

# Staffmark Group

## Sustainability Progress Report FY2025

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# CEO statement



Stacey Lane  
CEO



As I reflect on 2025, I’m proud of the progress we’ve made and the positive impact we’ve created together. Every day, our teams continue to prove that business success and social responsibility go hand in hand.

Our purpose is to be the heart between people and jobs, and that purpose extends far beyond making job placements. It’s about creating opportunities, removing barriers, and helping people build better futures for themselves and their families.

Through RGF Connect, we have continued to expand access to meaningful employment for people who have historically faced barriers to work, including justice-impacted individuals, veterans, people with disabilities, women, young adults, seniors, and non-citizens facing systemic challenges. Our Business Resource Groups amplified that impact by partnering with community organizations across the country to provide career coaching, skills workshops, volunteer service, and mentorship. Together, we’re helping more people gain the confidence, experience, and opportunities they need to succeed.

We’re equally committed to making thoughtful choices about how we operate. We have continued to improve the efficiency of our workplaces, reduce our environmental footprint, and look for new ways to embed sustainability into our everyday decisions. While many of these actions may seem small on their own, together they create meaningful, lasting change.

None of this would be possible without the passion and commitment of our people. Their willingness to serve our communities, support one another, and live our values every day is what makes this organization special.

Looking ahead, we’ll continue building this momentum. We’ll keep investing in our people, strengthening our communities, and creating opportunities that help individuals, businesses, and society to thrive.



# Our business

Staffmark Group helps businesses and people succeed by delivering staffing and workforce solutions that span industries and skill sets throughout the USA. As part of RGF Staffing, we combine the strength of a global network with local market knowledge to create meaningful connections between employers and job seekers.

Our brands, Staffmark, Advantage Technical, Digital People, Hunter Hamilton and Employee Management Services (EMS), each bring specialized expertise to the table. Together, they offer a wide range of services, from professional and technical recruiting to workforce management, RPO, and tailored solutions designed to meet the unique challenges of clients and candidates.

With thousands of associates working at client sites every week and a nationwide team of dedicated staffing professionals, our brands are built on strong reputations and proven results. Whether it's providing contingent or direct hire staffing, managing outsourced programs, or delivering professional search services, we are committed to helping organizations build capable, agile, and lasting teams.



## Key figures FY2025



# Inspiring stories



## Supporting independence through employment: expanding opportunities with Easterseals Redwood

### The challenge

Individuals with disabilities, veterans, and seniors often benefit from more tailored support to prepare for meaningful employment than a standard job search process provides.

### What we did

We strengthened our partnership with Easterseals Redwood, by delivering workforce readiness workshops covering AI-assisted job searches, interviewing techniques, resume development, and workplace success, combining Easterseals Redwood's deep community expertise with our nationwide recruiting network.

### Impact

The partnership equipped more job seekers with the skills and professional connections needed to pursue long-term careers, with employment opportunities that support independence, confidence, and purpose.

“Employment creates independence, confidence, and purpose. Working alongside Easterseals Redwood allows us to remove barriers and connect more individuals with opportunities that change lives.”

Jennifer Fitzpatrick, Community Impact Manager, Staffmark Group



## Creating pathways for military spouses: expanding careers beyond the duty station

### The challenge

Frequent relocations and changing duty assignments make career advancement especially difficult for military spouses, who often have to restart their careers with every new posting.

### What we did

Through our partnership with Blue Star Families, we provided career resources, virtual networking opportunities, and employment support designed to help military spouses find meaningful work, regardless of where military life takes them.

### Impact

The partnership reflects RGF Connect’s aspiration to reduce employment barriers for underserved talent, helping military spouses grow professionally and continue developing their careers throughout their military journey.



“It is an honor to partner with Staffmark Group. I am grateful for their ongoing support and collaboration, and proud of the work we do together to create opportunities for military spouses to grow professionally and continue advancing throughout their military journey.”

Geri Lynn Strobbe Maples, Ph.D., Program Director, Dayton & Southwestern Ohio, Blue Star Families

Supporting every stage of employment:  
Expanding Workforce Retention Programs

The challenge

Securing a job is only the first step toward long-term career success. Without ongoing support, individuals who have overcome barriers to enter the workforce may still face challenges adapting to the workplace and sustaining their careers.

What we did

We expanded RGF Connect by introducing workforce retention training focused on communication, conflict resolution, workplace professionalism, and long-term career success, helping associates develop the skills they need to thrive after placement.



**Impact**  
The program is improving both employee outcomes and client retention, helping associates build sustainable, lasting employment rather than short-term placements. In FY2025, approximately 600 people completed this training.

“Creating opportunities doesn’t end on day one of employment. By investing in retention and career success, we’re helping people build lasting careers while delivering better outcomes for our clients.”

Matt McGowan, Director of Social Impact, Staffmark Group



Partnership with  
Energy Star

At the beginning of FY2026, Staffmark Group launched an Energy Savings Evaluation in partnership with ENERGY STAR, using AI to review its real estate footprint across 130+ branch locations and identify where energy efficiency improvements could reduce emissions and costs. The multi-year initiative is being led jointly by the facilities, real estate, procurement, and sustainability teams, with an estimated potential reduction of 5 million kWh per year if all identified programs are implemented.



# Our credentials

## Sustainability & ESG

- EcoVadis Gold rating 84 points (improved from Silver at 73 points), placing Staffmark Group among the top 5% of companies assessed globally for sustainability performance.



## Workplace Recognition

- Newsweek America's Greatest Workplaces for Women (2025).
- Newsweek America's Greatest Workplaces for Black Americans (2025).
- Forbes America's Best Employers for Women (2025).
- Forbes America's Best Employers for Company Culture (2026)
- Newsweek's Greatest Workplace for Inclusion & Diversity 2025
- Wellbeing Works Better Platinum Award (American Heart Association and Forbes) 2026
- Healthy Business Council of Ohio Platinum Award (Healthy Business Council of Ohio) 2025

## Military & Veteran Recognition

- Military Friendly® Employer, Gold status (2026).
- Military Spouse Friendly Employer, Top Ten (2026).
- DAV Patriot Employer (2025).
- Military Times Best for Vets (2025).
- Military Friendly® Brand, Top Ten (2026).
- Military Friendly® Company (2026).



## Industry Recognition

- Staffing Industry Analysts (SIA) Staffing 100 North America (2025).
- Forbes America's Best Professional Recruiting Firms (2025).
- Forbes America's Best Temp Staffing Firms (2025).



Staffing Industry Analysts (SIA) has named Stacey Lane, CEO, and Liza Fiore Palermo, CXMO, to its 2026 Staffing 100 North America list, recognizing leaders who are shaping the future of the staffing and workforce solutions industry.



# Facts & figures FY2025

## People



**1,052** Corporate employees



**2,168** Candidates placed weekly



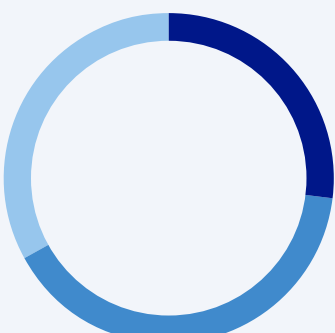
**19,157** job applicants per week



**75.2%** Employee engagement score

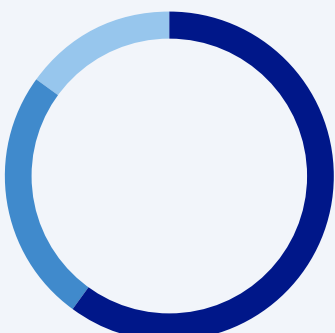


**55+** Years of knowledge



**Age bracket (in %) of corporate employees**

| 18-35 | 36-54 | ≥ 55 |
|-------|-------|------|
| 27%   | 40%   | 33%  |



**Age bracket (in %) of temporary staff**

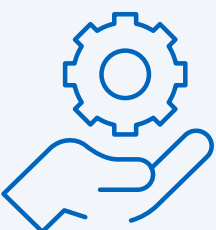
| 18-35 | 36-54 | ≥ 55 |
|-------|-------|------|
| 60%   | 25%   | 15%  |

## Protect & Report



EcoVadis score **GOLD 84**

## RGF Connect



**18,294**  
Placements (TOAs) from RGF Connect communities



**596**  
Participants in workforce readiness programmes



**28**  
RGF Connect programs



# Disclaimer and contact

This report provides an overview of RGF Staffing's sustainability activities and progress. It is intended for informational purposes only and does not create any rights or obligations; no legal claims can be derived from its content. While compiled with care, our monitoring systems are still under development and may not capture all initiatives in full detail. The report may also contain forward-looking statements based on current plans and assumptions. These are subject to risks and uncertainties that may cause actual results to differ. RGF Staffing undertakes no obligation to update such statements.

If you have questions, notice missing information or find content that requires correction, please contact us at [sustainability@rgfstaffing.com](mailto:sustainability@rgfstaffing.com)

For more context and background, you may also be interested in the following information.

## Links

- [Home | RGF Staffing | A leading global network of HR service providers](#)
- [Home | RGF Connect | Bridging gaps and breaking down barriers to employment](#)
- [Recruit Holdings](#)
- [Recruit Holdings Sustainability Databook](#)
- [Recruit Group Profile: Inside Out 2025](#)
- [RGF Staffing Code of Conduct](#)
- [Staffmark Group](#)

