



Terms & Conditions

Ryan Staffing assumes employer liabilities including state and federal unemployment, social security, I-9 Compliance and workers compensation taxes.

Ryan Staffing abides by all federal laws including those with respect to equal opportunity and nondiscrimination. There shall be no discrimination against any person on account of age, race, color, religion, sex, national origin, veteran status, or disability status. Ryan Alternative Staffing maintains a diverse employee list and will refer persons to you on a nondiscriminatory basis.

Proposed Rates are valid for 1 year. Rates are subject to change only due to any federal, state, or locally mandated changes in employment taxes.

Upon client written request Ryan Staffing will utilize the following background check procedure. Ryan Staffing will utilize Dynalynx to conduct an Ohio Statewide Internet search of all on-line county and municipal court systems (complete list available at www.dynalynx.com), and select Sexual Offender sites covering the prior seven years (if available) for felony convictions. This service is not a Nationwide Check and it does not include the Federal Court system, Bankruptcy Court system or other local court systems that do not have records available on-line. Searches that return criminal record convictions will be reviewed for placement relevance in line with client policies and discrimination laws.

If required, Drug Testing consists of A Five Panel Drug Screen and is used for pre-employment and random drug testing. The Drug Test is an immunochromatographic assay for rapid qualitative detection of five drugs and their principal metabolites. This combination includes; Marijuana, Cocaine, Amphetamine, Methamphetamine, and Opiates. It gives results of Negative. If the test is Non-Conclusive or invalid the person is immediately sent to the closest drug testing facility for confirmation of a positive result.

Upon client written request, Ryan Staffing will conduct additional drug screen procedures and/or more inclusive Criminal background checks utilizing the services of Open On-Line. These services are available at an additional charge depending on the service requested.

A complete list of screening options is available upon request.

Client Obligations

It is recognized that Ryan Staffing has a significant investment in the recruiting, training, and retention of our personnel. As a Ryan Staffing client, you must receive authorization prior to hiring any Ryan Staffing personnel.

Ryan Staffing does not allow under any circumstances Ryan Staffing employees to be transferred to the payroll of any other staffing service or employee leasing firm to continue working at any of your locations or facilities within the Ryan Staffing geographic service area for a period of 12 months after last being paid by Ryan Staffing. Failure to comply will result in liquidation fee of \$1500.00 per occurrence.

When your Company Representative signs a Ryan Staffing time card they are certifying that the hours worked are correct and that the work was satisfactorily performed.

Invoices are due upon receipt.

You will provide Ryan employees with instructions and work supervision. As a client of Ryan Staffing you will not substantially change the assignment of job duties without prior approval of Ryan Staffing. In any event, Client will not assign Ryan Workers to perform any of the following tasks, unless otherwise approved in writing: lifting of items weighting in excess of fifty (50) pounds; operation of motor vehicles (except fork lifts/powerd industrial equipment), operation of unguarded machinery, work higher than 6 feet above floor level, work below ground level; work involving extremes of temperature; work requiring use of a respirator; work on or around navigable bodies of water, handling of cash, negotiable, valuables, merchandise, or similar property, or work involving handling of hazardous substances (as defined by OSHA) Clients will evaluate, train, and certify Ryan temporaries to operate equipment including tow motor and forklifts providing site-specific information and training on the use of the particular types of trucks and workplace-related topics that are present in the workplace. It is understood that insurance coverage of Ryan Alternative Staffing, Inc. does not cover liability for injury or property damage to customer's equipment, machinery, materials or automobiles in the care, custody or control of Ryan Alternative Staffing, inc. its agents or employees.

Ryan Alternative Staffing, Inc. does not recommend using it's staff in positions that have direct exposure to negotiable financial instruments. These include such things as handling cash, writing or receiving checks, making deposits, credit card processing etc. Performance of these and related tasks requires prior written approval from Ryan Alternative Staffing, Inc. All Ryan Alternative Staffing, Inc. clients agree not to substantially change the assignment of job duties without receiving prior approval from Ryan Staffing. The client agrees to indemnify and hold Ryan Alternative Staffing, Inc. harmless against any and all liabilities, claims, demands, lawsuits, losses, damages, costs and expenses resulting from any situation occurring from any Ryan Alternative Staffing, Inc. employee that handles cash, writes or received checks, makes deposits, processes credit card transactions, or any other transaction involving negotiable financial instruments as part of the job description while on assignment at any of the clients facilities.