

About Advantage



As one of the world's leading staffing companies, our primary objective is clear-cut: To perfectly align the best people with appropriate positions around the globe. Every day, we talk to hiring managers, HR directors, procurement managers and senior management to learn their needs. At the same time, we're bringing in candidates and associates with a variety of skills and backgrounds, seeing how we can best put their skills to use. This happens around the globe, at every Advantage office—in just about every industry—with a talent roster that includes finance and accounting professionals, engineers, scientists, light industrial workers, clerical associates, and warehouse and manufacturing contractors. In addition, Advantage helps businesses with some of their most critical day-to-day tasks, providing assistance with workforce consulting, payroll, procurement, recruitment outsourcing and project management.

Welcome to Hire Thinking.

Statistics at a Glance

- ▲ Top 1% of all staffing companies in the world
- ▲ Customers on four continents
- ▲ Significant RPO and Managed Services

The Advantage Approach

Advantage is a different kind of staffing company. We listen closely to our customer’s ideas and suggestions and then integrate them into our everyday business approach. This type of ongoing, face-to-face communication gives us an approachability that’s simply unmatched. Listening is just one of our many virtues:

- Global reach, local knowledge:** We pride ourselves on understanding local markets, which helps us decisively meet a company’s staffing and regulatory needs. At the same time, our reach is undeniably global. We don’t hesitate to look across the country—or even the world—to align the best candidates with the appropriate positions.
- Full line of products and services:** We take care of all your staffing and workforce management needs. Our services include identifying a company’s staffing requirements, recruiting qualified associates, scouring the planet for the right fit, training people and managing workforce acquisition and payroll. We do it all—efficiently reducing costs and saving time for our customers.
- United framework:** Thanks to a state-of-the-art infrastructure, our 350-plus offices work together seamlessly. And while each Advantage business group focuses on a specific set of skills and vertical markets, each Advantage team member has unlimited access to data and information—plus access to other Advantage team members around the world. These resources are harnessed every day to solve staffing challenges and needs.
- Shared expertise:** Every Advantage team member is empowered with access to—and communications with—diverse networks of offices, people and skills. This access allows us to address wide-ranging customer issues quickly and easily.

Global Reach

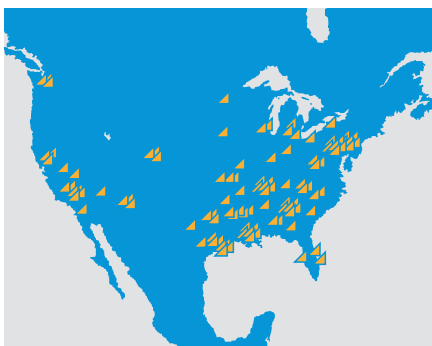
Advantage offers a global network, with main offices in the U.S., the U.K. and Japan and satellite offices in Australia, Poland, Dubai and China. As a result, we’re able to not only find the perfect candidate for a job 8,000 miles away, but we can help our customers work through a variety of international employment challenges, such as immigration and worker mobility issues, cultural anomalies and currency conversion.

Main Offices:

- ▲ United States of America
- ▲ United Kingdom
- ▲ Japan

Satellite Offices:

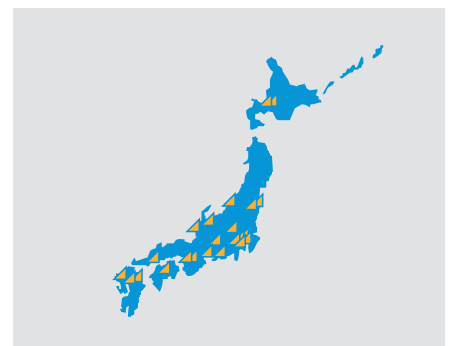
- ▲ Australia
- ▲ Poland
- ▲ Dubai
- ▲ China



▲ United States of America:
239 Locations/34 States



▲ United Kingdom: 13 Locations



▲ Japan: 80 Branches and Satellite Offices

The Advantage Business Groups

Advantage is organized into four worldwide business groups: **Advantage xPO**, **Advantage Technical Resourcing**, **Advantage Professional** and **Advantage Staffing**. These distinct business groups—all united under the Advantage brand—allow us to allocate our resources efficiently and find the best people for a wide variety of jobs.

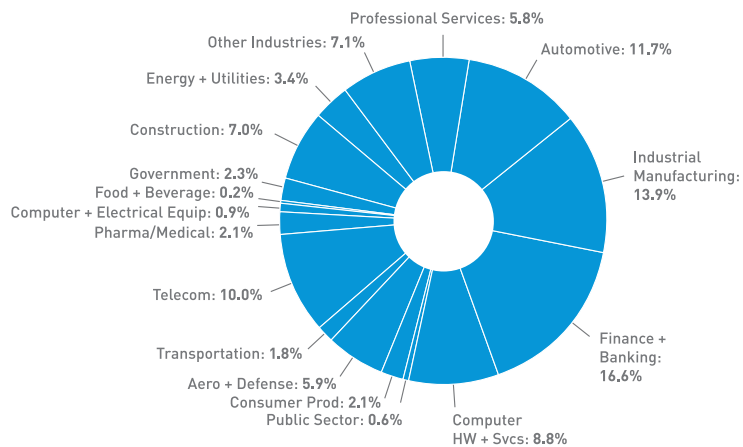
- **Advantage xPO** is our professional services and outsourcing business group. Advantage xPO’s mission is to help companies run their day-to-day business affairs so they’re free to focus on their core business activities. We offer assistance in a range of areas, including Recruitment Process Outsourcing (RPO), Contingent Workforce Management (CWM), workforce consulting, procurement, project management, payroll and functional outsourcing for corporate divisions.
- **Advantage Technical Resourcing** is our technical staffing business group, and focuses exclusively on providing qualified technical, IT, engineering, R&D and scientific talent. The consultants we represent include some of the world’s most accomplished professionals, with high levels of education and specialized skills.
- **Advantage Professional** recruits and places highly qualified candidates in a variety of business roles, including HR, finance and accounting, legal, and executive support. The candidates we work with are among the best in their fields, which greatly simplifies the process of aligning qualified candidates with appropriate positions.
- **Advantage Staffing** focuses on providing employment opportunities for candidates with general business and industrial skills. We recruit from a vast network of outstanding contingent, temp-to-hire and direct-hire associates, with proven abilities and experience in administration, light industrial, distribution, retail and medical.

Promise and Deliver

Our ultimate goal at every level is to give companies the resources they need to complete projects on time and on budget. At a minimum, all of our candidates go through a multi-step interview and screening process that includes skills evaluations and reference checks. For technical positions, applicants undergo more rigorous evaluations. Whether our customers are looking for aerospace engineers, accountants, machinists or clerical assistants, we’ll find the ideal match within our vast pool of candidates.

Industries Served

We work with businesses all over the world in nearly every field. Our global network of experts helps customers everywhere locate the best associates for their open jobs.



Skill categories include:

- ▲ Engineering
- ▲ R&D
- ▲ IT
- ▲ Technical
- ▲ Scientific
- ▲ Medical/Health Records Management
- ▲ Financial
- ▲ Light Industrial
- ▲ HR
- ▲ Distribution
- ▲ Construction
- ▲ Clerical/Admin

xPO

Advantage xPO
405 Lexington Avenue
32nd Floor
New York, NY 10174
212-267-1400

Technical Resourcing**US Office**

Advantage Technical Resourcing
220 Norwood Park South
Norwood, Massachusetts 02062
USA
781-251-8000

UK Office

Advantage Technical Resourcing
6th Floor, Matrix House
Basing View
Basingstoke
Rg21 4FF
+44-1256-365-700

Japan Office

Advantage Technical Resourcing
Roppongi Hills Mori Tower 35F
6-10-1 Roppongi, Minato-ku
Tokyo 106-6135, Japan
+81-03-3405-9229

Professional**US Office**

Advantage Professional
405 Lexington Avenue
32nd Floor
New York, NY 10174
212-267-1400

UK Office

Advantage Professional
10 Piccadilly
Piccadilly, London
W1J 0DD
+44-20-7836-0800

Australia Office

Advantage Professional
28 Margaret Street
Sydney, Australia
2000
+61 (02) 9262 5344

Staffing**US Offices**

Advantage Staffing
328 DeSiard Street
Monroe, LA 71201
318-807-4215

Advantage Staffing
9703 Richmond Ave
Houston, TX 77042
713-789-1818