Landrum
Working a better way

People make the difference. Employee satisfaction is the most important thing you can do.

H. Britt Landrum, Jr.

Landrum Human Resource Companies, Inc.

Landrum Professional
Landrum Staffing
Landrum Consulting

6723 Plantation Road
Pensacola, Florida 32504
850-888-0472
850-476-5100

4720 Salisbury Road
Jacksonville, Florida 32256
904-287-3685
904-888-0472

LandrumCompanies.com

If you help your people be successful, your company will be a success.

H. Britt Landrum, Jr.
People make the difference. Employee satisfaction is the most important thing you can do.

H. Britt Landrum, Jr.

Landrum Human Resource Companies, Inc.
Landrum Professional
Landrum Staffing
Landrum Consulting

6723 Plantation Road
Pensacola, Florida 32504
850-476-5100
800-888-0472

4720 Salisbury Road
Jacksonville, Florida 32256
904-287-3685

LandrumCompanies.com

If you help your people be successful, your company will be a success.

H. Britt Landrum, Jr.
From humble beginnings

A window of opportunity through homemade curtains.

It all began in 1970 with a $25 job placement ad. Britt Landrum, Jr. had opened a little office with a big dream. He wanted to help people and companies with their employment challenges. As he looked out through the curtains his wife had made, little did he know that his vision for the future would grow into a thriving, multidimensional corporation. Today Landrum is one of the largest staffing and human resource companies in the Southeast.

Landrum Human Resource Companies, Inc. now has three main divisions: Landrum Staffing, Landrum Consulting and Landrum Professional. We still help people find jobs and companies find employees. But we also help businesses maximize their human resources. That one small window of opportunity has led to extraordinary success for hundreds of companies and thousands of employees.
Earning the 2007 Florida Governor’s Sterling Award is the greatest honor a business can receive. It’s all about performance excellence. It’s not a popularity contest.

When we decided to apply for eligibility, we knew we were in for some deep scrutiny. The Sterling Committee is a tough taskmaster. We had to prove ourselves through a series of “challenges” in the seven categories of the Sterling Criteria: Leadership, Strategic Planning, Customer and Market Focus, Information and Analysis, Human Resource Focus, Process Management, and Business Results.

The application process alone involves completing a 50-page analysis of our business and submitting to a review by eight uncompromising examiners. They go through our application, point by point, asking, “Does Landrum do everything they say they do?” The examiners live with us for six days. No way you can bluff your way through this test.

On site, the Sterling team interviews our employees at all levels of the organization, sifts through additional documents and results to verify and clarify our application relative to the Sterling Criteria for Organizational Performance Excellence. Finally, the team prepares a detailed written feedback report highlighting key strengths and opportunities for improvement for future organizational planning.

We’re happy to say that we made the cut, and now join as one of the only 48 organizations to receive this coveted award since its inception in 1992. We learned a great deal in the process. As a result, our best practices in planning, benchmarking and customer support are honed to a razor’s edge. If you look closely at the award, you’ll see a sterling example of what we mean by “working a better way.” And, bottom line, you are the ultimate winner.

Eating the 2007 Florida Governor’s Sterling Award is the greatest honor a business can receive. It’s all about performance excellence. It’s not a popularity contest.

When we decided to apply for eligibility, we knew we were in for some deep scrutiny. The Sterling Committee is a tough taskmaster. We had to prove ourselves through a series of “challenges” in the seven categories of the Sterling Criteria: Leadership, Strategic Planning, Customer and Market Focus, Information and Analysis, Human Resource Focus, Process Management, and Business Results.

The application process alone involves completing a 50-page analysis of our business and submitting to a review by eight uncompromising examiners. They go through our application, point by point, asking, “Does Landrum do everything they say they do?” The examiners live with us for six days. No way you can bluff your way through this test.

On site, the Sterling team interviews our employees at all levels of the organization, sifts through additional documents and results to verify and clarify our application relative to the Sterling Criteria for Organizational Performance Excellence. Finally, the team prepares a detailed written feedback report highlighting key strengths and opportunities for improvement for future organizational planning.

We’re happy to say that we made the cut, and now join as one of the only 48 organizations to receive this coveted award since its inception in 1992. We learned a great deal in the process. As a result, our best practices in planning, benchmarking and customer support are honed to a razor’s edge. If you look closely at the award, you’ll see a sterling example of what we mean by “working a better way.” And, bottom line, you are the ultimate winner.

I’ll never forget those smiles. It was 37 years ago. A young woman needed work. A company needed someone with her unique skills. It was a match made in… well… my little office. That first connection left her, the company and me smiling.

Since then, thousands of employers and employees have been smiling because of Landrum. Workers still need jobs. And companies still need to find, motivate, provide for and retain the very best employees. Facilitating this process continues to be my passion and my promise to the clients of Landrum Companies.

What does the future hold? According to industry data, there is a labor shortage that will only get worse. I hear almost every day two fundamental concerns: We can’t find good people… and we can’t bring out the best in them once we employ them. At Landrum we’re dedicated to solving these staffing and HR challenges and to helping you work a better way.

Why? Well, let’s just say I remember those smiles.

H. Britt Landrum, Jr.
President and Chief Executive Officer
Landrum Human Resource Companies, Inc.
Earning the 2007 Florida Governor’s Sterling Award is the greatest honor a business can receive. It’s all about performance excellence. It’s not a popularity contest. When we decided to apply for eligibility, we knew we were in for some deep scrutiny. The Sterling Committee is a tough taskmaster. We had to prove ourselves through a series of “challenges” in the seven categories of the Sterling Criteria: Leadership, Strategic Planning, Customer and Market Focus, Information and Analysis, Human Resource Focus, Process Management, and Business Results.

The application process alone involves completing a 50-page analysis of our business and submitting to a review by eight uncompromising examiners. They go through our application, point by point, asking, “Does Landrum do everything they say they do?” The examiners live with us for six days. No way you can bluff your way through this test.

On site, the Sterling team interviews our employees at all levels of the organization, sifts through additional documents and results to verify and clarify our application relative to the Sterling Criteria for Organizational Performance Excellence. Finally, the team prepares a detailed written feedback report highlighting key strengths and opportunities for improvement for future organizational planning.

We’re happy to say that we made the cut, and now join as one of the only 48 organizations to receive this coveted award since its inception in 1992. We learned a great deal in the process. As a result, our best practices in planning, benchmarking and customer support are honed to a razor’s edge. If you look closely at the award, you’ll see a sterling example of what we mean by “working a better way.” And, bottom line, you are the ultimate winner.

On-site, the Sterling team interviews our employees at all levels of the organization, sifts through additional documents and results to verify and clarify our application relative to the Sterling Criteria for Organizational Performance Excellence. Finally, the team prepares a detailed written feedback report highlighting key strengths and opportunities for improvement for future organizational planning.

We’re happy to say that we made the cut, and now join as one of the only 48 organizations to receive this coveted award since its inception in 1992. We learned a great deal in the process. As a result, our best practices in planning, benchmarking and customer support are honed to a razor’s edge. If you look closely at the award, you’ll see a sterling example of what we mean by “working a better way.” And, bottom line, you are the ultimate winner.

I’ll never forget those smiles.

It was 37 years ago. A young woman needed work. A company needed someone with her unique skills. It was a match made in… well… my little office. That first connection left her, the company and me smiling.

Since then, thousands of employers and employees have been smiling because of Landrum. Workers still need jobs. And companies still need to find, motivate, provide for and retain the very best employees. Facilitating this process continues to be my passion and my promise to the clients of Landrum Companies.

What does the future hold? According to industry data, there is a labor shortage that will only get worse. I hear almost every day two fundamental concerns: We can’t find good people… and we can’t bring out the best in them and retain them once we employ them.

At Landrum we’re dedicated to solving these staffing and HR challenges and to helping you work a better way.

Why? Well let’s just say I remember those smiles.

H. Britt Landrum, Jr.
President and Chief Executive Officer
Landrum Human Resource Companies, Inc.

Unlimited possibilities
Honest work from honest people.

At Landrum we don’t think of our work as just any old job. Our mission is to help others work a better way. To bring value to your workplace means following key principles at ours. Our seven core values include:

• Respect for individual dignity and worth
• Passion for progress and improvement
• Community leadership
• Highest quality service
• Reputation for excellence
• Honesty, integrity and fairness
• Responsible behavior

It’s this attention to ideals that brings out the best in us, so we can be the best to you and your employees. And our growth reflects these values at work.

Total revenue increase over the last six years

<table>
<thead>
<tr>
<th>Year</th>
<th>Revenue</th>
</tr>
</thead>
<tbody>
<tr>
<td>2001</td>
<td>$202,900,186</td>
</tr>
<tr>
<td>2006</td>
<td>$363,162,101</td>
</tr>
</tbody>
</table>

79% Increase
Landrum works.

All of the Landrum Companies have achieved phenomenal success. In the last five years our total revenue has increased 79 percent from $202,900,186 in 2001 to over $363,162,000 in 2006. Last year alone Landrum Staffing placed over 3,000 employees and helped over 1,200 companies find the right people for the right jobs.

As a Professional Employer Organization (PEO), Landrum Professional administered HR for over 600 small-to-medium-sized businesses, providing top-level benefits while helping them lower overall costs.

Our influence and scope isn’t limited to the Southeast. We now operate in 20 states. We continue to expand because improving our client’s bottom line is top of mind. From the smallest concern to the largest corporation, Landrum works.

Taking care of business

What exactly is a PEO?

A Professional Employer Organization (PEO) enables clients to cost-effectively outsource the management of human resource activities—such as employee benefits, payroll and workers’ compensation—allowing corporate management to focus on their core competencies rather than HR issues. Employers stay ahead of the hassle of government regulations, as well as recruit and retain the best employees.

Landrum is registered to do business in 20 states throughout the U.S. and is growing.
We’re experts in the things you don’t want to be.

Many companies are in the business of human resource management. But Landrum is honored to be among a select group when it comes to industry certification. We have more than a dozen employees who have met the highest standards in the industry by earning Senior Professional in Human Resources (SPHR) and Professional in Human Resources (PHR) certifications. Our workers’ compensation program has an on-site claims manager and is one of only a few in the nation to be certified. And we employ one of only three people in the entire Pensacola area who are Certified Employee Benefit Specialists (CEBS) providing credentials in all aspects of employee benefits and compensation. Landrum Professional is also one of only 24 PEOs in the nation who are members of the Employer Services Assurance Corporation (ESAC). And naturally, Landrum is a long-time member in good standing with the National Association of Professional Employer Organizations (NAPEO).

It’s this commitment to industry education, experience and excellence that sets Landrum apart. Landrum goes the extra mile to ensure that your company is miles ahead.
Our inner strength is reaching out.

Landrum supports people from the inside out. We are deeply committed to making our own work environment healthy and productive. As far as our employee satisfaction, Landrum means longevity. The average tenure of our staff is 12 years. And we have been recognized for three years running as one of the “25 Best Small and Medium Companies to Work for in America.” So it stands to reason, that since we know how to create a great work environment and retain good employees within our own company, we can help you do the same at yours.

We’ve also built our company on reaching out. When Hurricanes Ivan, Dennis and Katrina hit, we not only pitched in to put up temporary tarps through “Operation Blue Roof,” but we also helped over 500 displaced workers find jobs and get back on their feet. And we rolled up our sleeves and opened our hearts to improve our community during the United Way’s “Day of Caring” program.

When Dan McLeod—beloved husband of Denise McLeod, VP and COO of Landrum Staffing—lost his battle to Lou Gehrig’s disease, we set up an endowed scholarship for students with disabilities at the University of West Florida. Landrum is also an official member of the Florida Mentoring Partnership which recognizes businesses that allow employees to mentor students on company time.
Being in charge means putting people first.

The true power of Landrum comes from empowering people. Our corporate leaders believe that their job is to bring out the finest in others. They have years of experience doing just that—listening and supporting employees. Landrum is under the servant leadership of six directors and 12 department managers overseeing more than 100 corporate employees. And because they all have an “ear to the ground,” your company can reach to the skies.

H. Britt Landrum, Jr., CES
President and CEO
Landrum Companies
Founder of Landrum Companies, H. Britt Landrum, Jr. has over 36 years experience in human resources and employment services. Mr. Landrum has served on the board of the National Association of Professional Employer Organizations, Florida Workers’ Compensation Advisory Board of the Liberty Mutual Insurance Company and the Employer Services Assurance Corporation—the accrediting and bonding organization for the professional employer industry. Mr. Landrum is also serving as the 2007 Board Chairman of the Jacksonville Branch of the Atlanta Federal Reserve Bank.
Ted Kirchharr
Vice President and
Chief Operating Officer
Landrum Professional and
Landrum Consulting
Ted Kirchharr joined Landrum
Companies in 2003 as Director of
Strategic Initiatives. Promoted to Vice
President and Chief Operating Officer
of Landrum Professional in 2006,
Mr. Kirchharr is currently responsible
for several key departments within the
company including strategic planning,
benefits administration, risk
management, human resources and
marketing. Additionally he directs the
newest division of the company,
Landrum Consulting. He spearheaded
Landrum’s quality improvement
initiatives and its involvement in
Florida’s organizational improvement
effort, the Governor’s Sterling
Award. He has helped hundreds of
organizations in their own pursuit of
strategic planning, quality control
management, organizational
development, leadership training and
employee retention. Mr. Kirchharr holds
a Masters of Science in Administration
from Central Michigan University.

Britt Landrum III
Vice President and
Chief Technology Officer
Landrum Companies
In his fifteenth year with Landrum
Companies, Britt Landrum III serves
as the corporation’s Chief Technology
Officer and head of Information
Services, Payroll, and Document
Management. He is responsible for
a staff of highly trained professionals
who deliver network service support
for all divisions of Landrum
Companies. A graduate of
Oglethorpe University, Mr. Landrum
is a Microsoft Certified Systems
Engineer and Database Administrator.
He supervises a staff of 28
professionals who oversee the
company’s robust network system,
and insure the accurate and timely
processing of thousands of checks
and documents for Landrum clients.

Andy Remke
Vice President and
Chief Financial Officer
Landrum Companies
Mr. Remke currently serves as CFO
for Landrum Companies and oversees
its financial departments. He brings
over 25 years of experience as the
Chief Financial Officer of large health
care organizations, and several years
in public accounting. His career has
included senior financial management
responsibilities, including payroll
administration and information
systems. He is a Fellow in the
Healthcare Financial Management
Association and has an MBA in
Organizational Management.

William Cleary
Vice President of
Business Development
and Client Relations
Landrum Professional
As the newest member of Landrum’s
Senior Leadership Team, Mr. Cleary
heads up the business development
departments in the Pensacola and
Jacksonville offices. As the corporate
officer in charge of client relations, Mr.
Cleary is responsible for making sure
that the needs of all new and existing
clients are fully communicated to all
departments of the company assuring
the highest quality service. Prior to
joining Landrum, Mr. Cleary had a
successful career in banking. As Vice
President in commercial banking, he
served for several years as relationship
manager to all Landrum entities,
before being promoted to Area Credit
Officer for northern Florida. Before his
banking career, Mr. Cleary served as a
Marine helicopter pilot and flight
instructor. He attended the University
of West Florida where he earned his
MBA degree.

Denise McLeod, SPHR
Vice President and
Chief Operating Officer
Landrum Staffing
Under Landrum Staffing, Ms. McLeod
heads a staff of over 20 corporate
employees, who in turn serve
thousands of contract employees
throughout Northwest Florida. After
30 years with Landrum Companies
Ms. McLeod is an accomplished
professional and a pioneer in the
human resources industry. She earned
the lifetime designation of Senior
Professional in Human Resources
and holds a degree in Business
Administration from the University of
Southern Mississippi. In keeping with
our commitment to quality career
education, Ms. McLeod has worked
closely with our school system in
developing programs to prepare
students for meaningful work.
An individualized plan. A team approach.

Your company is unique. Your personnel needs are distinctive. When it comes to Human Resources, one size does not fit all. That’s why at Landrum we take a team approach. After evaluating your particular needs, we put together the precise team that will bring together the most productive plan for your company.

Hiring Landrum is like hiring an entire HR department. It’s HR efficiency at its best. It’s the right people, doing the right job, for the right result.

The Landrum advantage means added benefits for you and your employees.

- HR Management Outsourcing
- Personnel Policies
- Client Lawsuit Defense Program
- Supervisory and Employee Training
- Regulatory Compliance
- Workers’ Compensation and Claims
- Fortune 500 Benefits
- Background and Credit Checks
- Drug Testing
- Employee Entertainment Discounts
- COBRA, HIPAA, ERISA Assistance
- Safety Training and Inspections
- Unemployment Claims
- Payroll Administration

Landrum is a Florida Trend Top 200 Private Company.
Offer Fortune 500 benefits without paying a fortune.

Landrum Professional can help. As a Professional Employer Organization (PEO) we’re dedicated to bringing out the best in your employees. We offer a wide variety of HR resource tools that will make your business run more efficiently. Through the umbrella of a PEO you can offer your employees Fortune 500 benefits without paying a fortune. And we also keep you on top of all state and federal employment regulations, including workers’ compensation and unemployment. Landrum Professional means hassle-free human resources at a fraction of the cost.

Landrum Professional is licensed by the Florida Department of Business and Professional Regulation, Florida License GL 17, and is bonded by the Employer Services Assurance Corporation (ESAC).
Your search for employees is over.

Every morning your greatest asset comes through the door. But finding people who fit your company can give you fits. At Landrum Staffing we take the hassle out of hiring. We are constantly searching for what you’re looking for: the right people for the right jobs.

This saves you time, money and headaches. No amount of hunting can equal our comprehensive employee searches. We look far and wide to find the closest match. We also make sure you know who you’re hiring before you hire them. We do extensive drug screening, background checks, employment history, education and certification verification and even in-depth skills assessment.

With Landrum Staffing we take hiring to a higher level.
Your company is only as good as its people.

People are the true power within an organization. How they perform determines how well your company will. If workers aren’t happy, your company isn’t healthy. Landrum Consulting’s proven methods unharness employee potential. We map out a comprehensive HR strategy that brings out their best, so your company will realize its best.

First, we conduct thorough employment reviews to discover what employees are really thinking. Then, we conduct a comprehensive evaluation to ensure your company is compliant with all state and federal employment laws. Finally, we create a customized HR plan that is goal-oriented and solution-based. With Landrum Consulting you have all the benefits of an experienced HR staff without paying a fortune.
Landrum’s breadth and depth means you stay focused.

If you’re feeling a little overwhelmed by human resource issues, relax, Landrum has you covered. We offer a breadth and depth of HR services that can make your hassles go away. And with one of the highest retention rates in the industry, our clients agree.

We work hard at making it easy for you. In a typical year we conduct over 20,000 background checks and drug screenings, process more than 1,300 unemployment claims, and resolve over 400 workers’ compensation claims. Last year alone our document management division added over 5,500 employees to the system, our payroll specialists processed over 345,000 paychecks, and finance issued more than $81,000,000 in tax payments. We also provided benefits to 2,800 new people. Our staffing service placed thousands of people in temp and temp-to-hire opportunities equal to more than one million paid hours. Now, how can we help you today?

Increase of checks processed since 2001

<table>
<thead>
<tr>
<th>Year</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>2001</td>
<td>273,189</td>
</tr>
<tr>
<td>2006</td>
<td>345,867</td>
</tr>
</tbody>
</table>
Earning the 2007 Florida Governor’s Sterling Award is the greatest honor a business can receive. It’s all about performance excellence. It’s not a popularity contest.

When we decided to apply for eligibility, we knew we were in for some deep scrutiny. The Sterling Committee is a tough taskmaster. We had to prove ourselves through a series of “challenges” in the seven categories of the Sterling Criteria: Leadership, Strategic Planning, Customer and Market Focus, Information and Analysis, Human Resource Focus, Process Management, and Business Results.

The application process alone involves completing a 50-page analysis of our business and submitting to a review by eight uncompromising examiners. They go through our application, point by point, asking, “Does Landrum do everything they say they do?”

On site, the Sterling team interviews our employees at all levels of the organization, sifts through additional documents and results to verify and clarify our application relative to the Sterling Criteria for Organizational Performance Excellence. Finally, the team prepares a detailed written feedback report highlighting key strengths and opportunities for improvement for future organizational planning.

We’re happy to say that we made the cut, and now join as one of the only 48 organizations to receive this coveted award since its inception in 1992. We learned a great deal in the process. As a result, our best practices in planning, benchmarking and customer support are honed to a razor’s edge.

If you look closely at the award, you’ll see a sterling example of what we mean by “working a better way.” And, bottom line, you are the ultimate winner.

Here’s a sterling example of working a better way.

On site, the Sterling team interviews our employees at all levels of the organization, sifts through additional documents and results to verify and clarify our application relative to the Sterling Criteria for Organizational Performance Excellence.

Finally, the team prepares a detailed written feedback report highlighting key strengths and opportunities for improvement for future organizational planning.

We’re happy to say that we made the cut, and now join as one of the only 48 organizations to receive this coveted award since its inception in 1992. We learned a great deal in the process. As a result, our best practices in planning, benchmarking and customer support are honed to a razor’s edge.

If you look closely at the award, you’ll see a sterling example of what we mean by “working a better way.” And, bottom line, you are the ultimate winner.

I’ll never forget those smiles.

It was 37 years ago. A young woman needed work. A company needed someone with her unique skills. It was a match made in... well... my little office. That first connection left her, the company and me smiling.

Since then, thousands of employers and employees have been smiling because of Landrum. Workers still need jobs. And companies still need to find, motivate, provide for and retain the very best employees. Facilitating this process continues to be my passion and my promise to the clients of Landrum Companies.

What does the future hold? According to industry data, there is a labor shortage that will only get worse. I hear almost every day two fundamental concerns: We can’t find good people... and we can’t bring our the best in them and retain them once we employ them.

At Landrum we’re dedicated to solving those staffing and HR challenges and to helping you work a better way.

H.Britt Landrum, Jr.
President and Chief Executive Officer
Landrum Human Resource Companies, Inc.
People make the difference. Employee satisfaction is the most important thing you can do.

If you help your people be successful, your company will be a success.

H. Britt Landrum, Jr.