

S.COM CELEBRATES 25 YEARS OF EXCELLENCE IN PEOPLE SOLUTIONS

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For further information please contact:

Andy Cowie

Tel: 01296 311411

Email: andy.cowie@scm.com

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As Margaret Thatcher came to power in 1979, Victor Kiam bought the Remington shaver company and Sony plugged itself into the ears of every teenager with its ubiquitous Walkman, so did S.Com break the mould of traditional recruitment companies bringing clarity and sophistication to finding the technically elite for its clients.

Celebrating 25 years of excellence in the provision of global people solutions, S.Com's clients now include BT, Cingular, EADS, Lockheed Martin, Marconi, Nokia, Nortel, Siemens, Vodafone and the MOD.

In its early years, S.Com focused on communications, defence and air traffic where new technologies were galloping ahead of most people's ability to understand the pace of change. S.Com recognised that specialising in the sourcing of technically literate people among a market of generalist recruitment consultancies would be more than just a business move.

Since then S.Com has developed a reputation as a leading supplier of the best people for the job. Its reputation is no longer just about finding the right people. Using a proven cost benefits model, Employment Process Outsourcing (EPO), through its subsidiary consulting partner Professional Staff Solutions, S.Com can manage all of the processes associated with employment, from search and selection through to exit.

During the 1990's, S.Com expanded into Europe and California to satisfy the needs of global clients where the continued dependence on managing a technically skilled workforce is integral to the successful economies of those countries. From there, S.Com has opened offices not only in Miami, Boston and Dallas but also more recently in Fareham in the UK.

Said Neil Candeland, Group Managing Director of S.Com, "The market for technical staff has been through many changes over the past 25 years. Boom, bust cycles in the semiconductor industry, outsourcing of coding to off shore hot houses, Y2K and IR 35 being just some. S.Com has responded to all these challenges, which we have adapted to the advantage of our clients. S.Com has a very exciting future ahead as we push forward into more markets with more sophisticated ways to help our clients manage an increasingly global mobile workforce – but throughout this period of change our purpose has remained clear 'To work together to create and deliver people solutions across the globe that make a difference to our clients' success.'

In other group company news, new independent research commissioned by Professional Staff Solutions, the UK's leading provider of Employment Process Outsourcing (EPO) investigates human capital management

control in Britain's biggest companies. Headline results find that big businesses are exposed to legal risk, lack employment cost controls, run outdated recruitment processes and unwittingly cultivate a culture of 'them and us' between contract and permanent staff.

Surveying 200 of the UK's biggest employers, Professional Staff Solutions believes that British industry could be wasting up to a billion pounds in recruitment costs alone. Depth and sophistication is now required by organisations where there is a critical dependency on being able to hire very skilled people, very quickly. The solution, called Employment Process Outsourcing (EPO), is the means by which large organisations outsource every aspect of the management of skilled labour (contract and permanent) from pre-recruitment through to employees' exit.

Tony Borrill, Managing Director, Professional Staff Solutions says, "By taking all the elements of the employment process, from entry to exit of staff, we give companies much higher levels of transparency about what resource they have now and what resource they will need in the future. EPO gives organisations company wide controls using collaborative management tools that remain in the hands of the organisation. We manage aspects such as legislation, payroll, recruitment and brand building processes that are proven to make instant savings running into many millions of pounds a year."

For further information or a copy of the research please contact:

Dawn Flynn/Simon Larter

Motive Public Relations

Tel: 0118 988 0773 / Email: pss@motivepr.com

About S.Com

S.Com is a member of the Carlisle Group of Companies. With a team of over 37,000 globally, Carlisle Group provides clients with contract employees and people-based services valued at about £1.2 billion every year.

S.Com are committed to providing our client partners with the very best people solutions – from a permanent staffing requirement or filling single short-term positions, through to handling the complete outsourced recruitment requirements of complex, multi-dimensional projects.

To our clients, our understanding of the market and market forces affecting it together with access to the best people available ensures the delivery of the ideal individual or solution to fulfil requirements, in accordance with pre negotiated Service Level Agreements in force. To our contractors, we offer an outstanding service, which means they have access to the very best job opportunities and support, wherever they represent S.Com throughout the world.