



# LABOR OPPORTUNITIES

As we continue to monitor the evolving coronavirus (COVID-19) situation and its impact to our people and our business, Talent Management and Talent Acquisition are working together to place as many displaced associates as possible into temporary or comparable roles. We're doing this (*unless dictated otherwise by client or state legislation*) by sharing talent across our sectors as follows for both Salaried and Hourly Associates.

- **Talent Matching for Salaried Associates:** Our HR teams are collaborating to find interim, temporary opportunities for salaried associates whose accounts are closed. Our goal is to place salaried associates in comparable roles that are in the same line of work and within 25 miles of where they live. **If a salaried associate chooses not to take the temporary assignment offered, they will be furloughed per HR Champion guidance.**
- **Talent Matching for Hourly Associates:** There are a limited number of open roles, and our HR teams are using our PeopleHub databases to match hourly associates with vacancies, primarily connecting B&I associates to healthcare openings. We're also encouraging hourly associates to apply for roles that fit their experience and interest by visiting [www.compassmyopportunity.com](http://www.compassmyopportunity.com).
- **MySTAFF Labor Pooling:** This allows us to connect frontline associates looking for open shifts at Compass locations in their areas. Managers who are short staffed can post shift openings. Alternatively, associates who have been impacted by account closures or service reductions and are on MySTAFF, can sign up on [MySTAFF Mobility](#) to be notified when there are openings in their areas.
- **Amazon/Compass Labor Partnership:** We are working with Amazon to explore opportunities for our displaced associates to temporarily fill priority open positions as they ramp up to meet business demands. We are excited for this potential partnership and look forward to providing you with additional information soon!

We know there are many questions as we navigate this uncharted territory. We have assigned a support team to each of you that are working on your specific labor needs. Please see the attached resource grid for the support team that is working on your specific labor needs and feel free to reach out to [TalentShare@compass-usa.com](mailto:TalentShare@compass-usa.com) with any questions.