

[Street Smart Skills, A Stay Safe Solutions Company]

Street Smart Skills provides a variety of labor related solutions including:

- Temporary staffing
- Payroll services
- Personnel training
- Educational books and materials
- Background investigation and employee screening
- Drug and alcohol surveillance and testing
- Electronic monitoring
- Transitional programs, including housing, employment, drug and alcohol treatment, educational and vocational training, and community give-back programs

As a response to marketplace trends, Street Smart Skills became a Mainstay Business Solutions Affiliate Member in early 2009. This decision was made to allow the company to scale more aggressively to handle the larger staffing projects that were presenting themselves in the marketplace.

[The Mainstay Affiliate Program]

Mainstay Business Solutions (Mainstay) is a staffing and employment services firm wholly owned by the Blue Lake Rancheria, a Federally recognized Native American Tribe. Mainstay works with hundreds of companies throughout California, providing employment for an average of 40,000 individuals in the state every year. Mainstay currently operates 14 corporate owned staffing branches throughout the state with another 56 branches in their Affiliate program.

As an Affiliate member, Street Smart Skills is an agent of Mainstay. This gives Street Smart Skills the ability to place employees on behalf of Mainstay. Mainstay retains its role as the employer of record, but gives the agent the ability to work on Mainstay's behalf for a variety of labor related responsibilities. This allows Mainstay to focus on providing scalability and lower labor costs, while giving the Affiliate member additional tools to manage their contingent workforce.

The Breakdown of responsibilities can be summarized as follows:

>> Mainstay Business Solutions	>> Street Smart Skills
Screening	Testing
Payroll and Payroll Withholding Remittance	Recruitment and Selection
Statutory insurance	Training
Regulatory Compliance	Evaluation
Safety and Risk Management	Assignment
Recruitment and Selection	Worksite Management
Health Benefits	Compliance with Mainstay Policies and Procedures
	Safety and Risk Management
	Customer Service
	Screening

* Several responsibilities are shared between Mainstay and the affiliate. These have been included in both tables to simplify the breakdown.

[Scalable Results]

Mainstay's Affiliate Program gives its members the ability to tackle any size project that comes their way. There are five aspects of the Mainstay program that make it the ideal choice for staffing companies looking to provide scalable solutions to their clients:

>> Safety and Loss Control

Mainstay's safety and risk management professionals work closely with our Affiliate members to remove hazards and ensure OSHA compliance. Mainstay's certified technicians develop and implement a custom program including IIPP and all tools and resources needed for a safe, successful worksite. This safety team is available for consultation and planning when large projects surface. With the support of the team, an Affiliate is given the power to fulfill its #1 obligation of being an employer; getting their workers home safe every day.

>> Human Resources (HR)

Mainstay's accredited HR staff works with our Affiliate members to maintain compliance with all employment-related laws. The Human Resource team spends all of their time working with our affiliates to maintain compliance so that they can do what they do best; attract and retain the highest caliber employees.

>> Employee Benefits

Mainstay's employee benefits program includes the Blue Cross Network and over 54,000 physicians and hospitals statewide. Employees may choose from multiple plans, from full coverage (PPO and EPO) to fundamental (basic services and catastrophic) healthcare, as well as dental, vision and other benefits. With 40,000 employees, Mainstay uses economies of scale to get the best variety at the best prices. This program is critical when ramping up for large, longer term projects. When trying to attract and retain the best employees, having a solid employee benefits program is critical.

>> Payroll and Tax Administration

Mainstay provides full-service payroll and tax administration for more than 40,000 employees every year. Effective, accurate payroll management is the core of our Affiliate Program. By taking over a large part of the payroll and tax administration burdens, Affiliates can get more use out of their existing workforce before having to expand. As an Affiliate member, staffing companies get an extra check and balance to ensure that payroll is perfect, every time.

>> Recruiting and Placement

With over 60 corporate, regional and Affiliate branches throughout California, Affiliate members have the ability to find the best candidates locally and regionally to fulfill any staffing need. Affiliate members have the ability to utilize Mainstay's staffing locations throughout the state and draw upon our recruiters as needed. With such an extensive network and large number of employees, Mainstay has a wealth of data it passes onto its Affiliate members to ensure that they are recruiting in the most effective way possible.

Mainstay Business Solutions partners with California businesses to effectively manage human capital (people, productivity and expense). Mainstay's programs are customized at the client level to lower cost and increase efficiency in payroll, workers' compensation, safety and loss control, HR management, employee benefits, recruitment and placement.

Founded in 2003 to offer relief from skyrocketing California workers' compensation costs, Mainstay has achieved steady growth by delivering predictable cost reductions, best-value labor, and administrative excellence in any business cycle or market condition. Now firmly established statewide, as of March 2009 Mainstay has processed over \$1.5 billion in payroll and currently manages 40,000 employees annually at over 1,600 California worksites. **More information is available at: www.mainstaybusiness.com**

ENTERPRISE:	Mainstay Business Solutions								
WEBSITE:	www.mainstaybusiness.com								
MAINSTAY NETWORK:	14 Mainstay Branches 2 Corporate Offices 66 Affiliate Branches 1,600 Worksites								
OWNERSHIP:	Blue Lake Rancheria, California [www.bluelakerancheria-nsn.gov] Federally Recognized								
HEADQUARTERS:	428 Chartin Road, Blue Lake, California 95525, USA								
CORPORATE OFFICES:	Folsom, Irvine								
NORTHERN CA BRANCHES:	Fresno, Modesto, Sacramento, Salinas, San Jose, San Ramon, Santa Rosa, Stockton, Vacaville								
SOUTHERN CA BRANCHES:	Los Angeles, Riverside, San Diego, Santa Ana, Santa Clarita								
GEOGRAPHIC FOOTPRINT:	California Native American Reservations & Rancherias								
STATISTICS (2008):	<table border="0"> <tr> <td>Number of Staff Employees:</td> <td style="text-align: right;">150</td> </tr> <tr> <td>Number of Employees under Management:</td> <td style="text-align: right;">40,000</td> </tr> <tr> <td>Number of Clients:</td> <td style="text-align: right;">800</td> </tr> <tr> <td>Payroll Processed (since inception):</td> <td style="text-align: right;">\$1.5 billion</td> </tr> </table>	Number of Staff Employees:	150	Number of Employees under Management:	40,000	Number of Clients:	800	Payroll Processed (since inception):	\$1.5 billion
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SERVICE & PRODUCT MIX:	<ul style="list-style-type: none"> Temporary to Permanent Staffing Recruitment & Placement Safety & Loss Control Services Payroll Processing & Tax Administration Workers' Compensation Human Resources (HR) Management & Administration Employee Benefits Labor Cost Consulting 								
CHARITABLE GIVING:	<table border="0"> <tr> <td>Annual Giving Goal:</td> <td style="text-align: right;">\$500,000</td> </tr> <tr> <td>Total Giving (since 2002):</td> <td style="text-align: right;">\$3 million statewide</td> </tr> </table>	Annual Giving Goal:	\$500,000	Total Giving (since 2002):	\$3 million statewide				
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ILLUSTRATIVE AWARDS:	<ul style="list-style-type: none"> US Environmental Protection Agency, "Tribal Government Waste Wise Partner of the Year" US Department of Health & Human Services, "Outstanding Contributions Serving Elders" State of California, "Keeping America Beautiful" Inter-Tribal Council of California, "Quality Child Care and Leadership Award" Area 1 Association on Aging, "Senior Friend Award" 								