

Professional Scientific StaffingSM Solutions



Companies have traditionally used two types of staff: their own employees and a temporary workforce. In today's economic environment, few firms are allowed to add employees, so temporary workers are the only option for expanded workloads. Typically, these workers are managed by the company and supplied by an outside firm for a limited period of time.

Companies must be very careful in how they use this temporary workforce because they are co-supervised and thus co-employed. The IRS has established a 20 Factor Test (see box on reverse) to determine whether the contingent worker should really be considered an employee.

The result has been that major corporations go to great lengths to meet the 20 Factor criteria. Among other things, that often means that the temporary workers are not allowed to stay for more than 12 months. So after you have spent several months training someone, they're soon gone, and you get to do it again, wasting valuable time and money. Even more counterproductive is the fact that the temporary workers know they will have to leave within a certain time and frequently start looking to leave on their own before their contract expires.

A Better Way

Lancaster Laboratories has a much better solution, a third option, for your need for extra workers. Lancaster Laboratories' Professional Scientific Staffing service has been specifically designed to give you the "non-permanent" workforce you need for anywhere from one year to 10 years or more with no worries about co-employment and at lower costs than fixed headcounts.

With the Professional Scientific Staffing model, you typically contract with Lancaster Laboratories for two to five years (with appropriate escape clauses). Lancaster Laboratories recruits, hires, trains and manages these employees in your facility to do discrete bodies of work. These are Lancaster

Laboratories employees, and since Lancaster Laboratories is owned by Thermo Fisher Scientific (TMO), these employees have all the benefits (including healthcare and 401k match) as any other TMO employee. Lancaster Laboratories structures the program so that the employment relationship is clear and consistent with IRS 20 Factor Test.

So certain their Professional Scientific Staffing model meets the co-employment test, Lancaster Laboratories guarantees it. Lancaster Laboratories' contract states, "Provider will indemnify and hold client harmless in the event that Provider's employees file a co-employment claim against the client."

Costs

Lancaster Laboratories' workers in your facility will cost you less than your own full-time employees, while providing a variable cost resource. While the Professional Scientific Staffing hourly billable rate may be higher than that from a temporary staffing firm, the total delivered cost will be much lower. When you factor in your training and retraining costs for temporaries and their productivity versus Lancaster Laboratories' employees, you will like the result.



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Why use Professional Scientific StaffingSM?

Lancaster Laboratories is a cGMP experienced company that is registered with and audited by the FDA. With nearly 50 years experience of delivering outstanding laboratory testing, sampling and regulatory compliant services, Lancaster Laboratories also has a proven track record in HR best practices and co-employment expertise. This expertise can be yours at your site with on-site management by highly trained and experienced professionals. Professional Scientific Staffing will exceed your quality and throughput metrics, and you will be co-employment compliant. At the end of the day, you get the results you need without the staffing challenges.

Where is this service offered?

Lancaster Laboratories has Professional Scientific Staffing sites from California to Massachusetts and will establish them where needed.

Discover why People Are The Most Important Element In Our Chemistry

To learn more or schedule a presentation about Professional Scientific Staffing and how Lancaster Laboratories can solve your staffing challenges, please visit lancasterlabs.com or call PSS managing director, Beth DiPaolo, at 717-656-2300. Client references available upon request.

Global Services

Method Development & Validation
Release Testing
Stability Testing & Storage
Residuals & Impurities Testing
Raw Materials Testing
Microbiology
Sterile & Non-Sterile Product Testing
Viral Safety & Clearance
Facility & Process Validation
Cell Bank Manufacturing & Storage
Biochemistry
Molecular and Cell Biology

Professional Scientific Staffing

Client Facility



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20 Factor Test

1. Instructions
2. Training
3. Integration
4. Services Rendered Personally
5. Hiring, Supervising, Paying Assistants
6. Continuing Relationship
7. Set Hours of Work
8. Full Time Required
9. Doing work on Employer's Premises
10. Order of Sequence Set
11. Oral or Written Reports
12. Payment by Hour, Week, Month
13. Payment of Business and/or Traveling Expenses
14. Furnishing of Tools and Materials
15. Significant Investment
16. Realization of Profit or Loss
17. Working for More than One Firm at a Time
18. Making Service Available to General Public
19. Right to Discharge
20. Right to Terminate