

# LANCASTER SYSTEMS, INC.



Lancaster Systems, Inc. has been a cost effective provider of quality Information Technology Consulting Solutions since 1984. A fully integrated and diverse firm with offices in Westchester County, NY, New York City and Charlotte, NC, Lancaster is able to provide a wide range of IT Staffing Solutions and e-Procurement Solutions in a broad geographical area. Our commitment to the mission of our customers for all these years has set us apart from our competition, allowing us to achieve a solid corporate position and to thrive in a highly competitive environment.



A 100% woman owned business, Lancaster has been certified as a Women's Business Enterprise (WBE) by the Women's Business Enterprise National Council (WBENC), the New York State Department of Economic Development (D/MWBD), and is a long-standing member of the National Minority Business Council (NMBC).

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Recognizing that our strength lies in the professionals that we provide, Lancaster places tremendous emphasis on carefully screening the professionals we work with. Through a series of interviews and reference checks, candidates are selected based on a combination of technical skill, the professionalism they bring to the workplace, the creativity they demonstrate in problem solving, their capacity to work as members of a team, and their ability to interact and communicate effectively. Whether your project calls for experienced project managers or business analysts, systems or application programmers or web developers, communications specialists, network engineers, systems administrators, QA testers, technical writers, or an entire project team, Lancaster is poised to participate in every phase and is positioned to assist you in meeting your mission-critical computer systems challenges.

Lancaster is currently servicing clients in the following industries: Financial Services (including banking, brokerage, and pension plan providers), Insurance, Government (Federal, New York State, North Carolina State, and New York City), and Healthcare (focusing on HIPAA compliance initiatives), Manufacturing, and Media.

While Lancaster works with each client individually to tailor a client-specific staffing solution, the following multi-dimensional employment solutions are our standard service offerings:

### **Contract Consultant Staffing Solution**

In this scenario, Lancaster provides prescreened, qualified and experienced consultants on a time-and-materials basis under the direction of the client, covering a wide-range of services and skill sets.

We can supplement the client's staff on an as-needed basis, or provide an entire project team at very competitive rates. Once a consultant or consulting team has been placed with a client, our seasoned Account Managers closely monitor their performance to ensure utmost client satisfaction.

### **Right-to-Hire Permanent Staffing Solution**

This staffing solution allows the client to hire talented individuals on an initial contract basis with the understanding that the client reserves the right to hire the contractor as a permanent staff member after a period of time of 90 days or more. This "trial period" permits the client to evaluate the potential employee on the job before making a hiring commitment. The Right-to-Hire Staffing Solution is a win-win proposition for the client who is relieved of the bulk of the recruitment burden and saves substantially on administrative costs, while mitigating hiring risk.

## **Mentored Trainee Staffing Solution**

The Mentored Trainee Staffing Solution addresses the staffing of entry-level positions and injects fresh, cost-effective talent into companies. Lancaster's recent college graduates offer cutting-edge web development skills, corporate internship experience, excellent communication and interpersonal skills, and a strong desire to learn and grow with the company that gives them the opportunity to. With the mentoring component added to this equation, trainees are taken under the wing of a senior staff member who guides, nurtures, grooms, and promotes the trainee's development. This approach to entry-level staffing works extremely well as it produces loyal, confident, and valuable team players who may well be the future CEOs of the company.

### Benefits:

- Fresh talent out of school
- A way to reward current employees and promote their managerial skills
- Low cost option to permanent hires and standard internship programs
- No employee tax and no benefits outlay costs during "trial period"
- Ultimately a win-win situation for all parties involved



Acknowledging the changes in our industry and anticipating the needs of our clients, Lancaster created the Single Point of Contact Solution (SPoC Solution), powered by White Amber™, to address the automation and management of the entire contract staffing process, from work order release to fulfillment to payment. In addition to automating the entire staffing procurement process from “Req to Check” at no cost to our clients, the SPoC Solution features the added and unique benefit of enabling clients to realize their Supplier Diversity goals.

The SPoC Solution combines Lancaster’s experience as a vendor, our expertise in staffing, and our in-depth understanding of the contract labor purchasing process with an incomparable **free** e-purchasing tool that delivers:

- **A complete end-to-end e-purchasing solution** that minimizes redundancy and maximizes efficiency.
- **Measurable cost savings:**
  - Clients will save anywhere from 15%-40%
- **Free on-site SPoC Personnel**
- **Manage vendor contracts**
- **Measurable time savings:**
  - Accelerated hiring cycles
  - Reduce administrative costs.
- **Real time reporting including:**
  - Supplier and Worker performance statistics
  - Tenure tracking to avoid co-employment issues
  - Labor rate monitoring
- **Manage on-boarding and contract releases**
- **Workforce strategy planning**
- **Achieve Supplier Diversity Goals**

The SPoC Solution provides clients with a “best of both worlds” approach to managing their end-to-end staffing processes. With Lancaster providing the quality, personalized staffing service that our clients have known and trusted since 1984, combined with the most powerful, efficient, web enabled tool currently available on the market, the SPoC Solution is the best program available to streamline your purchasing process.