

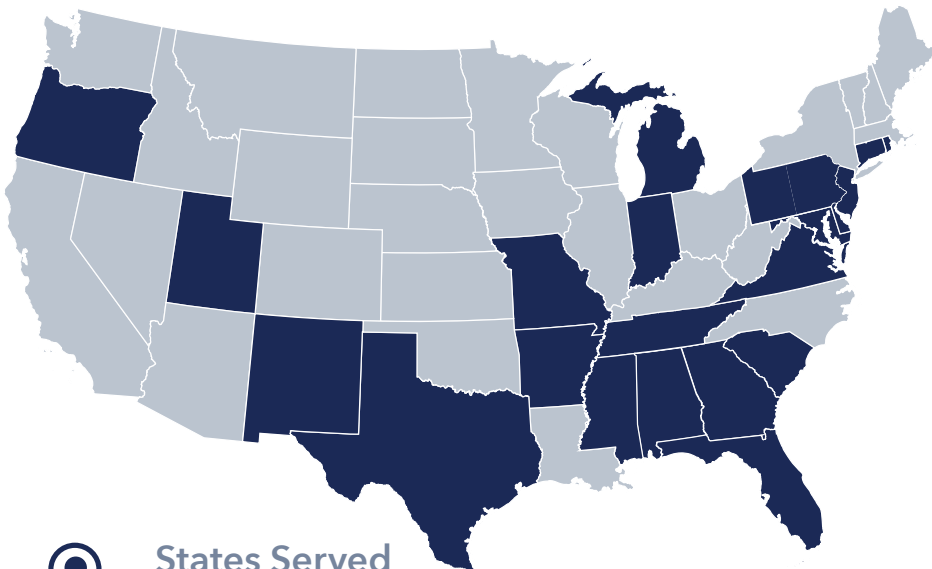


WELCOME BACK!

2018/2019 SCHOOL YEAR



BY THE NUMBERS



States Served
21



School District
Partners
650



Students Served
2,500,000



Positions Filled
Each Day
13,000



Substitute &
Permanent Staff
40,000



EXPANDING OUR FOOTPRINT MAINTAINING OUR SMALL-TOWN FEEL

In an effort to spread our important work to districts throughout the country, we merged several exceptional companies in the education staffing space: ESS (TN), Source4Teachers and MissionOne (NJ), EMS SubDesk (OR), SubTeachUSA (AR), and PCMI (MI).

We've now retired all individual company names to be branded exclusively as ESS. You should have received an email highlighting some of the changes that are underway, and we'll communicate further changes in a timely manner. We're making every effort to carry out this process in a methodical, transparent way that has minimal impact on our clients and staff.

Overall, joining together has amplified our expertise and enhanced our resources. Now serving school districts in 21 states, we want you to know that while our geographic footprint continues to expand, our focus remains on providing the localized support and personalized service you've come to rely on.



CHECK OUT OUR NEW WEBSITE: ESS.COM

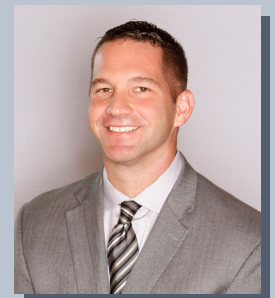
Our new and improved website is live! All former company websites are now redirecting to ESS.com.

Please note that the link to log into Absence Management (formerly known as SAMS/Aesop) is available in the upper right corner of the site.

Next to Absence Management, you'll see a link to our Resources Portal, where you can find key information, tip sheets, and forms. After clicking **Resources**, choose **School District Substitute Services** or **School District Permanent Services**, depending on which service type your district utilizes. Then log in with your Absence Management User ID and PIN.

If your district's website features information about our company, please be sure our company name, logo, and website are updated. [Click here](#) for a brief description you can use on your site.

Our Operations and IT teams are dedicated to providing the most user friendly experience for our substitutes and clients. This focused, hands-on approach is something we feel will continually allow us to further differentiate ourselves in the market. The challenges that face K-12 school districts are ever changing and we are passionate about providing helpful solutions and support mechanisms for our clients.



- Steve Gritzuk, Chief Operating Officer



YEAR-ROUND RECRUITING

At ESS, our robust recruiting efforts never end. We leverage a wide range of recruitment strategies to achieve maximum exposure within your district's community.

With an emphasis on finding the most qualified people to work in your schools, we secure excellent candidates for even the hardest-to-fill positions.

From hosting hiring events and exhibiting at college and community career fairs to posting flyers at local businesses, ESS custom-designs a plan to fit each district's unique needs.

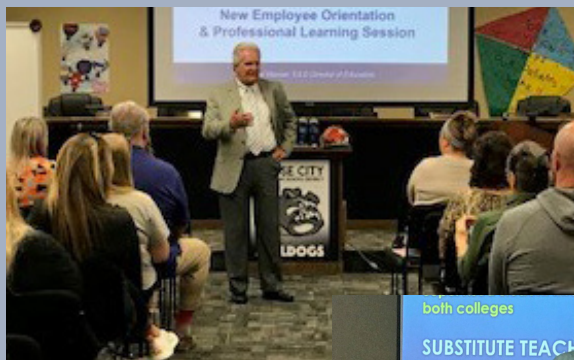
Our team hosted more than 1,000 hiring events last school year, and you can expect an even greater presence in your community this year as we continue to expand our recruiting efforts!



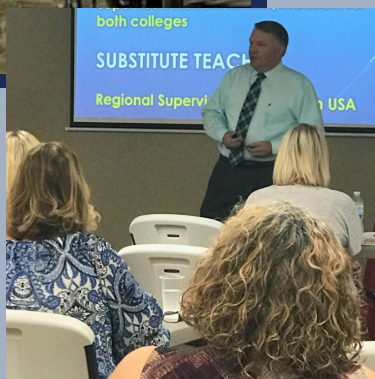
▲ Lucky applicant wins a TV at ESS' Mega Hiring Event for the Tidewater Region in Virginia



▲ Community recruiting at Winslow Day in New Jersey



▲ Interactive training class at one of our newest partner school districts, Royse City ISD in Texas



▲ Northeast Arkansas substitutes preparing for classroom success



COMPREHENSIVE TRAINING

Before our staff can work in your schools, we make sure they have the essential training they need to provide effective instructional and support services to your students.

Our training team is made up of former educators and school administrators who can give first-hand insights into the situations our employees will encounter in the classroom.

Between our initial in-person orientation and training class, supplementary training opportunities, and online modules, our employees stay up-to-date with the latest best practices and techniques in education. Training has always been, and will continue to be, one of our top priorities.



ENHANCING OUR EMPLOYEE EXPERIENCE

Having employees who are motivated and enjoy their work is a key part of our philosophy. If our people feel good about working with us, it stands to reason they will perform better for school districts like yours. Having introduced numerous employee engagement programs, there's never been a more exciting time to work for ESS!

Referral Program

We pay bonuses to people who refer new employees who meet specified work-frequency and performance requirements. Referrers earn

\$75 for each successful referral.

Our client districts' faculty and staff are now eligible to participate in our referral program, with the potential to **earn up to \$525 per year!**

[Click here for more details.](#)



Monthly Raffle

Employees who work 5+ days in a month are automatically entered into our raffle - we give away **\$1,000** worth of prizes each month! The more days worked, the more entries earned.

Employee Discount Program

Our employees enjoy savings on a variety of items through Perks at Work. In the past year, **15,595** employees and family members saved more than **\$272,145** while earning **568,676** points to use toward future purchases!

Flash Promotions

We run **flash promotions** to incentivize substitutes to accept jobs during times of increased need. For example, substitutes who worked Super Bowl Monday were entered into a drawing to win signed football memorabilia.



Scholarships

We've partnered with **Concordia University** in Portland, Oregon who is now offering [scholarships](#) to ESS employees who enroll in one of their online or on-campus master's or doctorate programs.

Keep an eye out for more exciting programs to come!



AWARDS & RECOGNITION

We're One of America's Best Large Employers!

For the second consecutive year, Forbes Magazine named ESS one of America's Best Large Employers! We came in second place in the Business Services & Supplies Category, placing higher than any other staffing company on the [list](#).

With the talent pool of teachers and substitutes shrinking nationally each year, we know we must work harder than ever to ensure that a qualified substitute is in front of the classroom when a teacher is absent.

Recognition like this from Forbes tells us we're on the right track.



Nominate an Employee of the Month

It's never been easier for your teachers and administrators to nominate outstanding ESS employees for our Employee of the Month Program. Last year, we created a convenient [web nomination form](#) which is accessible through the Resources Portal of our website. We also enhanced the awards for our winners!

We appreciate all who took the time to nominate employees last year and encourage your involvement this year!

In addition to the Employee of the Month award, all nominees will be considered for our annual Impact Award which will be announced in November.

ESS Annual Impact Awards: 2017

In conjunction with NEA's American Education Week, we honor one exceptional substitute and one permanent employee from our organization every November with our employee of the year [Impact Award](#). Winners are presented with a crystal trophy, \$500, and an additional \$500 to donate to their school of choice.

SUBSTITUTE EMPLOYEE WINNER: Dolores Shank, Big Spring School District



▲ ESS Area Manager Krista Adams; Impact Award Winner Dolores Shank

PERMANENT EMPLOYEE WINNER: Clare McMahon, Glen Rock Public Schools



▲ ESS Regional Manager Tom Basehore; Impact Award Winner Clare McMahon; Byrd School Principal Dr. Linda Weber; Glen Rock Director of Special Services Dr. Linda Edwards; ESS Area Manager Jesus Torres



COMMUNITY INVOLVEMENT

We believe in giving back to the communities we're privileged to serve. Some of the causes we supported in the 2017/18 school year include:

Adopt a Family Drive

In December, we worked with several of our partner school districts to "adopt" twelve families in need. We collected toys, bikes, coats, clothing, and more. Corporate volunteers wrapped and delivered the gifts along with a grocery store gift card for a holiday feast. Because of our staff's generosity and teamwork, 45 children (plus their parents) had gifts to open this past holiday season!



Back to School Donations

As Partners in Education with Woodrow Wilson Elementary School in Arkansas, our Paragould office donates backpacks to students at the start of every school year. Likewise, our Virginia team contributes toward and participates in Roanoke's Back to School Extravaganza.

The charitable spirit extends throughout the entire year with many of our teams becoming involved with our partner districts' initiatives. It is our pleasure to sponsor your events, award scholarships to your students, and do all that we can to positively contribute to your community.

Kidsbridge

In November, we sponsored the 11th Annual Kidsbridge Humanitarian Awards Celebration. 2017 marked our 5th year of partnership with this impactful anti-bullying organization which spreads the values of tolerance and respect to our youth through its innovative programs.

We also co-sponsored the 3rd Annual Character Education Leadership Awards, recognizing three exemplary educators who have gone above and beyond to instill the values of Kidsbridge in their schools. [Click here](#) to learn more about this contest and last year's honorees.



We're looking forward to many **more community initiatives**, including an Autism walk, 5Ks, food drives, and more. Keep an eye out for events in your community!

Along with ESS' talented group of management and employees, I would like to thank each of our over 650 school districts across the country for our partnership. There is no greater calling than educating our children to the highest standards. Our goal is to enhance the education process by providing consistent service with excellent substitute teachers, paraprofessionals, and support staff.

- Buddy Helton, President & CEO



Let's have a great year together and
Make Every Day Count!



www.ESS.com

