

**Global Specialist
Recruiters**

*Solving the
toughest
recruitment
challenges*

TRS Staffing Solutions – Key Capabilities

A global recruitment specialist working across the following:

Markets

- Energy Transition
- Oil & Gas
- Petrochemicals
- Infrastructure
- Mining and Metals
- Utilities
- Manufacturing
- Life Sciences
- Technology

Scope of supply:

- Professionals
- Engineering
- Technical
- Semi-technical
- Functional

Seniority:

- Trainees to C-Suite

Segments

- FEED
- Construction & Commissioning
- Operations & Maintenance

Customers

- Owner/Operators
- EPC businesses
- Manufacturers
- Consultancies

Locations

23 offices across North America, EAME and APAC

Services

- Temporary/contingent recruitment
- Direct Hire
- Managed Services Programs
- Recruitment Process Outsourcing
- Payroll & compliance management
- Supply chain management
- Employer of record

Current Status

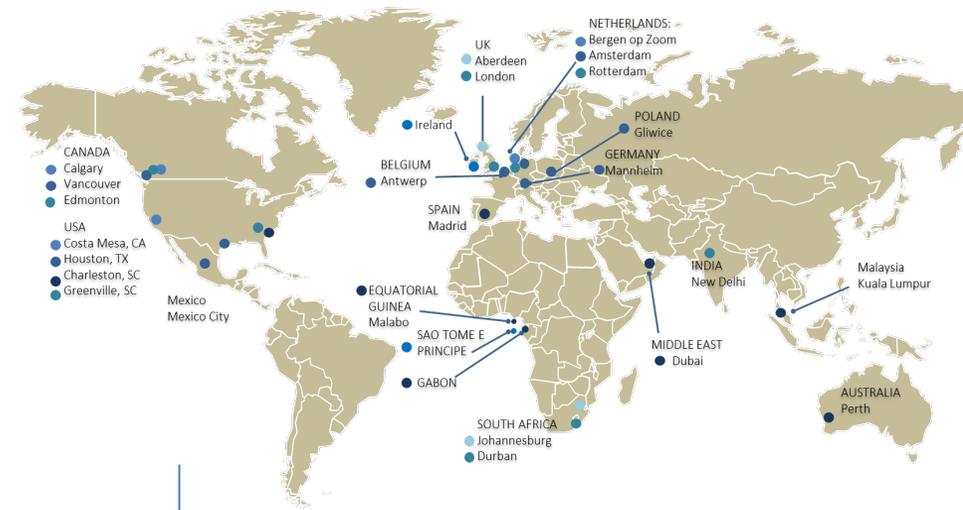
- +3,000 temporary / contingent workers
- + 350 direct hires
- +125 recruiters
- 185 staff

Why Clients choose TRS

TRS works with businesses of all sizes at the local, national and global level.

Clients choose TRS for several reasons the top three are:

- Specialists in our scope
- Immense access to active and passive talent
- A Fluor business line, not a staffing agency



Global Experience

TRS established in 1984, supports clients locally, nationally and globally, recruiting for permanent staff and managing contingent workforces across six continents.

Over 200 External Clients including:

- Energy Transition – RWE, Orsted, SSE, SB Energy
- Oil & Gas – Marathon, Shell, ARAMCO, Sasol,, Total, Tengizchevroil, Chevron
- Chemicals – SABIC, BASF, DOW, INEOS
- Mining & Metals – Maaden, BHP, RIO
- Manufacturing – ABB, Röchling Group, Samsung, Volvo
- Technology – Fujitsu, NPCC, Mercury

As a business line of Fluor Corporation (NYSE – FLR) a world leading EPCM organisation, we have secure financial backing, access to a wealth of professional, project, engineering and technical knowledge and 40 years of experience of supplying challenging projects and assets around the world.





Year established
1984

Staff
180 plus

Offices
23

Contractors
3,000 plus

Please review our digital brochure at: <https://trsstaffing-client-brochure.com/>

Who we are and our brands

TRS Staffing Solutions is a business line of Fluor Corporation's business group, Urban Solutions. TRS Staffing Solutions includes the following brands:

- *TRS Workforce Solutions – specialising in MSP and RPO solutions*
- *TRS Select – specialising in permanent/direct hire senior professionals through to C-suite*
- *TRS Craft Services – specialising in semi-skilled and skilled blue collar/trades through to senior technician level*
- *Fluor Workforce Solutions – specialising in contingent workforce solutions*

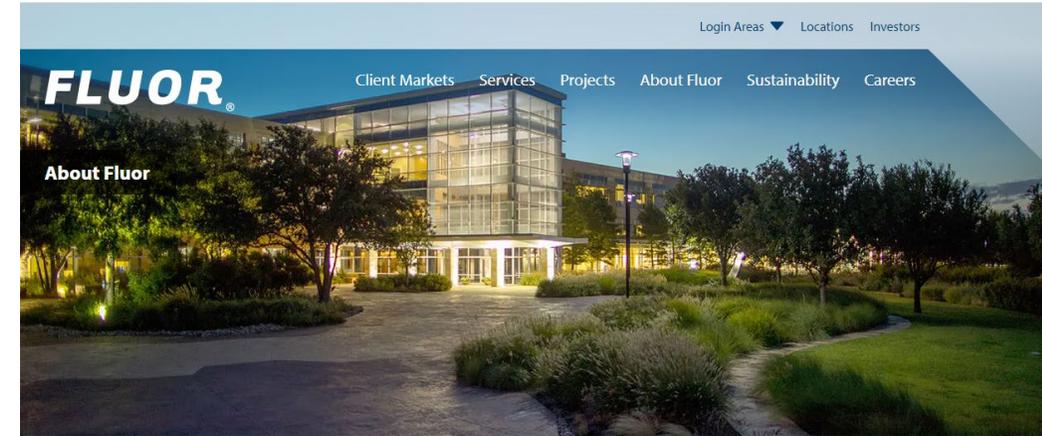
Further information:

www.fluor.com

www.trsstaffing.com

www.trswfs.com

<https://trsstaffing-client-brochure.com>

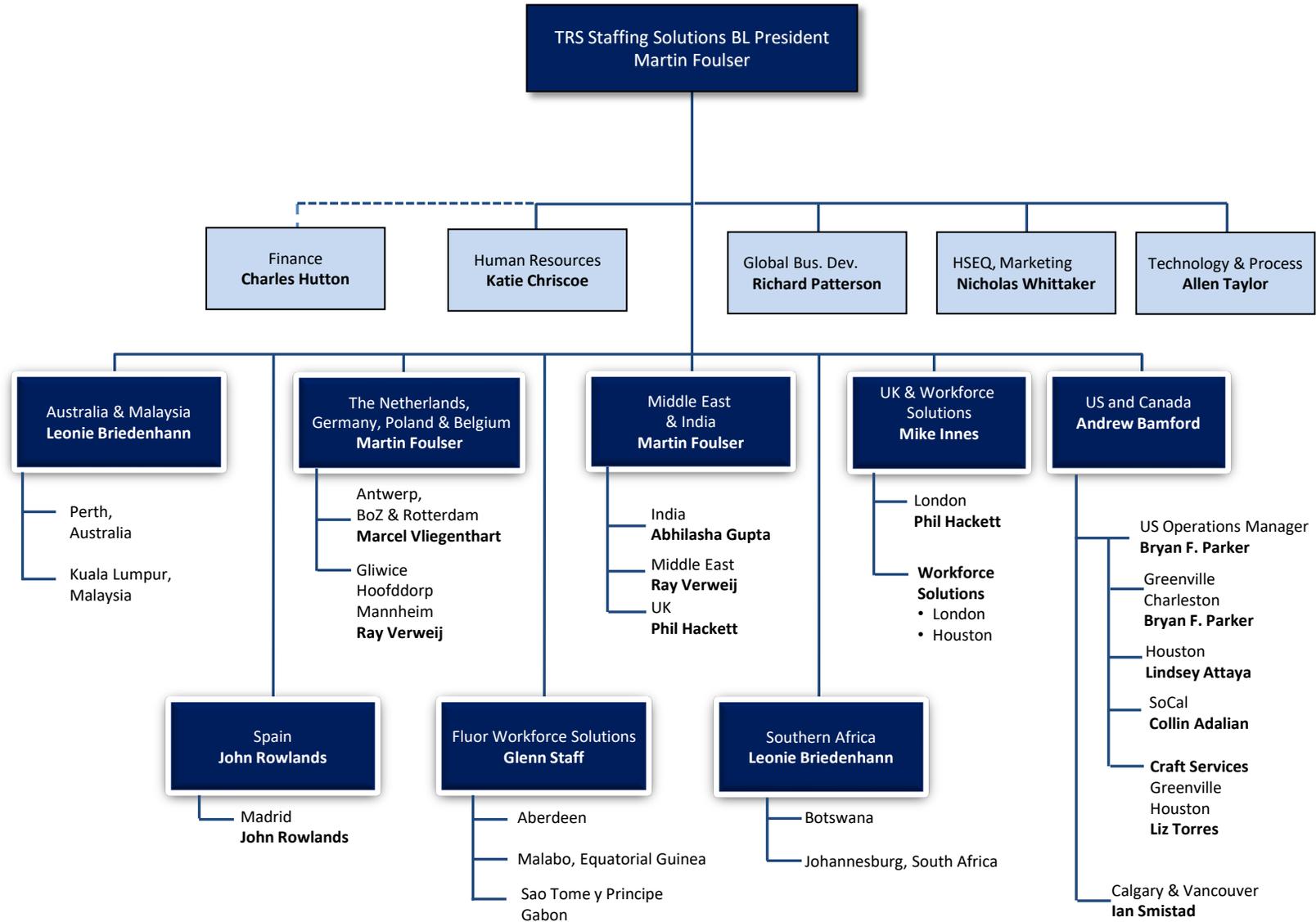


Fluor Builds a Better World.

Fluor Corporation (NYSE: FLR) is building a better world by applying world-class expertise to solve its clients' greatest challenges. Fluor's 40,000 employees provide professional and technical solutions that deliver safe, well-executed, capital-efficient projects to clients around the world. In 2023, Fluor was ranked 303 among the Fortune 500 companies. With headquarters in Irving, Texas, Fluor has provided engineering, procurement and construction services for more than 110 years.

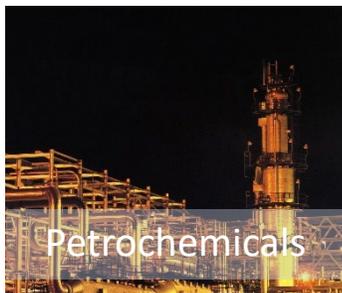


Group Organisation Structure



Sectors and Customers

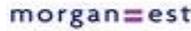
Global Specialist Recruiters



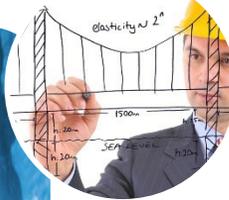
- Owners
- Operators
- EPCs
- Consultancies
- Public Sector

Customers Include:

Global Specialist Recruiters



Scope of Supply



Project Management



Engineering



Operations & Maintenance



Functional

The provision of professional, engineering, technical and field services personnel to our chosen markets including:

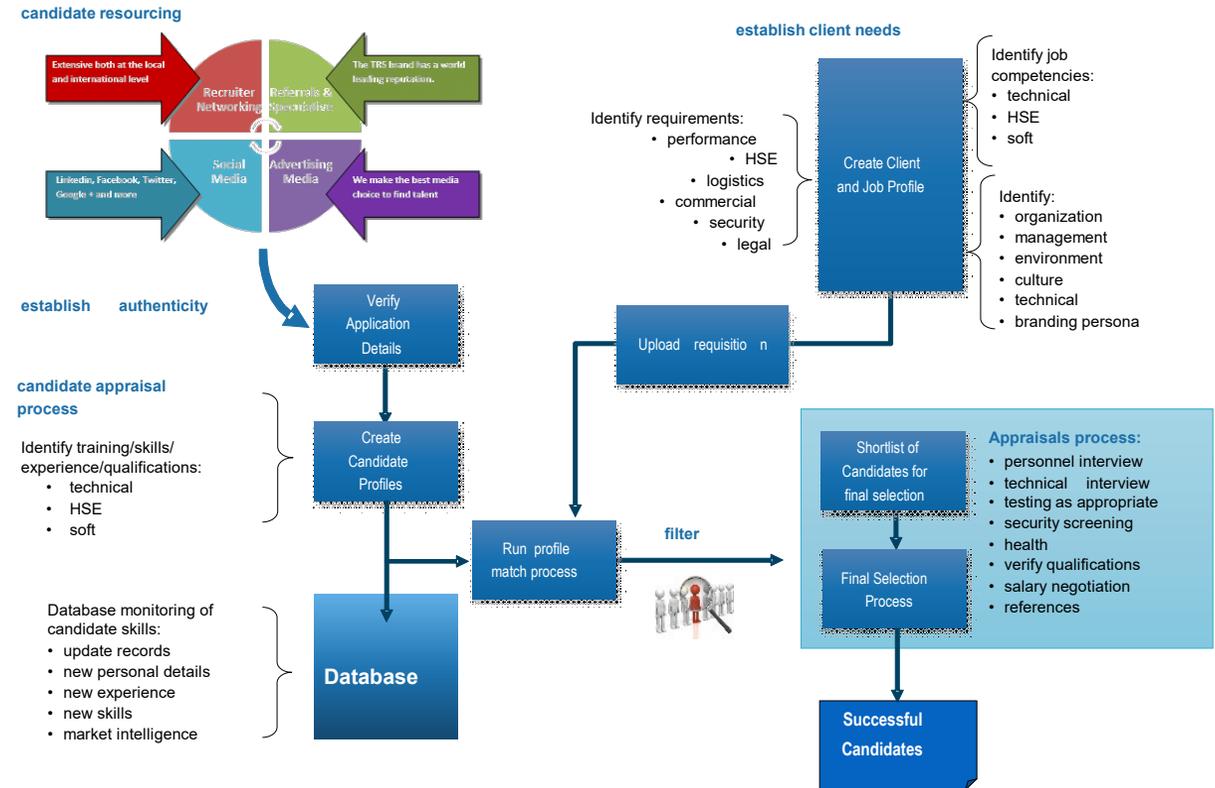
- Engineering and Construction Management
- Project Controls
- Contracts & Procurement
- Site Management, Commissioning and Field Services
- Technical and Craft
- Directors\Managers |\Superintendents\ Supervisors
- Discipline Engineers (mech.\elec.\instr.\IT)
- Technology (Systems, Development & Applications)
- Process & Piping
- Civil\Structural\Architectural
- Discipline Management
- Discipline Technicians (mech.\elec.\instr.\IT)
- Logistics and Warehousing
- HSSEQ
- Finance,
- HR
- Administrative



Recruitment

Our core services of **contract** and **direct** placement are designed to:

- Meet temporary needs
- Meet contingent needs
- Meet internal talent needs
- Reflect local expertise
- Add global talent as needed
- Provide diversity
- Be cost effective



TRS SELECTSM

For our clients, a premium professional personal search service designed to secure the most capable talent for your team.

For our candidates, working on a one to one basis, we find them the job and client who are the right fit for their career needs and aspirations.



Craft\Trades\Labour Hire Staffing

A fast-growing service providing temporary and contingent workforce recruitment, direct hire and the scale and flexibility to supply anywhere from 1 to 2,500 workers at a single site, individually or in teams.



Support Services

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Recruitment

- Talent Map
- Campaigns
- Process Outsourcing
- Consulting

Contractor Management

Taking care of people from start to finish!

Managed Services

- Agency Supply Chain
- Recruitment
- Compliance
- Payroll
- HR
- Logistics



Talent Mapping

A detailed report of a target candidate population of both active and passive candidates. The population may be for a geographic and/or particular job discipline, e.g. 'Senior Process Engineers in the state of Alberta, Canada'. The report is a result of focused research using a range of search mechanisms including the latest social media platforms.

Campaigns

Running branded or non-branded campaigns, we deliver and implement a custom strategy designed to find and interview the best candidates from generalist to specialist disciplines. Our campaigns are designed to promote your brand, attract the best available talent and meet your recruitment volume and timeline needs.

Recruitment Support Services

Recruitment Process Outsourcing (RPO)

We use our knowledge and experience to determine a streamlined recruitment process that searches, selects and verifies 'right fit' hires for your organisation. Use our RPO service to reduce cost and risk.

Consultancy

We focus on helping our clients in the following areas:

- Strategic planning: Finding the right balance between contingent and permanent staff. Taking into account the current and future market demand/supply factors across your business environment.
- Hiring and development strategies: Safeguarding your human capital into the future and overcoming talent shortages.

TRS Deliver Total Contractor Care Freeing up client resources



Contractor Management



The value objectives are:

- Free up internal resource.
- Remove the risk of non-compliance.
- Maintain a motivated and well disciplined workforce.
- Save you cost.

Payroll

Using our local expertise for your project/asset location, we design flexible payroll systems that are robust, dependable and pay / bill our customers with 100% accuracy on time every time.

Human Resources Outsourcing (HRO)

Use TRS global and local expertise to ensure your contractors are skilled, motivated and compliant at all times.

Managed Services

Around the world we supply temporary, contingent and direct placement staffing as a core service. We also deliver value to our clients through our complete range of staffing support services:

TRS workforce solutionsSM

We have the experience and expertise to manage every aspect of staffing supply



An executive search business for leaders and future leaders

Executive Search

Consultancy

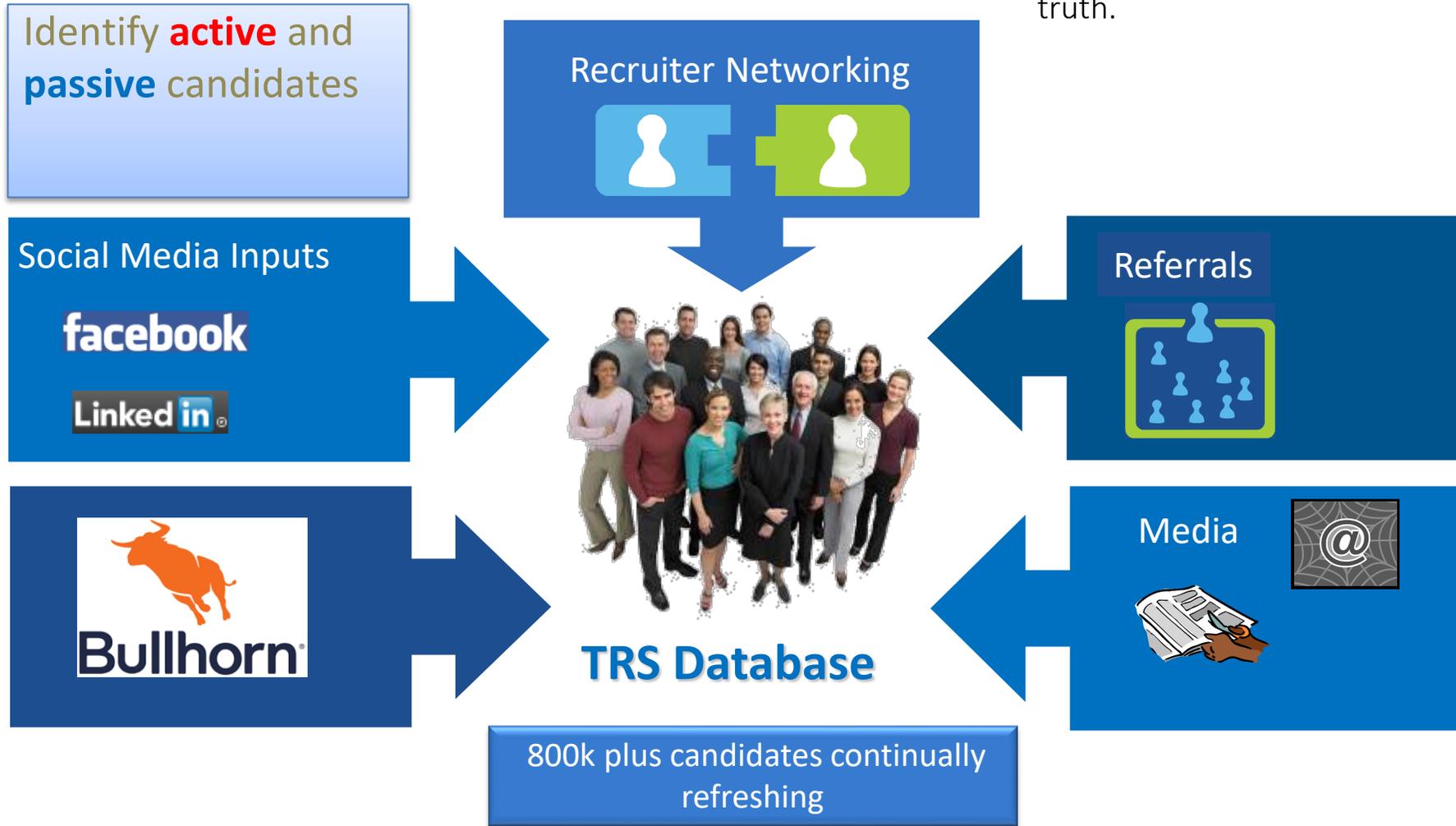
Our consultants help organisations make key strategic staffing investments:

- Workforce strategy
- Market analysis
- Labour forecasting
- Candidate attraction

Consultancy

Recruitment Process Overview

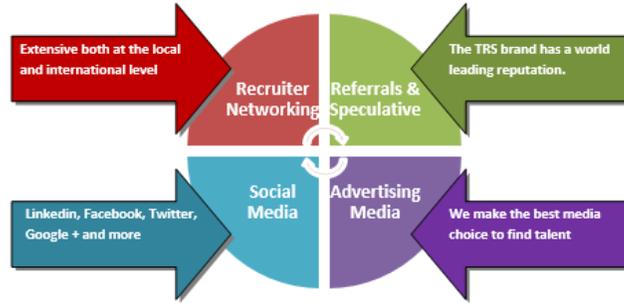
Resourcing Expertise



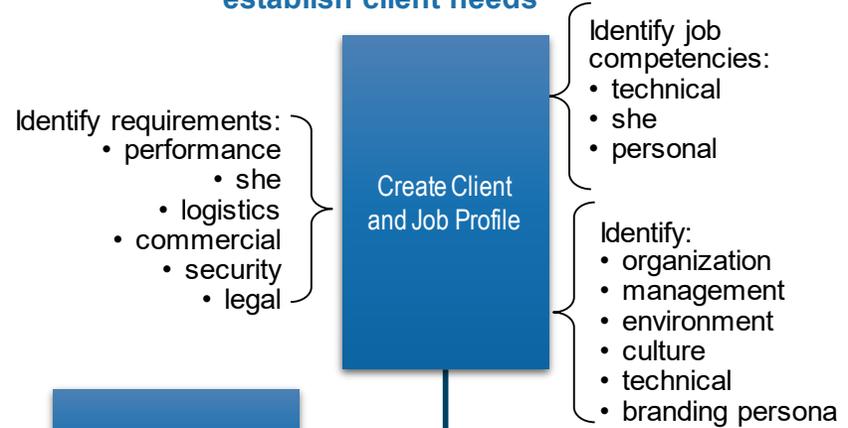
We use world-leading software from Bullhorn to power the full recruitment lifecycle. It ensures we can source, search, interview, place, onboard, repeat – and all out of one system, one source of truth.

Recruitment Workflow

candidate resourcing



establish client needs



establish authenticity



candidate appraisal process

Identify training/skills/experience/qualifications:

- technical
- she
- personal

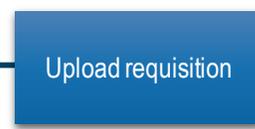
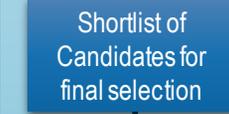
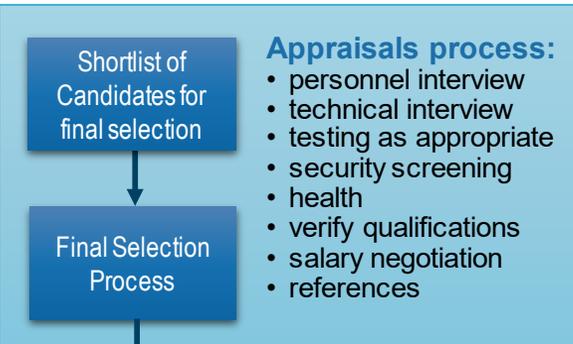


Database monitoring of candidate skills:

- update records
- new personal details
- new experience
- new skills
- market intelligence



filter



The TRS Value Proposition

- Flexible, dependable, cost effective recruitment solutions.
- Best in class service.
- A complete understanding of client requirements.
- Competitive pricing.
- Global scale.



What we value:

- ▶ Excellence in Execution
- ▶ Health, Safety & Environmental
- ▶ Business Integrity
- ▶ Equal Opportunity
- ▶ Strong Client, Contractor & Candidate Relationships
- ▶ Strong Sales Culture
- ▶ Staff Retention & Growth

Why Use Us?

