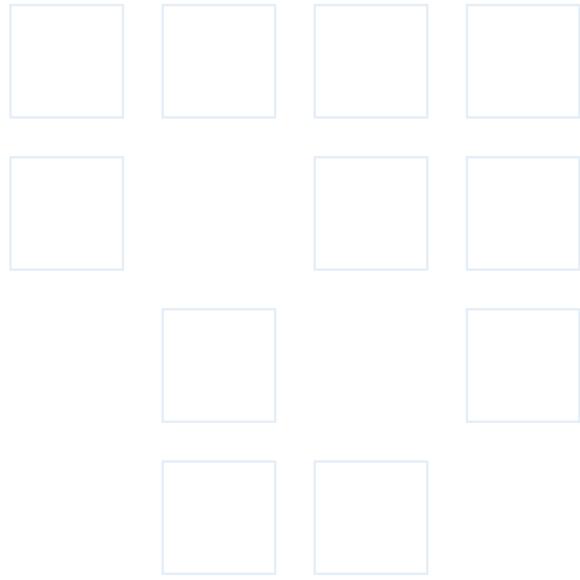


Spring



- » Spring Professional
- » Spring Solutions



Working *together.*

a division of Spring Group plc



Global Resources and Solutions

www.spring.com

A Member of the Global Spring Group

Spring is an international recruitment and solutions provider with a network of over 75 offices across the United States, Europe and Asia-Pacific.

As one of the world's largest staffing firms*, Spring delivers unparalleled expertise in staff augmentation and managed project work on a global level.

Spring is a public company (SRG.L) headquartered in London, England with U.S. headquarters in Chicago, Illinois.

We provide compliant resources in all 50 states and across a span of 80 countries.

*Group revenue exceeded \$1.1 billion (2008).

Our Associates

Spring is proud to have more than 9,000 active associates working in contract positions at any time. In addition to contract services, we place over 3,000 professionals in permanent jobs every year.

Our global candidate database contains over 500,000 associate profiles in the Professional Services and Solutions arenas alone.

To ensure sourcing efficiency and quality submittals, our database captures information on our associates' skill sets, work history, references, level of seniority, pay rate prerequisites, industry certifications and other labor-related qualifications.

Spring associates appreciate the career opportunities we extend to work on exciting projects with prestigious clients. Our associates are true team members, as evidenced in our Associate Care Programs which recognize tenure and reward exceptional performance.

Spring USA's Value Proposition

Employing a consultative approach, Spring delivers greater efficiency to our clients' businesses via a customizable recruitment system. Whether the need is a single resource, a hard-to-find skill set or a project-based total solution, our speed and quality are unmatched.

Spring's capabilities include a proprietary worldwide database, which helps our clients address the global, technical, and demographic trends that are changing the future labor supply.

Supplementing our world class Delivery system, is our state of the art Compliance Program. Spring fully understands today's employment laws and works with our clients and associates to minimize risk. Through this combined approach, Spring offers not only the best resources, but peace of mind for our clients.



Michele Casey
Chief Executive Officer
Spring USA

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Spring

Spring in the USA

Spring's U.S. enterprise consists of two divisions: Spring Professional and Spring Solutions.

Both divisions work together to bring to our clients superior services which not only satisfy, but surpass their workforce and project needs.

Spring Professional

Spring Professional specializes in sourcing and placing experienced associates across an array of disciplines, which include:

- » Information Technology
- » Telecommunications
- » Engineering
- » Finance & Accounting

Placing associates in contract, contract-to-hire and permanent positions, Spring Professional covers the complete range of technology, as well as a span of non-technical positions.

Our company is a trend-setter in the United States by opening a National Delivery Center (NDC) to support large client accounts.

Our NDC is a recruiting operation which sources candidates amid high requirement volume within vendor management programs. This is an extra layer of screening few staffing companies offer.

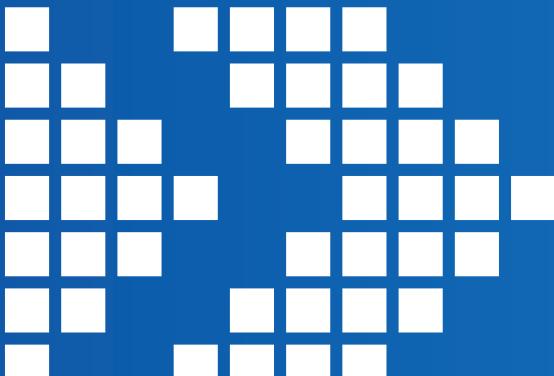
Spring Solutions

Spring Solutions, a deliverable-based service, manages hundreds of projects and thousands of work-sites across the nation. We also work in hand with our Spring Group counterparts to provide managed project solutions internationally, including EMEA, Canada and the Asia-Pacific.

When clients need solutions to supplement their workforce requirements, Spring Solutions takes project ownership while placing associates on assignments.

Spring Solutions at a Glance:

- » Human Capital Telecom/Wireless Solutions
- » Human Capital IT Solutions
- » Contingency Workforce Management
- » Milestone & Service Delivery
- » Risk Management
- » Integration & Operations





Our Industry. Our Clients.

Spanning a wide range of industry sectors, Spring's clients are multi-national organizations and Fortune 500 companies.

Spring caters to all client industries, which include Commercial Banking, Education, Energy, Engineering, Financial Services, Government, Healthcare, Internet Services, IT, Pharmaceuticals, Retailing, Telecommunications and Utilities.

Our experienced teams recruit and select candidates for both the public and the private sectors, and for both short and long term projects.

Commitment to Compliance:

Spring's centralized compliance team focuses on all relevant regulations when placing a resource on a client's worksite.

Protecting our Clients

- » Specialized international compliance team
- » Background checks
- » Immigration documentation and process management
- » FLSA wage and hour regulations assessment
- » Vetting of third party vendors and subcontractors
- » Federal, State and local tax compliance
- » Certified OSHA safety compliance and training

Equal Opportunities for Employment

Spring is an Equal Opportunities Employer. Our EEOC policy fosters diversity in both our internal and associate pool.

We promote a healthful, non-discriminatory work environment via our team-centric culture, non-biased sourcing, third party diversity reporting and Affirmative Action program.

Our U.S. organization is a part of the Spring Group, which proudly qualified for Diversity Assured accreditation in 2008.



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With offices across the nation
and around the globe
Working in 80 countries

We are a part of the global Spring Group

Spring

A leading human capital
management company

www.spring.com