

Staffing Solutions with **On Demand Environmental**



Lean staffing, extended leaves of absence, and large projects with finite timeframes can challenge an organization's environmental, health, and safety (EH&S) performance.

To address the gap created by increasing workload and staff shortages, On Demand Environmental™ provides experienced EH&S personnel for extended on-site assignments. With extensive experience in assessing and meeting organizations' EH&S requirements, On Demand works with you to clarify your EH&S personnel needs and identifies qualified professionals to meet those needs. Our Associates are available for short- and long-term assistance at any site nationwide. They can integrate seamlessly with your existing EH&S staff or provide turn-key EH&S functionality at your facility, depending on the volume and complexity of your issues. Each Associate is selected based on a close match between your needs and his or her experience.

Save Time and Effort

Assignment of an On Demand Associate allows you to obtain the expertise you need without the cost and time typically involved in recruiting. It also allows you to avoid or delay the long-term commitment associated with adding a permanent employee. And, the placement process couldn't be simpler. On Demand works with you to develop a case-specific profile of the type of EH&S assistance you require including education,

industry experience, skill set, and credentials. Once we ascertain your needs, we will identify qualified professionals and provide resumes for your review. At your request, we can arrange a personal or telephone interview between you and our candidate. The hourly compensation for our Associate will be based on the experience level of the position and the length of the assignment.

BENEFITS OF WORKING WITH ON DEMAND ENVIRONMENTAL

- Anytime, anywhere environmental staffing
- Seasoned professionals with specialized knowledge
- Short-term turnaround to meet staffing needs
- "Try before you buy" flexibility
- Eliminated recruiting and administrative efforts
- Competitive rates and reduced staffing costs
- Limited overhead and employee benefits costs



Satisfaction Guaranteed

Once an On Demand Associate is on assignment at your facility, we closely monitor his or her performance to ensure your complete satisfaction. In the event that you are dissatisfied for any reason, we will replace the Associate to your satisfaction.

Hiring Permanent Employees

At any time during our Associate's assignment, you may desire to hire them as a permanent employee. In the event that the Associate accepts your offer, you will incur a placement fee for conversion, which will be partially based on a percentage of the employee's first year annual salary, offset by a portion of the fees already paid under the temporary services contract. Alternatively, On Demand Environmental can provide permanent staffing assistance, exclusive of any temporary services, at a flat percentage of the employee's first year annual salary.

Choosing On Demand Environmental

On Demand Environmental, led by an 18-year environmental veteran, represents lengthy experience assisting industry with EH&S requirements. From air and water permitting to environmental management issues, we have the practical expertise to match the ideal EH&S professional with your company's needs. Offering flexible, mobile, and highly skilled EH&S personnel available on the timetable that you dictate makes On Demand Environmental a no-risk means of meeting your temporary or long-term environmental staffing challenges. For more information, contact Pat Delamater, President, at 972-419-5691 or pdelamater@ondemandenv.com.

SCREENING AN ON DEMAND ASSOCIATE

After identifying your organization's EH&S personnel needs, On Demand conducts a two-part screening process for each potential candidate, consisting of:

- A Human Resources Screening, in which we evaluate the individual's soft skills, determine his or her location preferences, and perform additional services at your request, such as background, reference checks, and drug testing.
- A Technical Screening, to assess his or her EH&S proficiencies and determine if the individual has the specific skills your organization requires.

In addition, your company may choose to interview an On Demand candidate, to further ensure a good fit between that individual and your facility.