TEMPORARY STAFFING SERVICES		EPSCO	SPEARHEAD GROUP	EXPRESS EMPLOYMENT	LYONS HR INC.	AUTOMATION SERVICES	ALLIANCE HR
(P00107)	Points						
Percent mark-up (one rate for all jobs)	**40**	**40**	**34**	**36**	**38**	**0**	**38**
(based on the lowest amount of 19)		19.00%	32%	28.00%	20%	1.32 over pay rate	20%
						cannot calculate %	
Policy on hiring a temporary into a permanent UAH position	**20**	**20**	**16**	**10**	**20**	**18**	**20**
			30 days then no fee	1-240hrs=15% annual salary		520 hours then no fee	
			direct hire fee 18%	241-520hrs=10% annual salary		contact for options	
			120 days no fee for replacement	521+hrs=No Fee			
				12% of annual salary			
Number of years in business in Huntsville area	**10**	**4**	**0**	**8**	**6**	**10**	**2**
(based on actual number of years in Huntsville)		10 yrs	None	18 yrs	Over 12 yrs	22 years	5 yrs
Testing and training methods	**5**	**5**	**5**	**5**	**5**	**4**	**5**
						only offer orientation	
						and background check	
						by request only	
Payment method to the employee	**5**	**4**	**3**	**5**	**5**	**5**	**5**
		Direct Deposit only	Paid bi-weekly & DD only				
Bill method to customer	**5**	**5**	**5**	**5**	**5**	**5**	**5**
Names and phone numbers of 3 references (clerical)	**5**	**5**	**5**	**5**	**5**	**5**	**5**
Reference checking procedures	**5**	**5**	**4**	**5**	**5**	**4**	**5**
			upon request			upon request	
Benefits	**5**	**4**	**4**	**4**	**5**	**3**	**5**
		Insufficient coverage	no detailed info	Insufficient coverage		no detailed info	
		BasicValue Plan		Basic Value Plan			
TOTAL	**100**	**92**	**71**	**83**	**94**	**53**	**90**
Based on the award criteria, this proposal has been awarded to							JLC - 10/23/15
Lyons HR							
***DD mean direct deposit							