



Dear Queens Chamber of Commerce Members and Manpower Clients,

We hope you are hanging in there during a challenging situation that seems to change by the hour! I'm connecting rather urgently as our Manpower staffing team has just released this list of six rapid response offerings which are available to help our clients weather this storm. If you review these options and it becomes urgent to speak about any of them immediately or basic staffing needs, please let me know. I am here to help your business keep moving forward.

COVID-19 Workforce Continuity Strategies

As we work together to navigate the many challenges that COVID-19 creates, Manpower is deeply committed to providing our clients with evolving Workforce Continuity solutions. Let us serve as a strategic extension of your organization by offering the following options to help you react, respond, retain, and recover:

Candidate Selection Ownership: Limit unnecessary visitors by allowing Manpower to manage candidate selection versus an onsite interview. Clients all over the world allow us to make these decisions each day under standard operating procedures, as they value our proven performance system and choose to leverage our screening expertise.

Onboarding/Orientation Support: If your orientation process is becoming a challenge due to the need limit non-essential onsite workers, let us drive that process offsite or remotely for our candidates. Promoting position knowledge and job preparedness is something we do best! From creating a virtual tour to guiding new starts through job specific safety protocols, we've got the resources and expertise to support you.

Increased Absenteeism Response: Manpower is here to help you maintain the level of workforce needed to meet your organizational goals. In the coming days and weeks, we anticipate increases in our clients' needs to cover both short term and long-term labor gaps. We will work hand in hand with your team to weather a forecast that will likely change daily. Through close collaboration, we can provide a pipeline of talent based on your needs in real time.

Preparedness Pipelining: As many of our clients require post-offer screenings that can take several days to complete, there are some scenarios where creating a pre-screened pipeline can be of tremendous value. When unexpected or heavy absenteeism occurs, you need your talent immediately. We can help you do just that through the creation and management of the appropriate talent pools.

Payroll Services: In this time of uncertainty, organizations may pause hiring due to fear of the unknown. This approach will likely result in the loss of talent, which continues to be challenging to recruit in today's market. As an alternative approach,

Manpower can temporarily payroll these candidates to keep them engaged and involved with your organization until the time to hire is right.

Direct Hire Support: Organizations are losing access to recruiting resources like public job fairs, while HR leaders are being pulled away from hiring to manage new challenges in the face of COVID-19. Don't let these obstacles diminish your professional hiring efforts. Lean on our industry leading permanent placement team and add our skills to your strategy to attract and identify the best talent.

Best Regards,

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