

Supplemental Labor Personnel

When companies need temporary labor, IMAC continues to be recognized as the industry leader. Since its inception in 1982, IMAC has provided more temporary workers to clients in all types of industries, including Fortune 500 enterprises, than any other provider. Should a temporary supplemental labor force be needed for targeted situations or specific time frames, IMAC can provide the most qualified temporary workers, particularly in the skilled trades.

IMAC's supplemental workforce is professional and reliable. As a service to clients, IMAC monitors the performance and safety records of the workforce and administers all payroll and benefit functions.



ELECTRICIANS, PLUMBERS, HVAC MECHANICS & TECHNICIANS, MILLWRIGHTS, CARPENTERS, WELDERS, PIPE FITTERS, IRON WORKERS, CREW LEADERS, SITE FOREMEN, PROJECT MANAGERS, FIELD SUPERVISORS, MASONS, PAINTERS, EQUIPMENT OPERATORS, CRANE OPERATORS, RIGGERS, DRYWALL FINISHERS, CDL DRIVERS, CONCRETE FINISHING, GENERAL LABORERS, LANDSCAPE WORKERS, AGRICULTURAL LABORERS, PRODUCTION LINE WORKERS, WAREHOUSE WORKERS, NURSES



► Personnel Recruitment

Drawing on its vast database of personnel skilled in specific trades and emergency services, IMAC can quickly assemble a temporary workforce. IMAC can recruit individuals that meet a client's specific personnel requirements. To ensure an appropriate match, IMAC executives will:

- Meet with the client to obtain detailed numbers as well as skill and job requirements
- Study the labor market to locate the best personnel with the required skill sets
- Establish recruitment timelines
- Assemble an in-house recruitment team to select and process suitable candidates

► Personnel Selection

IMAC routinely studies areas of the country that present the best opportunity to secure temporary personnel. This customized labor market research identifies locales where facilities have downsized, closed or where markets are currently depressed.

With a detailed understanding of a client's personnel needs, the IMAC team seeks out individuals with the needed job skills and contracts with them to perform the necessary tasks for the period of time defined by the client.

► Pre-Employment Screening

All individuals recruited by IMAC are interviewed to ascertain whether their skills and demeanor are appropriate for each client's temporary assignment. Often, temporary work must be conducted in a high-pressure environment, and IMAC's screening process ensures that selected individuals can work at maximum levels even if conditions are not ideal. If specific tests are required by the client, IMAC's staff will conduct that testing.

Candidates undergo levels of screening and are only selected when the IMAC recruiter has ascertained that the individual has:

- Positive references
- A clean criminal record
- A valid driver's license
- Proof of education or certificates

► Team Management

To manage a supplemental workforce efficiently and effectively, IMAC requires that its own administrative personnel be on site. The IMAC management team is responsible for ensuring its personnel are at work, handling all administrative issues, resolving any disciplinary issues that involved IMAC personnel and ensuring continuity of service.

By accepting management responsibility for its personnel, IMAC relieves clients of any additional administrative tasks in situations that (while temporary) can be highly stressful.



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