

For New Franchisees and Employees

SUBJECT	HOURS OF CLASSROOM TRAINING	HOURS OF ON-THE-JOB TRAINING	LOCATION
Prerequisite: Reading and Web-based Training	40	0	At your home
Recruiting & Hiring Your Staff	1	0	Fresno, CA
Building Your Team	1	0	Fresno, CA
Key Performance Indicators	1	0	Fresno, CA
Recruiting Sources	3	0	Fresno, CA
Recruiting Candidates	6	0	Fresno, CA
Employee Selection / Interview Process	4	0	Fresno, CA
Sales Call Process	4	0	Fresno, CA
Marketing Activities	4	0	Fresno, CA
Pricing For Profitability	2	0	Fresno, CA
Risk Management	6.5	0	Fresno, CA
Operations Software	4	0	Fresno, CA
Sales Software	2	0	Fresno, CA
Testing Software	1	0	Fresno, CA
Administrative Procedures	2	0	Fresno, CA
PrideStaff Intranet	1	0	Fresno, CA
Payroll / Invoicing	0.5	0	Fresno, CA
Credit / Collection	1	0	Fresno, CA
Budgeting & Management Reports	3	0	Fresno, CA
Outside Sales Activities	14	32	Certified Training Office*
Applicant / Interview Process	4	4	Certified Training Office*
Taking & Filling Orders	15	4	Certified Training Office*
TOTAL HOURS	120	40	

**This portion of the initial training program will be administered at a certified training office in Modesto, Fresno, California or Tempe, Arizona. Training may not necessarily be held at the location closest to you. Our selection of the location will be influenced by various scheduling considerations.*

We will hold 212 Training classes as often as needed to ensure that you complete this training requirement before you open. The 212 classroom training is supervised by Vice President of Training and Development, Bill Hamrick, and Senior Vice-President, John-Reed McDonald. Each executive has over 15 years of experience in the material being taught.

Mr. Hamrick joined the company in 2014, and has over 20 years of staffing industry experience, including previous positions as Vice President of Training and Development. He has been responsible for multiple corporate training departments and Universities. Mr. McDonald joined the company in 2007, and has over 15 years of staffing industry experience.

PrideStaff University's faculty of instructors have a wide range of experience, with an average tenure of 10 years or more in the staffing industry.

Training materials include content of 212 Training; Direct Hire Training; Web-based Employment Law Training; Bullhorn software training; Risk Management webinars; Technology webinars; Operating System Manuals; a Lending Library and other materials.

“The Next Degree” Direct Hire Training

SUBJECT	HOURS OF CLASSROOM TRAINING	HOURS OF ON-THE-JOB TRAINING	LOCATION
Prerequisite: Successful Completion of 212 and Web Based Training	0	0	At your home
Introduction to Direct Hire	1	0	Fresno, CA
Direct Hire Benefits to Clients and Candidates	1	0	Fresno, CA
Knowing Your Market and Knowing Your Niche	1	0	Fresno, CA
Top 10 Dealbreakers	2	0	Fresno, CA
Types of Direct Hire	1	0	Fresno, CA
Defining your Market	2	0	Fresno, CA
Psychology of Sales	2	0	Fresno, CA
Circle of Opportunity	1	0	Fresno, CA

“The Next Degree” Direct Hire Training (continued)

SUBJECT	HOURS OF CLASSROOM TRAINING	HOURS OF ON-THE-JOB TRAINING	LOCATION
Effective Marketing Campaigns	4	0	Fresno, CA
Handling Client Objections	1	0	Fresno, CA
Price Positioning and Resolving fees	2	0	Fresno, CA
MPC Presentation	2	0	Fresno, CA
Understanding the Job Order / Client's Needs	2	0	Fresno, CA
Building a Strong Recruiting Campaign	2.5	0	Fresno, CA
Candidate Basics	0.5	0	Fresno, CA
The Placement Process	2	0	Fresno, CA
Closing and Endgame Placement Techniques	1.5	0	Fresno, CA
Billing, Tracking, and Placement	0.5	0	Fresno, CA
Time Management, Metrics, and Follow up to the Placement	1	0	Fresno, CA
TOTAL HOURS	19	0	

You and each of your employees must successfully complete the initial training program to our satisfaction. There is no additional charge for attending. You must bear the travel, lodging and incidental expenses that you and your employees incur for attending the initial training program.

We will provide additional training at our annual meeting, which normally lasts for two to four days. The location of the annual meeting changes each year. You must attend the annual meeting and you may, at your option, bring one employee with you. There is no charge for attending additional training or the annual meeting. You must bear the travel, lodging, and incidental expenses that you and your employees incur for attending the annual meeting.

PrideStaff Financial® Training Program

SUBJECT	HOURS OF CLASSROOM TRAINING	HOURS OF ON-THE-JOB TRAINING	LOCATION
PSF Brand Overview & Philosophy	2	0	Fresno, CA
Staffing Consultant Expectations & Opportunities	2	0	Fresno, CA
Accounting Terminology & Knowledge	2	0	Fresno, CA
Sales & Marketing Processes	6	0	Fresno, CA
Contact Management	2	0	Fresno, CA
Recruiting & Screening Processes	4	0	Fresno, CA
Candidate Management	2	0	Fresno, CA
Placement Processes	2	0	Fresno, CA
Direct Hire Techniques	6	0	Fresno, CA
Administrative Procedures	2	0	Fresno, CA
Goal Setting, Planning & Time Management	2	0	Fresno, CA
Staff Recruitment & Training	2	0	Fresno, CA
Multiple-Brand Management	2	0	Fresno, CA
PSF Leadership	4	0	Fresno, CA
TOTAL HOURS	40	0	

The training program, for those who enter into a PrideStaff Financial® Amendment, will be administered at our headquarters in Fresno, California, over a five-day period. We will hold classes as often as needed to ensure that you complete training before beginning operation of your PrideStaff Financial® office. The training is supervised by our Vice President, PrideStaff Financial®, Ryan Williams, who has more than fifteen years of experience with the material being covered. Mr. Williams has been with PrideStaff since the inception of PrideStaff Financial® in 2007. He has specialized in accounting and financial recruitment since 1999. Training materials include the PSF Staffing Consultant Training Manual and the PSF Leadership Training Manual.

You and each of your PrideStaff Financial® "Staffing Consultants," regardless of when they are hired, must successfully complete the training program to our satisfaction. There is no additional charge for attending. You must bear the travel, lodging, and incidental expenses that you and your employees incur while attending the training program.