



**MARTIN SOLUTIONS**  
YOUR CONSULTING - STAFFING - RECRUITING SOURCE

## Job Seeker FAQs

JOB SEEKER

**Q: What services does Martin Solutions provide?**

**A:** We help you prepare for your next job – whether it's reviewing a resume, providing feedback, or building an ongoing relationship with you to ensure our opportunities coincide with your interests, expertise, and career goals. We maintain a continuous source of open positions through our existing partnerships with established and promising companies. Our team of experienced industry professionals continually network and identify rewarding and challenging opportunities to help you reach your career goals.

**Q: What types of job openings do you have available?**

**A:** Martin Solutions helps put your skills and experience to work with great companies offering administrative and light industrial job opportunities. We provide long-term and short-term temporary projects, contract-to-hire, and direct-hire positions to meet your career needs at every level: junior-level to management-level positions and temporary, part-time, and full-time opportunities.

**Q: What kinds of companies do you work with?**

**A:** From high-tech manufacturing to warehouse, office and call centers, Martin Solutions offers competitive wages in a variety of different positions, industries, and company sizes.

**Q: Are there certain industries you specialize in?**

**A:** Martin Solutions is a professional staffing and recruiting firm specializing in all careers paths and industries.

**Q: Does Martin Solutions charge their employees a fee for finding them temporary, part-time, or full-time employment?**

**A:** Martin Solutions never charges job seekers a fee for our services.

**Q: What is the benefit of working with a Martin Solutions Agency?**

**A:** Martin Solutions put you in control of your work life. We market your experience to top employers who are looking to fill their hire openings.

Our Agency also allows you to:

- Access companies that partner exclusively with our staffing company. It could open the door to your dream job.
- Get exposed to new challenges and improve your skills to keep work more interesting.
- Find consistent work. As you build a relationship, your recruiter gets to know your style and will find relevant assignments.
- Enhance your resume by adding skills and experience you could not have gained any other way.
- Enjoy better work/life balance and flexibility.
- Control your schedule with assignments that range from a few days to long-term.
- Check out a job and an employer before making a long-term commitment.



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**Q: What sets Martin Solutions apart from other agencies?**

**A:** Martin Solutions has connected talent looking for leading companies in the area. Martin Solutions is here to assist you in finding contract work, a permanent job, or a temp-to-hire position. We won't waste time sending your resume randomly to potential employers. Behind every resume is a real person with a unique set of skills and experience, so we want to meet with you in person and get to know who you are. Then, we'll match you with opportunities that fit your individual needs.

**Q: I am interested in working for Martin Solutions. How do I search for jobs and apply?**

**A:** You can search for jobs and apply on our website or contact our local office.

**Q: What can I expect after I apply for work with Martin Solutions?**

**A:** After we have reviewed your resume, a Martin Solutions recruiter will contact you to schedule a time to conduct a professional interview and have you complete hiring paperwork. After that process is complete, you will be ready to start working with Martin Solutions.

**Q: After applying for work, how long before I get a job?**

**A:** Our goal is to get you working as soon as possible. It is important to note that job availability can change on a daily basis. Once you complete the application and hiring process, you will be considered for work based on your preferences, qualifications, and our available openings. To get started, look at our current openings, or contact your local office.

**Q: How will I find out about positions that match my experience and skills?**

**A:** Many of our positions will be posted on our [careers website](#). Also, as positions become available that match your preferences, qualifications and work experience, our recruiters may contact you to discuss these opportunities. Employees are also encouraged to maintain weekly contact with their recruiter **to stay informed of available jobs**.

**Q: What if you offer me a position I'm not interested in? Can I turn it down?**

**A:** You can choose to accept or reject projects based on your needs, interests, or availability.

**Q: About how much can I expect to get paid for the temporary jobs I qualify for?**

**A:** The pay rate for each assignment is different. It depends on several factors including the job description, your skill set, work history, and the skill level required for the position. The pay rates offered for each position are often set by our Client.

**Q: How long would a normal temporary job last?**

**A:** Assignments can last from a few hours to a few weeks, months or even years. We will let you know the approximate length of the assignment before you accept it to make sure it meets your expectations.



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**Q: What are the requirements to get a job with you?**

**A:** Anyone is welcome to apply. Many of our clients have secondary requirements to be considered for a particular position. This can include things such as relevant experience, a high school diploma or GED equivalent, or the ability to pass a pre-employment drug screen, background check, or assessments. Martin Solutions is an Equal Opportunity Employer and does not discriminate based on religion, color, creed, national origin, or any other protected class.

**Q: Can I get hired by the company you send me to for a temporary assignment?**

**A:** Certainly! Many companies will consider hiring their temporary workforce to satisfy an internal staffing need before recruiting outside of their organization. We're always pleased when one of our employees has made such an impact to be hired as an internal employee by our clients.

**Q: What if I accept a contract position that does not meet my expectations?**

**A:** Prior to the start of an assignment, you will be provided with as much information as possible about the company and job duties you will be performing. If your expectations are not met, we ask that you contact your local Martin Solutions office.

**Q: How and when do I get paid?**

**A:** You will be paid weekly for hours worked the previous week. Timecards are due by 10:00 a.m. on Mondays and paychecks are issued every Friday.

**Q: When you work for a client of Martin Solutions, who is your employer?**

**A:** Regardless of which client you are working at, Martin Solutions is always your employer. Contact your local Martin Solutions office for all work assignment or employment questions.

**Q: I have a question or concern regarding my paycheck, payroll and/or tax information. Who do I contact?**

**A:** Here are some tools to help. If you have other questions, contact your local Martin Solutions office for additional assistance.

**Q: How do I refer a friend?**

**A:** Have your friend submit a resume, find a position and apply online, or contact their local [Martin Solutions office](#).



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## Employer FAQs

EMPLOYER

**Q: What is the cost for your services?**

**A:** Client cost is based on numerous factors, including workers' compensation costs, unemployment rates, and account volume. Martin Solutions prides itself in staying competitive by keeping rates viable.

**Q: How quickly can I get someone from Martin Solutions?**

**A:** Every job assignment is different. Availability depends on your particular needs as well as the current employee pool. We will do our best to start the assignment the next day. If the job assignment requires a higher skill level, it may take an additional day to get the right person.

**Q: What screening measures do you have?**

**A:** We have assessments that acknowledge one's specific strengths, skills and abilities. We will determine that the applicant has the right skill sets to get the job done. Martin Solutions conducts a drug screen and background check on all employees.

**Q: Does Martin Solutions do any type of orientation?**

**A:** All temporary associates must first complete both a standard safety and a site-specific orientation. Our standard orientation will be under the guidelines of the standard OSHA orientation. The site-specific orientation will be under the guidelines of the safety manager of the Client.

**Q: What if I am unsatisfied with the provided employee?**

**A:** To ensure satisfaction with our services, Martin Solutions offers a 4-hour guarantee for all new associates. If for any reason you are not completely satisfied with the placement, Martin Solutions will end the assignment and there will be no charge for the first 4 hours. We will immediately begin the process to re-fill your need as quickly as possible.

**Q: Do you utilize on-site coordinators?**

**A:** In order to maximize efficiencies, Wise Staffing Group does provide a flexible/remote on-site coordinator to customers once they have fifty (50) full-time employees, or two thousand (2,000) billable hours per week. The coordinator builds a professional client relationship that allows him/her to focus specifically on the assigned accounts to maintain a solid labor force with minimal turn-over, employee problems, and disruptions in the workplace.

**Q: Is insurance available to Martin Solutions employees?**

**A:** Yes. Martin Solutions fully complies with the provisions of the ACA by offering both a Minimum Essential Coverage (MEC) plan and a Minimum Value Plan (MVP). Once the waiting requirements have been met, employees are given the opportunity to enroll in their plan of choice. Ancillary benefits are also available, including Dental, Vision, Personal Accident Insurance, Term Life, and Telehealth.



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**Q: What services does Martin Solutions provide?**

**A:** We are professional staffing and recruiting network consultants that match our clients with talent. We consultant, to under your needs and build relationships, recruit ascending talent that coincide with their interests, expertise, and career goals based on that need, and staff your open position. We also consult businesses with Solutions to improve their business.

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**A:** Martin Solutions is a professional staffing and recruiting networking consulting firm specializing in all careers paths and industries

**Q: How do I refer a business?**

**A:** Have the business contact us by email: [Martin\\_Solutions@outlook.com](mailto:Martin_Solutions@outlook.com), phone: (336) 515-0984, on our website at [www.Martin-Solutions.net](http://www.Martin-Solutions.net) at our Contac US link or stop by our [Martin Solutions office](#)



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