



# STAFFING 360 SOLUTIONS INVESTOR PRESENTATION

REDEFINING STAFFING  
***"THE 360 WAY"***

The Staffing 360 Solutions Way is about  
creating value for all stakeholders and  
continuous improvement in all that we do



Nasdaq Symbol: STAF



# Forward-Looking Statements

## Forward-Looking Statements

This presentation contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. All statements that address expectations or projections about the future, including, but not limited to, statements about our plans, strategies, adequacy of resources and future financial results (such as revenue, gross profit, operating profit, cash flow), are forward-looking statements. Some of the forward-looking statements can be identified by words like “anticipates,” “believes,” “expects,” “may,” “will,” “could,” “should,” “intends,” “plans,” “estimates,” “goal,” “target,” “possible,” “potential” and similar references to future periods. These statements are not guarantees of future performance and involve a number of risks, uncertainties and assumptions that are difficult to predict. Because these forward-looking statements are based on estimates and assumptions that are subject to significant business, economic and competitive uncertainties, many of which are beyond our control or are subject to change, actual outcomes and results may differ materially from what is expressed or forecasted in these forward-looking statements. Important factors that could cause actual results to differ materially from these forward-looking statements include, but are not limited to: the geographic, social and economic impact of COVID-19 on the Company’s ability to conduct its business and raise capital in the future when needed; weakness in general economic conditions and levels of capital spending by customers in the industries we serve; weakness or volatility in the financial and capital markets, which may result in the postponement or cancellation of our customers’ capital projects or the inability of our customers to pay our fees; the termination of a major customer contract or project; delays or reductions in U.S. government spending; credit risks associated with our customers; competitive market pressures; the availability and cost of qualified labor; our level of success in attracting, training and retaining qualified management personnel and other staff employees; changes in tax laws and other government regulations, including the impact of health care reform laws and regulations; the possibility of incurring liability for our business activities, including, but not limited to, the activities of our temporary employees; our performance on customer contracts; negative outcome of pending and future claims and litigation; government policies, legislation or judicial decisions adverse to our businesses; potential cost overruns and possible rejection of our business model and/or sales methods; our ability to access the capital markets by pursuing additional debt and equity financing to fund our business plan and expenses on terms acceptable to us or at all; and our ability to comply with our contractual covenants, including in respect of our debt. A discussion of these and other factors, including risks and uncertainties with respect to the company, is set forth in the Company’s filings with the Securities and Exchange Commission, including its Annual Report on Form 10-K filed with the Securities and Exchange Commission on June 24, 2022, as may be supplemented or amended by the Company’s Quarterly Reports on Form 10-Q. The Company disclaims any intention or obligation to revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.

## Non-GAAP Financial Measures

The Company uses financial measures which are not calculated and presented in accordance with US generally accepted accounting principles (“GAAP”) in evaluating its financial and operational decision making regarding potential acquisitions and presenting the operating and financial performance of the Company, as well as a means to evaluate period-to period comparison. The Company presents these non-GAAP financial measures because it believes them to be an important supplemental measure of performance that is commonly used by securities analysts, investors and other interested parties in the evaluation of companies in our industry. We refer you to the reconciliations in this presentation and applicable earnings releases issued by the Company for those respective periods. The Company defines Adjusted EBITDA as earnings (or loss) from continuing operations before interest expense, income taxes, depreciation and amortization, and amortization of non-cash stock-based compensation, non-recurring acquisition and restructuring expenses and goodwill impairment charges.

# Staffing 360 Solutions



Nasdaq Symbol: STAF

HQ: New York

6,000+ Temporary Employees

11 Acquisitions since 2013

800+ Customers

Proforma Calendar Year 2021

\$280M Proforma Revenue

\$43M Proforma Gross Margin

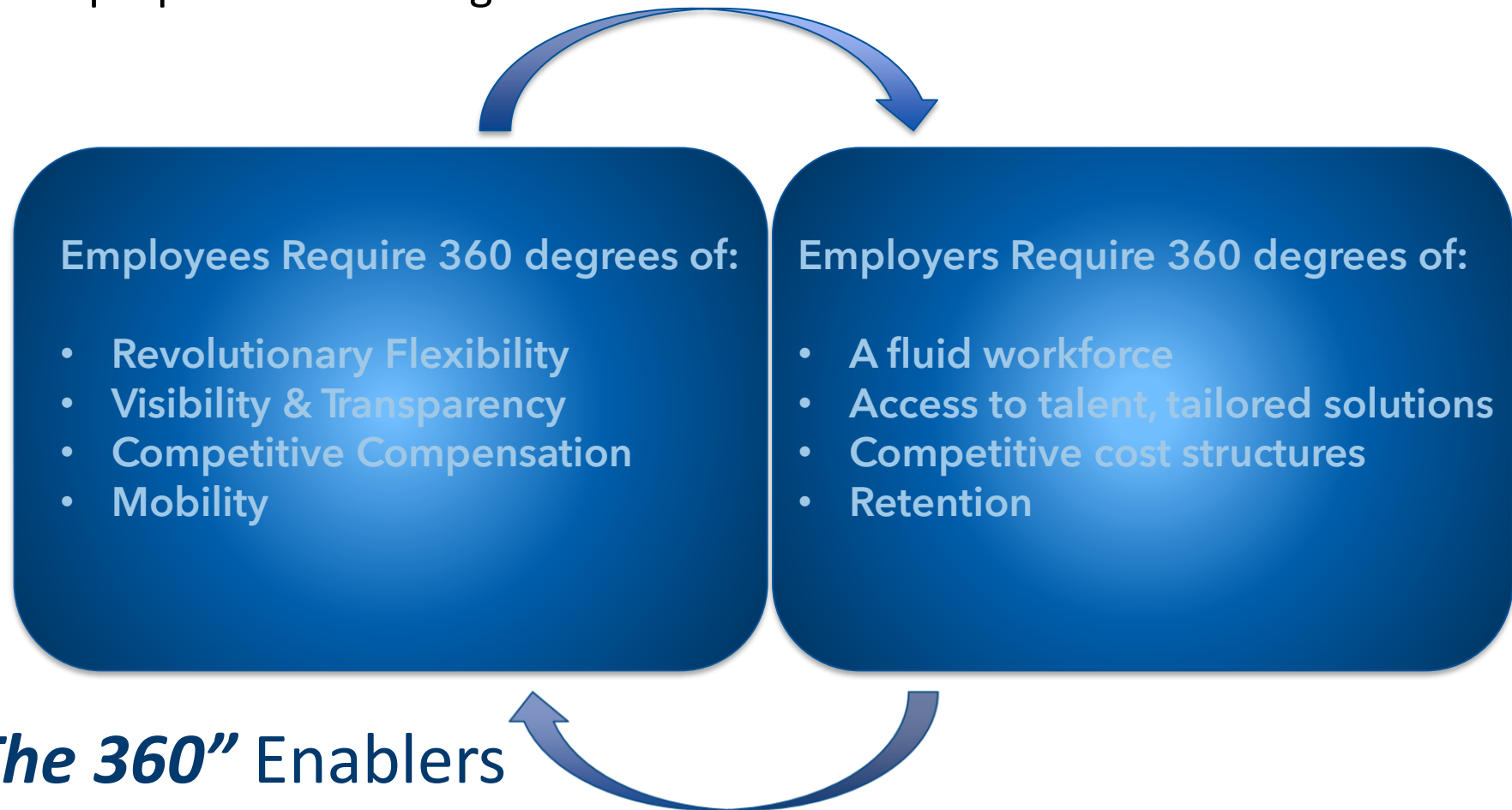
\$7M Adjusted EBITDA

# The 360 Way

## Redefining the Staffing Business Model

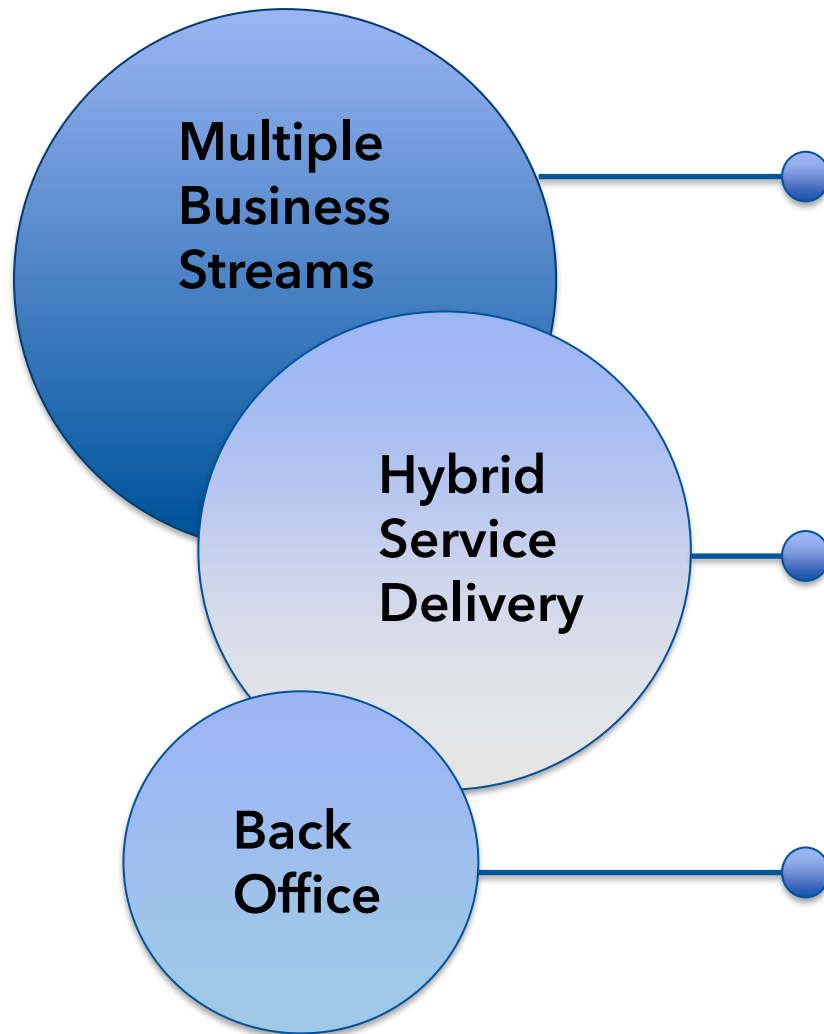
The paradigm of Work, Staffing, HR and Human Capital Management has **changed**

We are prepared at Staffing 360 Solutions



The convergence of **Knowledge Workers – Technology – Processes – Social Media**

# Three Key Elements



## Process Driven Focus

Staffing Services: Commercial through professional  
Contract Based: B2B outsourcing approach

Technology Process driven tools combined with high touch relationships

Automation and technology process driven back office

**Revenue Economics:**

Range from fee-based services, to hourly rates, to fixed mark-ups

# THE "360 WAY" PERMEATES THROUGHOUT

Launched during COVID-19, our core-360 strategy & initiatives center on investing in Customers, Employees, and our Contingent Workforce



**ALWAYS** invest in our people and relationships



Constantly **strengthen** our financial position



Play to our strengths; **build depth** within priority service lines



Deepen and expand our formidable **customer** engagement



**Target** investment in technology, data & information infrastructure



Consolidate operational & **service delivery** platforms



**Refined** our acquisition and integration strategy

# Visible Results

**\$330M**

On track  
Post-  
COVID  
12-month  
revenue  
run rate

**\$9M**

On track  
for post  
COVID  
forecasted  
12-month  
EBITDA

**25+% YoY**

On track  
for  
quarterly  
gross profit  
Q3 and  
Q4

**\$8.4M**

Reduced  
total  
operating  
expenses

**\$2.5M**

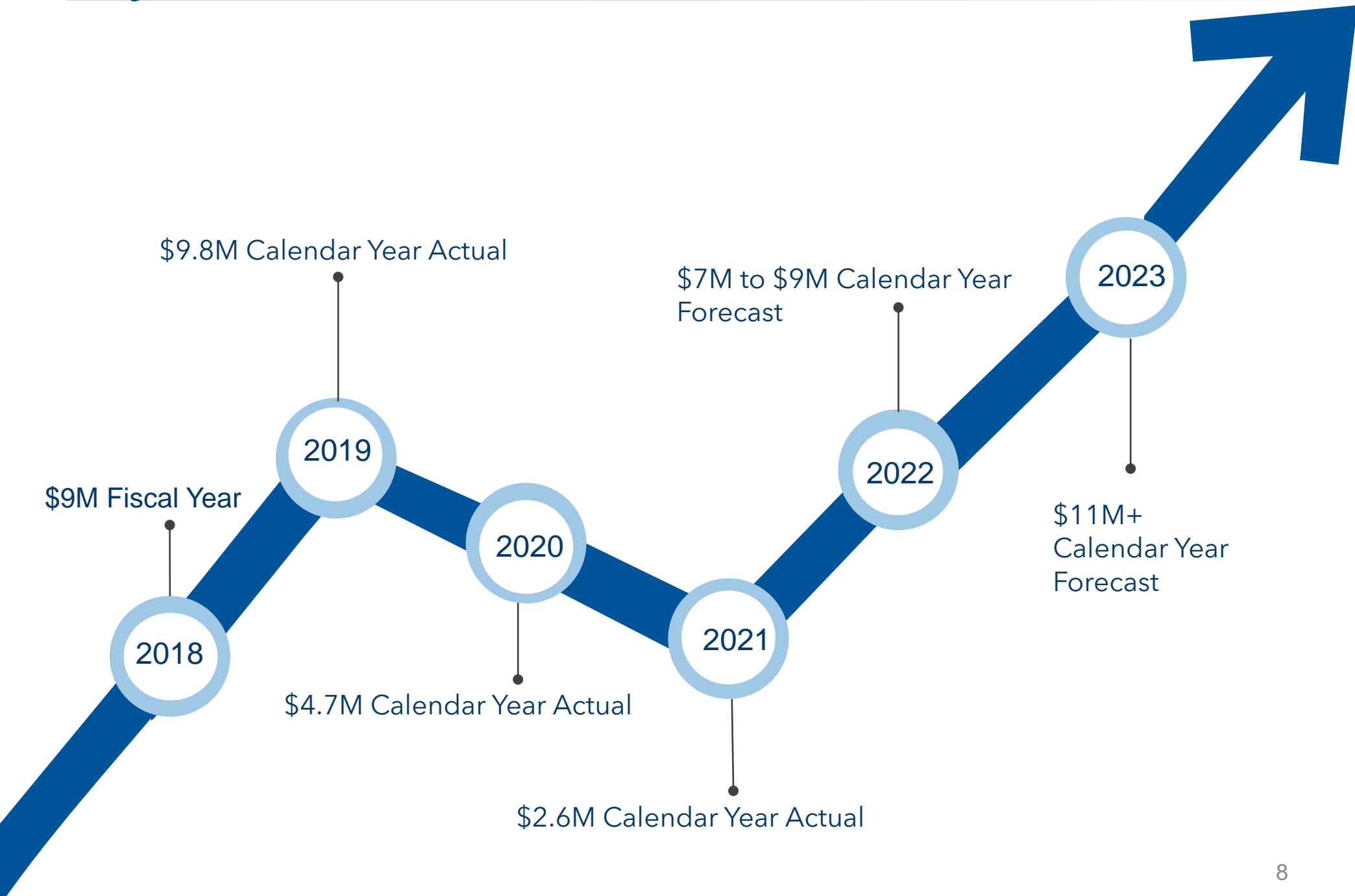
Planned  
reduction  
by 12/31/  
2022

**\$60M**

Retired  
secured  
debt

We anticipate that once COVID and its impact are in the rearview mirror we will exceed our **highest revenue profitability run rates - on our way to building a profitable \$500m revenue company**

# Adjusted EBITDA Trends





# The Wind is at Our Back

Revenue Trends recovered to 2019 levels

Globally added 75 new accounts in the past 24 months

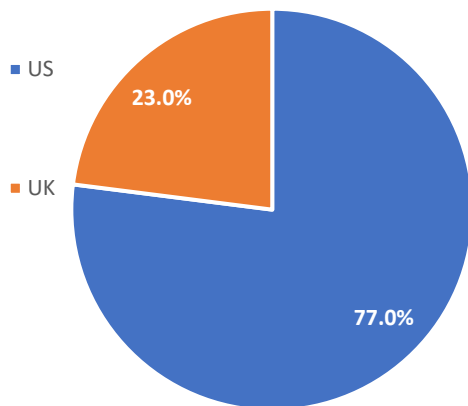
Gross Margin Trends ahead of 2019 on stronger book of business

Sales Pipeline is \$20 million in Gross Profit

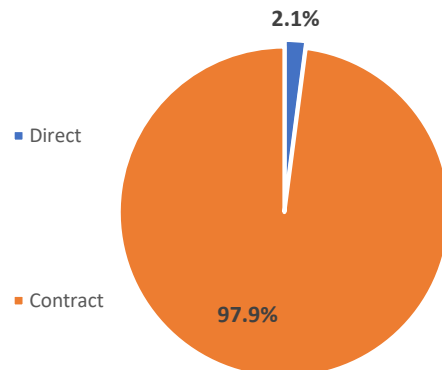
Forecast annualized revenue run rate of \$310 to \$330 million (f/x impact unknown)

Forecast Adjusted EBITDA margins of 3% to 5%

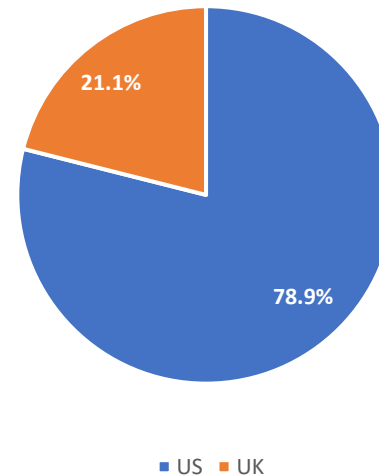
**Revenue - US & UK**



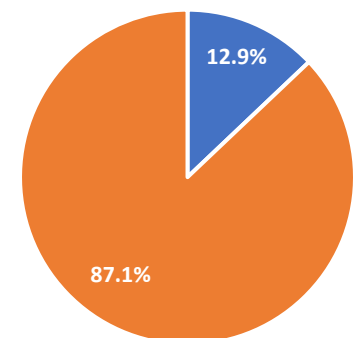
**Revenue - Contract & Direct Hire**



**Gross Profit - US & UK**



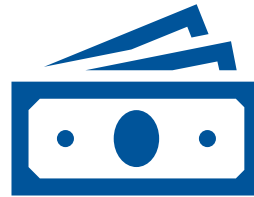
**Gross Profit - Contract & Direct**



# Improved Financial Position



**Balance Sheet Equity  
now at \$20.7M a  
\$38.3M improvement  
over last 18 months**

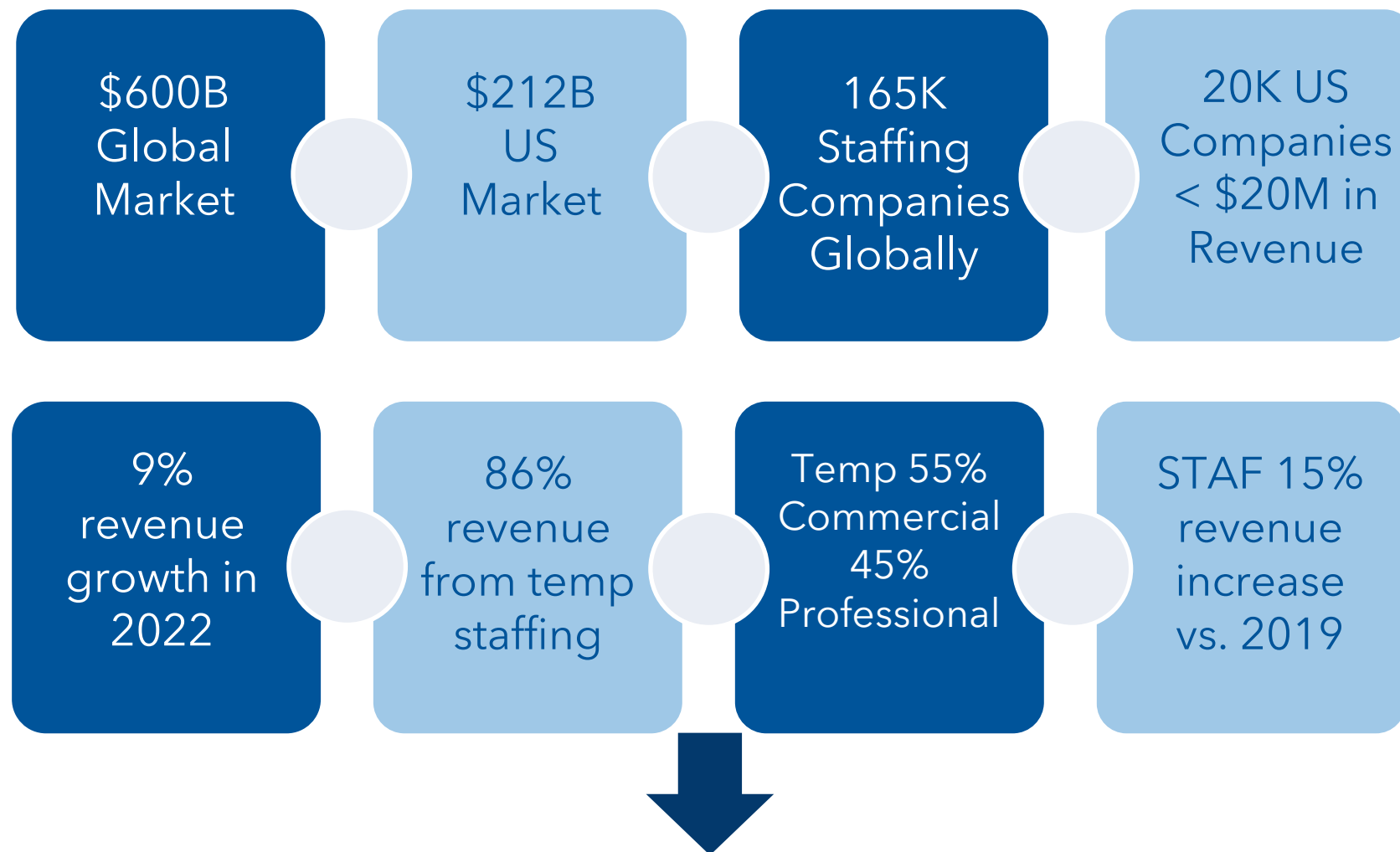


**Fixed term debt  
now at \$9.4 million  
a reduction from  
\$70 million**



**Consolidating  
US Asset Based  
Lending facilities**

# Positioned to Benefit from Macro Trends



We have a two-fold valuation expansion strategy

1. Organic Revenue & Margin Expansion driven by technology, processes and sales growth
2. Followed by a Consolidation Acquisition Strategy

# Staffing 360 Solutions is Well Positioned

**Rapid growth in the contingent workforce reflect changes in modern work cultures.**

**Technology enabled tools has fueled and will lead to continued explosive growth.**

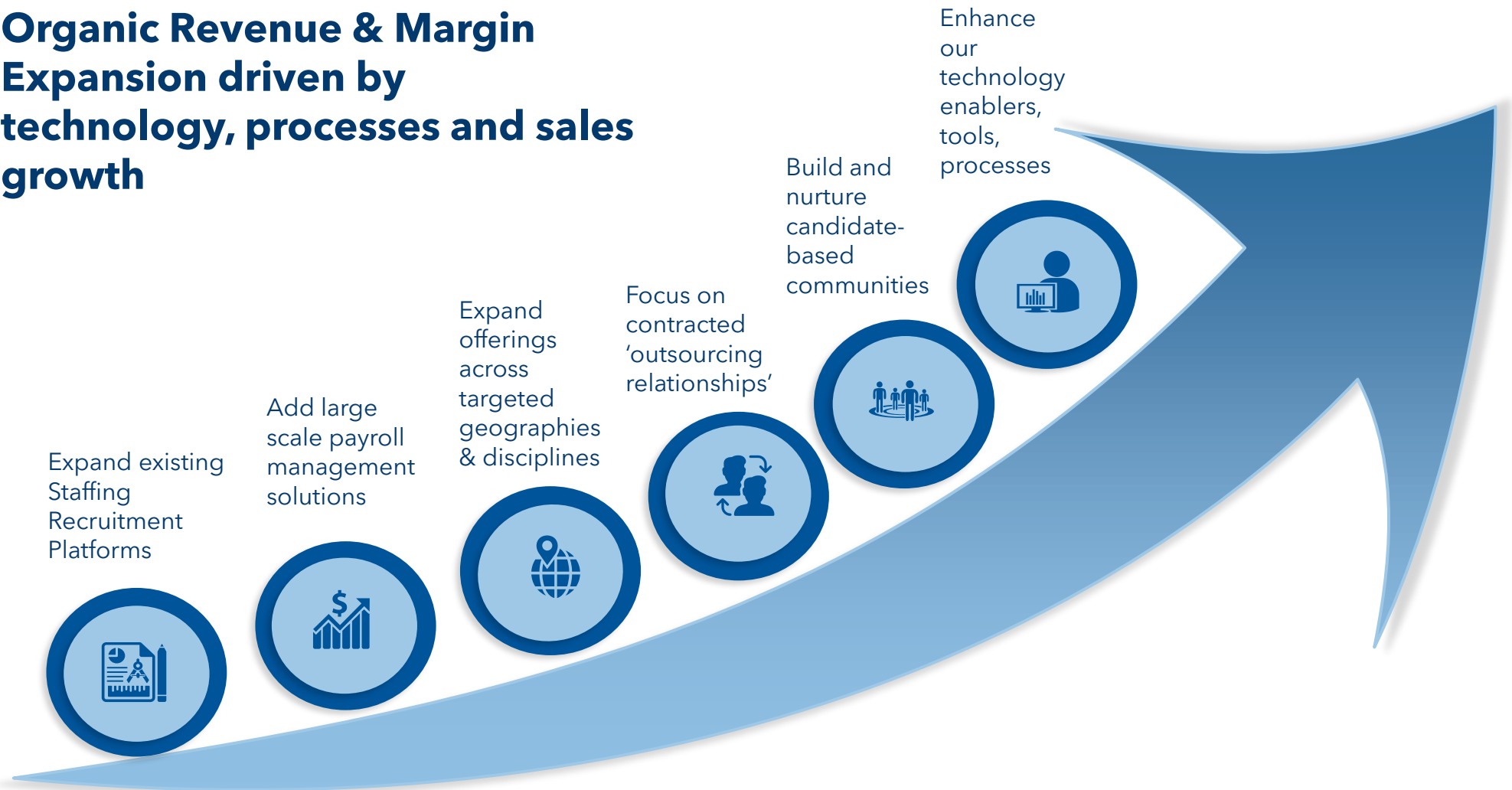


We don't need **"Bricks & Mortar"** to grow Staffing 360 Solutions!

Technology	Built and integrated operationally leveraged tech-driven business model being rolled out across all business functions
US National Reach	Placed candidates in all 50 states (85% of all zip codes covered)
UK Services	Concentrated footprint in London allows for placements across Europe without a need for offices
Exceptional Expertise	Deep human capital, HR knowledge, Processes and Tools
Account Relationships	Sticky Account Relationships (average over 10 years) through people, processes and technology

# Staffing 360 Solutions Strategy

## Organic Revenue & Margin Expansion driven by technology, processes and sales growth



# Staffing 360 Solutions

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## **Direct Hire/Search**

RPO  
Contingent



## **Temp Staffing**

Long Term Assignments  
Short Term Assignments  
Temp To Perm



## **Employer Solutions**

Employer of Record  
Full HR & Payroll Admin

# Strategies for Success

## ***Our Technology***

The Staffing 360 HR Cloud provides everything business needs for world-class HR today, and tomorrow.

Our cloud delivers industry-leading payroll, benefits HR, hiring, and everything in between, combined with services and advice from our HR experts.



# Staffing 360 Solutions Acquisitions Strategy





# "The 360 Way" We Never Stop Improving

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- Consolidate 11 different front office data bases into one by 2023
- Developed standardized reporting and metrics
- Implemented systems initiatives to fully automate and integrate the staffing, payroll and billing functions
- Materially reduce worker's compensation costs forecast - a \$450,000 savings
- Across all functions - continuous process improvement concepts introduced
- Estimated annualized savings in these initiatives = \$2.5 million

# Complete Strategy

## Staffing & Recruitment

Center for Operational  
Recruitment Excellence  
(CORE)

Interview Process

Talent Attraction

Hiring Process

## Employer of Record (EOR)

Payroll

Worker's Compensation

HR Administration

Benefits Management

Legislative, Regulatory &  
Contractual Compliance

## Onsite Support

Dedicated Onsite Team

Orientation & Safety  
Management

Relationship Building

Synergistic Staffing

## Compliance and Reporting

Fulfillment Reporting

Client, Legislative &  
Regulatory Compliance

Quarterly and Annual  
Business Reviews

# Business Units – US and UK

## US

 **Key Resources**

A DIVISION OF STAFFING 360 SOLUTIONS



- Commercial Staffing
- Large Project Management
- VOP

**monroe** STAFFING 

A DIVISION OF STAFFING 360 SOLUTIONS



- Large Project Management
- VMS/VOP/MSP
- Commercial Staffing

 **Headway**  
WORKFORCE SOLUTIONS

A DIVISION OF STAFFING 360 SOLUTIONS



- Large Volume Recruitment and Processing
- Customized Commercial Solutions
- Nationwide Coverage

**LIGHTHOUSE** Professional Services

A DIVISION OF STAFFING 360 SOLUTIONS



- Engineering
- Accounting and Finance
- Information Technology

## UK

the *jm* **LONGBRIDGE** group

A DIVISION OF STAFFING 360 SOLUTIONS



- Information Technology
- Accounting & Finance
- Legal

 **CBSbutler**

A DIVISION OF STAFFING 360 SOLUTIONS



- Engineering
- Administration
- Accounting & Finance
- Information Technology

**ButlerBridge&May**

A DIVISION OF STAFFING 360 SOLUTIONS



- Administrative & Compliance Recruitment

**Clement May**

A DIVISION OF STAFFING 360 SOLUTIONS



- Information Technology

# Capitalization Table

	Jan 1, 2022	Jul 2, 2022
<b>Shares of Common Stock Outstanding<sup>1</sup></b>	<b>1,758,835</b>	<b>1,762,158</b>
<b>Warrants <sup>2</sup></b>	<b>972,495</b>	<b>972,495</b>
<b>Options <sup>3</sup></b>	<b>1,302</b>	<b>51,302</b>
<b>Series H Convertible Preferred Stock (common stock equivalent) <sup>4</sup></b>	<b>0</b>	<b>350,000</b>
<b>Total Common Stock And Common Stock Equivalents Outstanding</b>	<b>2,732,632</b>	<b>3,135,955</b>

<sup>1</sup> Includes 7,688 unvested equity shares

<sup>2</sup> WA price of warrants for 1/1/22 - \$26.80 and 7/2/22 - \$26.88

<sup>3</sup> In January 2022, Brendan Flood was issued 50,000 (five-year) options at an exercise price of \$7.80

<sup>4</sup> In May 2022, the Company acquired Headway Workforce Solutions and issued the shareholders of Headway 9,000,000 Series H preferred shares convertible into 350,000 common shares

# 360 Business - The Snowball Effect

- Macro trends – we ride the wave
- Sticky tools – embedded process driven technologies
- Deep client relationships – keep close and sell
- Our Three-Year Baseline Financial Trends
- Forecast Layer #1 Already Implemented Integration Savings will add \$2.5 million in annualized EBITDA - six-month lag
- Forecast Layer #2 Future Acquisition Accretion
  - *Followed by integration savings; our objective is to organically, and by acquisition, add \$200 million in incremental topline within two to three years*
  - *Drive EBITDA to 5% to 10% of revenue over the same period*

# Contact Us

## Staffing 360 Solutions, Inc.

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### Bibicoff + MacInnis, Inc.

Terri MacInnis  
[terri@bibimac.com](mailto:terri@bibimac.com)  
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# ADDENDUM

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# Recent Awards

## US and UK Operations Recognized for Exceptional Client Service



For five consecutive years, US-based **Monroe Staffing Services**, a leading staffing agency in the Commercial Staffing and Professional Staffing Services segments, has been awarded **Clearly Rated's Best of Staffing® Client Diamond Award** for consistently providing superior service to its clients.



US-based **Key Resources** (Commercial) and **Lighthouse Professional Services** (Professional) were each awarded **Clearly Rated's 2022 Best of Staffing® Client Award** for the third consecutive year.

ClearlyRated's Best of Staffing® Award recognizes staffing agencies that have proven superior service quality based entirely on ratings provided by their clients.



UK-based **CBSbutler**, a market-leading technical and engineering recruitment firm, has won the **2022 Feefo® Platinum Trusted Service Award for the second consecutive year**. **CBSbutler** was the 2020 Gold Trusted Service Award winner.

Feefo is a reviews and customer insights technology company that works with over 3,500 clients to ensure that all feedback is authentic by matching it to a legitimate transaction.



# Diverse Account Base

## Research

**N**ational  
**P**etition  
**M**anagement, Inc.



Amplify.



KANTAR **MILLWARD BROWN**



**MATHEMATICA**  
Policy Research

CONSUMER  
**insights**  
inc.

The  
Policy & Research  
Group



## Retail/Other



*Paradies Lagardère*  
TRAVEL RETAIL



Crabtree & Evelyn®

**NC STATE**  
UNIVERSITY



## VMS



# Diverse Account Base continued



**EQUINITI**



sopra  steria



**NORTHROP  
GRUMMAN**



**SONY**

**FUJITSU**

**AIRBUS**



**FUJIFILM**

**NORTH HIGHLAND**

**Honeywell**



## It's All About the **CORE** - Center for Operational and Recruitment Excellence

### Candidate Attraction

**Sourcing Strategy | Job Posting |  
Candidate Sourcing | Screening | Recruiting |  
Employer Branding**

*Advanced implementation of Technology and Social Media to compile qualified candidate pools*

- **Active Candidate Attraction:** Use of the Web-Based Technology through Talent Hook that "crawls" and compiles data into the proprietary Talent Inventory Map (below left)
- **Passive Candidate Attraction:** Automatically pushes job postings to centralized job posting site
- **Social Media:** Active Social Media presence

### Hiring / Employment

**On / Off Boarding | HR Mgmt. |  
Payroll Management  
Benefits Management | Compliance**

*Proprietary on-boarding capability designed around a custom-built portal*

- **Technology Enabled:** On-board all of the Company's contingent employees for EOR clients and non-EOR clients through proprietary online technology
- **Full Service:** Supports payroll administration, payroll processing, benefits administration capabilities that are compliant with regulations in all 50 states
- **Integrated:** Capture work time electronically from clients' operations, verifies and reviews in-house, and processes payroll for clients

### Applicant Management

**Candidate Application | Skills Testing | Interview  
Background Checking | Selection / Assessment |  
Offer Mgmt.**

*Advanced Workflow and Web 2.0 Technology drives industry-leading applicant processing efficiency*

- **Automated Interview Process:** Conduct automated and customized online interviews
- **Video Interviews:** Conduct automated video interviews that are recorded and reviewed by the recruitment team and Hiring Managers for candidate fit.
- **Applicant Tracking:** Private label career center
- **Advanced Automated Assessments:** applicant assessments choose qualified candidates through an Operational Test of Knowledge

### Develop / Retain

**Performance Management | Training | Career  
Development**

*Highly scalable, technology enabled outsourced back-office capabilities*

- **Fully Outsourced:** Function as an extension of client's human resources department with a full program of outsourcing capabilities
- **Performance Tracking:** Leverages CORE to manage and track performance data of individual employees
- **Integrated:** Interfaced with proprietary back-office reporting platform, StaffServe, and provides a seamless flow of information