

To Our Staffing Partners,

In our last notice, we outlined our plans for shelter in place protocols and how JMA Placement will be adapting and making changes to support our employees, candidates, community, and customers.

Today, as the restrictions lessen and you phase back into the workplace over the next few weeks, we understand the challenges and concerns you may be facing and we want to let you know that we're still here, focused on supporting you as we adapt our business during this unprecedented time.

As contingent staffing is a critical component of your workforce, we thought it would be helpful to share some of the most consistent FAQ's that our clients have asked us over the last few weeks.

What precautions are you taking to screen people for Covid-19?

- We are taking necessary precautions when onboarding potential employees. Precautions, such as: taking associates' temperatures upon entry into our branch; having each fill out a questionnaire regarding recent travel or potential exposure from family members or others with whom they have been in contact, etc. As the state rolls back restrictions, we will update our screening processes accordingly and share any updates or changes with our clients.

What is the protocol if one of your employees tests positive?

- If an associate tests positive, we will notify the client immediately. At this time, we will work closely with the client to determine who has been in contact (how close, how long, etc.) and together, we will decide on how to move forward based on the CDC guidelines.

What is the protocol if one of your employees is exposed to someone who tested positive?

- If an associate is exposed to someone who tested positive, we will immediately pull the associate off their assignment, exercise the 14-day quarantine period as recommended by the CDC (Guidance for Businesses and Employers) and communicate with the client, as stated in #2a above.

How will you inform us, and what information will you share with us?

- If a potential risk has been established, whether it be a positive case and/or direct exposure, a JMA Placement corporate representative will contact you immediately and relay all pertinent information to you in order to determine next steps and minimize any risk to your facility.

Are you utilizing any alternative virtual interviewing/recruiting techniques?

- Yes. We have taken additional steps to prepare our employees to recruit, interview and onboard potential candidates virtually, to minimize the time in the office, such as, digital/online applications, video interviewing and orientations, etc.

Are there any other options for clients to utilize to interview or orientate associates, if we have a no visitor policy in place?

- Yes. We can coordinate questions you would like answered and share the video responses with you virtually.

What precautions are you taking to ensure your staff is prepared to conduct face-to-face interviews safely once shelter-in-place is complete?

- We are implementing safety measures to avoid disruptions to our business operations and taking every possible precaution to ensure each branch is properly equipped to continue protecting our customers; such as, supplying each office staff with masks, sanitizer, disinfectant sprays, thermometers, etc.

Our commitment to you remains unchanged: to deliver quality associates, improve productivity, reducing turnover and ensure service excellence across the board, at the same time maintaining the highest levels of safety and integrity for everyone involved. Whether in interviewing, on-boarding/orientation, PPE requirements and communication of social distancing expectations while working in your facilities, we are following CDC guidelines to ensure we adapt and change with these uncharted waters.

As a community, we are all following the CDC recommendations, and as a vendor and staffing partner, we will be flexible to meet the changes and additional guidelines that may arise for you, our customers. Our branches will be open and ready when you are, and with unemployment increasing each day, we are screening and building our database for qualified candidates who are ready to go to work at your facilities.

JMA Placement is here for you. We will get through this, and together we will emerge stronger. In the meantime, we remain committed to keeping you informed through this rapidly changing situation as it evolves. Please do not hesitate to contact us if you have questions or if we can be of assistance with any of your staffing needs.

Sincerely,
John Allan
President and CEO, JMA Placement Inc.