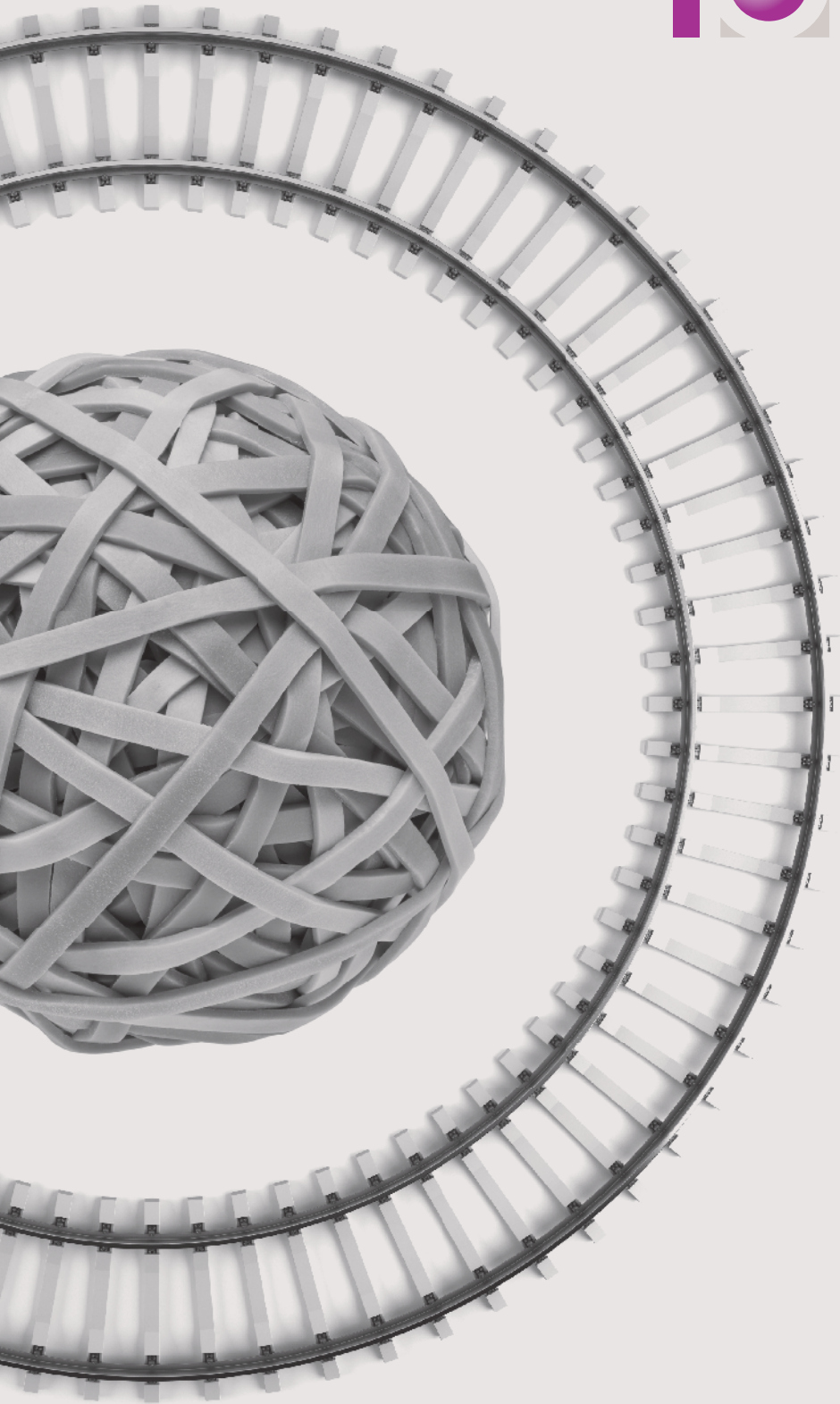




COMBINING TALENT WITH OPPORTUNITY
SEVEN SPECIALIST DIVISIONS NATIONWIDE



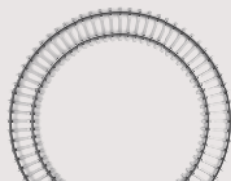


QUITE SIMPLY WE TAKE PRIDE...

At Berry Recruitment we take pride in every successful temporary, contract and permanent placement that we make. We take pride in providing talented candidates who surpass client expectations and we take pride in helping people achieve their full potential.

This simple principle is evident in every aspect of our business. It can be seen in the way we carefully develop Recruitment Consultants who enjoy their work and take service standards very seriously. It can be seen in our innovative, "can do" approach to recruitment requirements and it can be seen throughout our fast growing office network.

Please don't take our word for this. Feel free to speak to the customers that we work with and please speak to our Recruitment Consultants and Managers in more detail. Our people are the key to our business and the best indicator of what we stand for and what we do. We are sure you will notice the pride they take in assisting you.



BERRY RECRUITMENT WHO WE ARE



Berry Recruitment is part of the Berry Recruitment Group (BRG) which includes Wild Berry Associates and First Recruitment Services



150+

Recruitment Consultants across **23+ UK locations**

BRG was formed by a team of industry experts including **Tony Berry** (former Chairman of Blue Arrow and Manpower) and **Ian Langley** (former Chairman and current Director of global recruitment giant, Airswift)



60,000



We process an average of 60,000 hours each week for **over 2,000 temporary workers**

Last year our permanent placement service helped **752 candidates find their ideal role**

752



£60m

Our turnover has more than trebled since 2010 to over **£60 million and we are planning further growth**



We remain a privately owned, **highly flexible and customer focussed organisation**



Specialist Divisions

Berry Recruitment operates across 7 recruitment sectors and also offers an Onsite Solutions service for larger requirements. Our specialist Divisions are;

Office & Professional
Technical & IT
Rail
Construction
Driving
Industrial
Catering & Hospitality

What Makes Us Tick

At Berry Recruitment we take pride in our work and in combining candidates with exactly the right temporary and permanent client opportunities. We are committed to fair and sustainable working practices and treating our staff, clients, agency workers and suppliers with the utmost respect. Above all we take pleasure in achieving success and providing a professional, friendly and innovative service which truly benefits our customers.

Testimonials

"It is always a pleasure to work with the Berry Recruitment team. Our requests are dealt with efficiently and the candidates provided to the business, initially on a temporary basis, are quite often taken on permanently. Working together, they know what we are looking for and they understand the roles we are recruiting. Their ongoing support is fantastic and we would have no doubt in recommending them."

Lynn Hood
Tekmar, Office Manager

"Berry Recruitment understand our requirements and always provide excellent candidates. Everyone I have dealt with has been professional and extremely helpful in fulfilling our requirements. They are a great team to work with and always my first point of call when I am looking for agency staff."

Paul Sullivan
FedEx UK Fareham, Acting Depot General Manager

OFFICE & PROFESSIONAL DIVISION



The successful placement of personnel within an office environment depends on a number of factors. New staff members require diverse and sometimes very scarce skills allied with a detailed knowledge of the job in hand. They need a close understanding of your culture, your standing in the market place and your unique advantages. Last but not least they need to feel welcome: they need to see how they can progress and become an accepted part of your team.

At Berry Recruitment we appreciate that recruitment can be complicated and we have established our Office and Professional Division to provide considered and expert support. Our experienced Consultants work extremely closely with clients as we realise the right candidates can be integral to your business. Our solutions are based on understanding and we aim to establish an individual process that delivers totally suitable temporary, contract and permanent candidates on a consistent basis.

Key to this process is our attention to detail. We always gain face to face knowledge of your requirements and any recruitment barriers. We then agree in-depth pre-assessment and briefing procedures before providing candidates for interview. Precise candidate numbers, timescales and expectations are discussed as well as assessment design and benchmarking and post interview management criteria. Finally a forum for formal and informal feedback is established. We value the opinion of our clients and candidates and are always looking for ways to improve our service.

Our approach to office and professional recruitment has served us well. We now have an extensive list of satisfied clients that we can refer to and an equally developed candidate database. We are therefore able to react very quickly to more immediate requirements and can use our wide range of recruitment tools to locate both "active" and "passive" work seekers. We will, of course, be realistic if asked to supply staff: locating precisely the right people is not always easy but we believe that, through our thoughtful and professional recruitment support, we can continue to achieve unrivalled results.

Administration
Compliance
Contact Centre
Customer Services
Finance
HR and Training
Marketing
Sales
Purchasing
PA and Secretarial



TECHNICAL & IT DIVISION



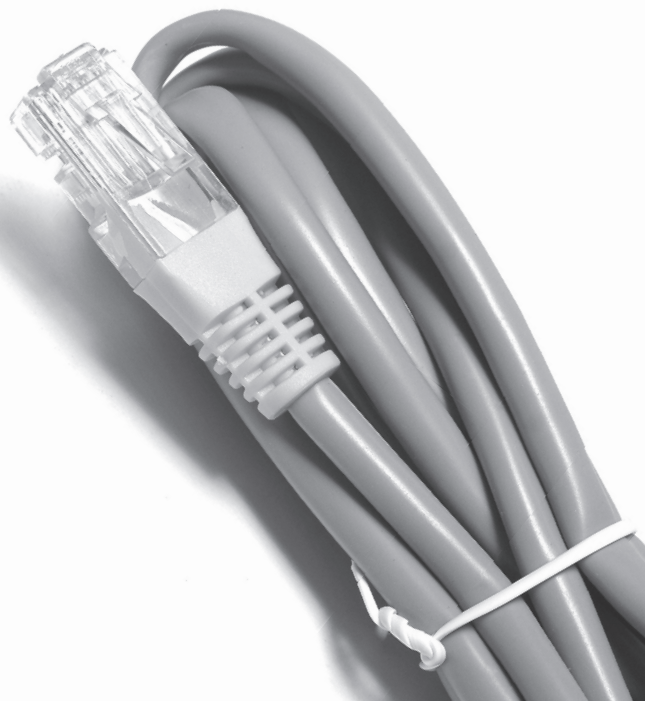
Skilled staff are essential to success in the modern business environment. The right individual can bring flair, new ways of working and a critical advantage over the competition. Unfortunately people who bring these qualities and fit seamlessly in to your organisation can be hard to come by and this can affect even the best laid plans and projects.

The Berry Recruitment Technical and IT Division has been established quite simply to find those all important people and to offer carefully constructed recruitment solutions to its clients. We have specialised in the Engineering, Facilities Management and IT fields for many years and have dealt with a wide variety of organisations within Europe and internationally. In this time we have built a reputation based on understanding: we listen to our customers and we learn about their particular requirements. The end result is that we can provide excellent permanent and contract candidates time and time again.

Clients quite rightly expect outstanding performance from a recruitment partner and our knowledge and constant networking allow us to achieve this consistently. We have developed a sophisticated recruitment process and an extensive candidate database within the UK and beyond. Consequently we are able to supplement existing client systems or provide a complete Recruitment Process Outsourcing service to an equally high standard. Furthermore as part of a fast growing organisation we benefit from a wide network of offices and on-going internal investment.

Talent is now a more valuable commodity than ever and the recruitment of skilled staff is an extremely competitive process. We recognise this and are determined to stay ahead of the crowd. An increasing number of blue chip organisations recommend our innovative approach and our service is spreading rapidly. We will therefore remain true to our founding principals. We will continue to locate exceptional candidates and we will continue to provide intelligent recruitment solutions that help your business grow.

Engineering
Building Services
Facilities Management
IT



RAIL DIVISION



The modern rail network is a place of constant change. As passenger numbers escalate investment in infrastructure has inevitably risen and this creates challenges as well as opportunities. Perhaps one of the toughest hurdles that companies face is the need to find high quality staff who understand the industry. In fact, in a sector where customer service is crucial the right recruitment decisions can make the difference between success and failure.

At the Berry Recruitment Rail Division the staff we supply are our most valuable asset. Potential temporary or permanent candidates undertake a rigorous interview and vetting process and we fully explain our clients' high expectations. However we are also careful to provide genuine support and advice and offer candidates health and safety and role specific training. Above all we treat people with respect and, as a result, we can call upon an unparalleled database of specialist rail staff.

Outstanding staff are a large part of but not our entire secret. Our years of rail sector experience have also taught us the vital importance of rapid and effective response. While we can provide considered, end to end recruitment campaigns, many of our clients are faced with emergency and unplanned requirements. We are extremely flexible and can provide large numbers of single or dual discipline staff at very short notice. Furthermore our 24 hour support service and our cutting edge technology allow us to monitor attendance, performance and staff wellbeing at multiple locations simultaneously.

As the strain on the rail network continues to increase, we remain committed to the highest recruitment standards and to achieving value for money. Membership of the fast expanding Berry Recruitment Group gives us national capability and our ISO and RISQS accreditations illustrate our quality and customer focus. At the Berry Recruitment Rail Division we understand people are the face and the heartbeat of every organisation. This has helped us form long term partnerships with many engineering, transport and train operating companies and we are determined to spread our service to many more.

1st Class Lounge Hosts
Announcers
Bus Coordinators
Cleaners (incl. PTS Depot & Track)
Customer Service Personnel
Delay Attribution Clerks
Engineering Staff
Gateline Ticket Checkers
Mystery Shoppers
Passenger Counters
Revenue Protection Officers
Roster Clerks
Security Staff (incl. PTS Depot & Track)
Ticket Office Clerks
Timetable Planners
Train Dispatchers
Winterisation Staff



CONSTRUCTION DIVISION



The construction industry is clearly an area where safety and service quality are essential. The highest standards are expected often against a backdrop of tight budgetary requirements and deadlines. Successful project delivery depends on the attitude and ability of every member of the team and, as a result, *the right recruitment decision* can be absolutely vital.

At the Berry Recruitment Construction Division we appreciate the issues that our clients face and these are the driving factors behind our recruitment service. Our specialist Recruitment Consultants can call upon extensive industry experience and can locate skilled and sometimes scarce workers who will help you meet the toughest of targets. Our approach is based on individual understanding and a desire to achieve the best possible solutions on every single occasion.

If you contact us with a requirement we will always be able to give you a realistic assessment of how we can help. We pride ourselves on our honest approach and our experience enables us to provide workers who are fully briefed and equipped, aware of their health and safety responsibilities and ready to work extremely hard (we can also provide workers with accredited CSCS testing and CPCS renewals). Whatever your needs we are available 24 hours a day and are dedicated to finding people who enhance your service and credentials.

The Berry Recruitment Construction Division has grown extensively in recent years such that we deal with a wide range of UK and international companies from a national network of offices. We have successfully filled thousands of contract and permanent positions but we realise that we always have more to learn. Our aim is to improve our client service through local presence, sector knowledge, diligence and expertise. In short we wish to build on our reputation and provide *the right recruitment solution* for the construction industry.

Site Managers
Site Foremen
Site Secretaries
Carpenters
Electricians
Gangers
Handypersons
Labourers
Machine Operators
Painter/ Decorators
Pipefitters
Plumbers
Mates



DRIVING DIVISION

LOGISTICS UK
Member



Organisations within the transport, logistics and haulage industry have high expectations of their driving staff. A good driver needs to be attentive, conscientious and equipped with an understanding that the smallest missed detail can prove costly. Driving is a serious profession and the importance of safety, efficiency and reliability cannot be over emphasised. We appreciate this at Berry Recruitment and operate a specialist service geared towards providing drivers of only the highest quality.

The Berry Recruitment Driving Division is driven by experience, concern for the profession and a belief in nurturing and supporting every driver that we supply. Our specialist Consultants know the sector inside out and are able to recruit through a variety of means including extensive advertising and positive word of mouth. Potential drivers are fully interviewed and vetted and undergo in depth testing within areas such as WTR and Highway Code knowledge as well as walk around checks and safe and legal loading. Only when we are absolutely sure of a driver's capabilities will we recommend him or her for assignments and we will then carefully explain individual customer requirements.

Drivers should always fit seamlessly in to client organisations and should ally common sense with an ability to follow instructions to the letter. Following every assignment we therefore seek detailed customer (and driver) feedback and we believe that even the most experienced drivers should be prepared to take comments on board. We understand the importance of supporting driver development and we are able to provide CPC training access as well as legislative updates. Driver loyalty and trust is essential to our success and we genuinely aim to assist our workers with their career development.

In these times of growing driver shortage we believe that specialist recruitment knowledge is increasingly coming to the fore. We are dedicated to the transport sector and, for example, our membership of Logistics UK and the REC Drivers Sector demonstrates this commitment. As a result we deal with a wide range of respected industry organisations and we are known for our honest and unstinting, 24 hour support. We would be delighted to offer similar service to your organisation and to supply staff that protect and enhance your reputation.

LGV (C+E & C)

7.5 Tonne

3.5 Tonne

ADR

Hiab

Moffett

Drivers' Mates

Forklift Operators



INDUSTRIAL DIVISION



Member



Demand for goods and services will never be totally predictable. Expert projections and plans can be affected by something as simple as the weather and companies need to take last minute workload additions and reductions in their stride. For many organisations finding a flexible staffing partner can be essential and can help establish a critical edge in a highly competitive world.

The recruitment team at our Industrial Division is trained to expect the unexpected. As experienced REC members and GLAA license holders we have dealt with every conceivable staffing scenario - from single bookings to very high volume (sometimes via our specialist Onsite Solutions service). Requests can often be at short notice and numbers and skill set demands can constantly fluctuate. Our attitude is always the same: we only promise what we can deliver but we have the enthusiasm and the resources to match the most exacting expectations.

The secret to our success lies in preparation. We constantly seek to strengthen our candidate database through a variety of online and offline advertising methods plus local presence and on-going worker referrals.

Candidates initially register via the Berry Recruitment Jobs App. We then interview, vet and reference them with great care and only consider them for assignments when we are 100% certain of their capabilities. Candidates are fully briefed to meet role and client specifics and complete training in areas ranging from literacy, numeracy and dexterity to manual handling techniques, food hygiene and COSHH. They are also contacted regularly, treated with respect and made to feel part of a team. As a result they are fully prepared to make an immediate and meaningful contribution to client productivity.

We urge you to join the many private and public sector organisations which utilise and recommend our Industrial Division. This is because we have found a balance: we focus on gaining true client understanding and we are able to implement practical and extremely efficient solutions 24 hours a day. In today's fast paced and demanding business environment we believe our innovative and totally flexible staffing service can make that vital difference and help you achieve success.

Agriculture/ Horticulture
Distribution
Manufacturing
Production
Recycling/ Refuse
Quality Control
Warehousing



CATERING & HOSPITALITY DIVISION



Service excellence is of paramount importance within the catering and hospitality sector. From the moment your customer arrives he or she expects warmth, attention to detail and to feel just a little bit special. As you know achieving this relies on careful planning, the ability to deal with pressure and the support of your colleagues. Recruiting the right staff can therefore be essential and is often the key to client satisfaction, reputation and repeat business.

At the Berry Recruitment Catering & Hospitality Division we are dedicated to locating staff that prove their worth through their attitude and performance. Our sector experience helps us identify high quality individuals who share your objectives and have the personality and training to hit the ground running. Our commitment is always evident and the people we provide will ensure your customers receive and enjoy the service you have promised.

When you contact us with an enquiry we do not leave things to chance. One of our specialist Consultants will visit you, learn about your particular challenges and brief selected workers from our established database. We can then meet short, seasonal and long term requirements and our 24 hour, 7 day availability means that you can immediately speak to an expert Consultant (we can also provide an on site management service for large scale events). Every worker that we provide is trained and tested and our in-depth vetting process includes DBS and Food Hygiene Certification checks and training for added peace of mind.

We recruit staff to meet the highest expectations. We deal with a variety of enterprises including prestigious sport and leisure organisations, festival and event managers, contract caterers, hotels, hospitals, schools, local restaurants and pubs. Every client is special to us and our aim is to develop long term loyalty in every case (our extensive collection of testimonials bears witness to our progress). At Berry we are determined to build on our catering and hospitality success, and, in a growing sector where the smallest details are important, our focus will always be on service.

Managers and Supervisors

Chefs (All Levels)

Silver Service Staff

Plate Waiters

Bar Staff

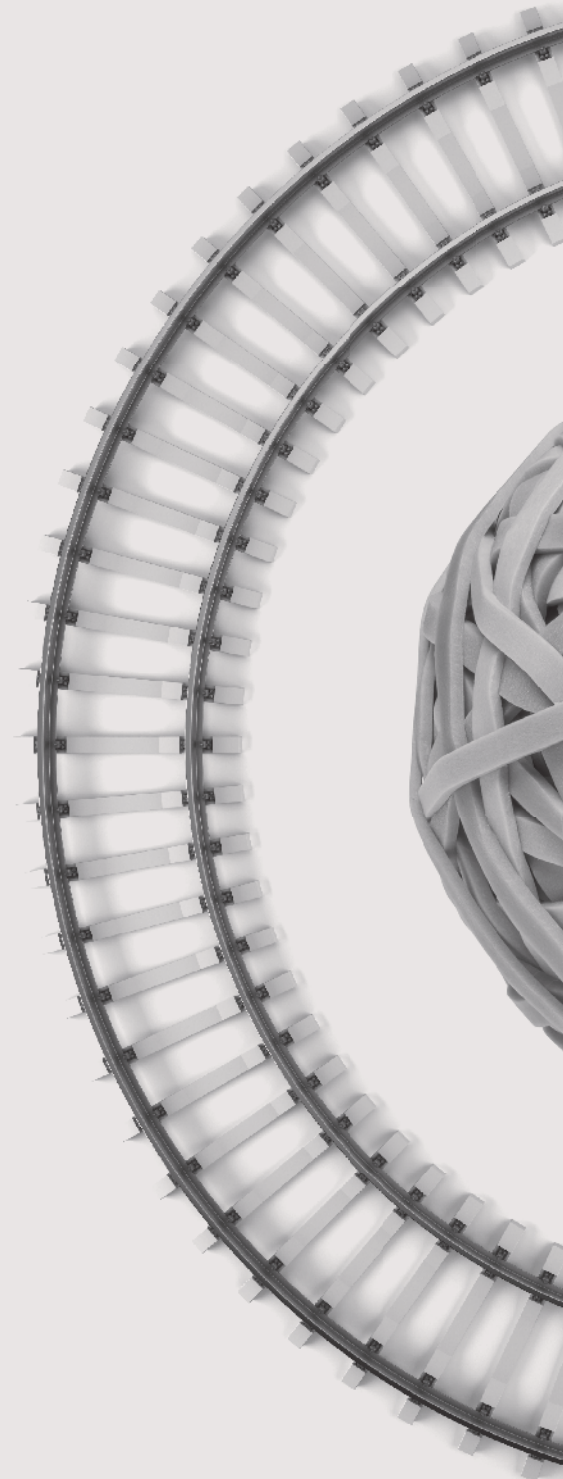
Baristas

Food Service Assistants

Kitchen Porters

Cleaners





REC

Recruitment
& Employment
Confederation

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