

Oil Spill Net Profits Donated by Clover to National Fish and Wildlife Foundation



Clover Global Solutions entered into an agreement with the National Fish and Wildlife Foundation (NFWF), whereby Clover Global Solutions donated proceeds from net profits for the placement of technical and professional personnel supporting the response to the Deepwater Horizon offshore incident. Funds donated to the NFWF will be used for conservation projects in the Gulf of Mexico region to save wildlife affected by the Deepwater Horizon oil spill. To find out more about NFWF, go to: www.nfwf.org.

Clover Tests Responder Capabilities for Rapid Hire/Rapid PaySM



The Deepwater Horizon oil spill response allowed testing of the **Clover Rapid Hire/Rapid PaySM** field unit. Designed as a self-contained mobile workforce hire/pay center, Clover Responder Unit 13 was deployed to Venice, La., and was fully functional upon arrival. In less than 24 hours the Unit 13 Team had completed hiring and orientation of all work forces assigned.

While not deployed on this callout, state-of-the-art time and attendance management through proximity cards and biometric time and attendance technology (thumb print and hand readers) can be delivered by the responder unit. When combined with global positioning system (GPS) technology, costs and risks can be effectively managed through time validation and knowing where people are working.

What Clover learned from this callout is the need to expand our own communication package and not assume a location will support communications. The next-generation unit is being designed to expand satellite communications to ensure immediate upload/download of information upon arrival. This is critical for timely pre-employment verifications, drug and background screening, language translations, computer-based training, and testing for assignments.

Clover plans to expand use of the responder unit to support agencies such as the Federal Emergency Management Agency (FEMA), where this capability may assist in an emergency.

If you have technical knowledge or relevant experience and would like to volunteer for next-generation design and development of Clover's 2011 responder unit, please email us at: responder@c1wsolutions.com.

Full Automation for the Mobile Workforce



Biometric Reader



Payroll Feed



Net Pay Debit Card

President's Corner



As I look to where Clover can focus effort to put people to work, I can't help but see the ever-present potential of renewable energy. What we learned supporting large wind energy development is now being harnessed and played forward. Clover One WorldSM



technology enhancements (page 2) are well under way to include renewable energy. Our goal is to launch improvements to current industry processes of matching jobs to people and provide much-needed economics through salary benchmarking and job auction tools. To learn more and to register, go to: www.c1wsolutions.com.

Sincerely,

Carolyn Ortega-Sutton

Focus on ... Safety

10+ years
6+ million man-hours
7,000+ consultants

Zero lost-time accidents
Zero days away from work



Clover One WorldSM Celebrates Second Anniversary

Clover Global Solutions is celebrating the second anniversary of the launching of Clover One WorldSM (C1W) as an online community. Clover designed this breakthrough patent-pending technology as an e-commerce platform to satisfy an organization's human-capital requirements in the same way consumers use the Internet to buy an airline ticket, music, or favorite book. During the past two years we have added many new features and tools. Both Clover clients and candidates can access this web-based portal to save time and gain advantages in the contract-staffing market.

For a brief video introduction and demonstration of C1W, go to: www.c1wsolutions.com. By using C1W as an online staffing or job-search tool, clients and candidates have realized several benefits as described below.



Clients Now...

- Review Clover's proprietary network of highly skilled consultants to find individual candidates or assemble an entire project team to suit their specific requirements
- Benchmark contract pay rates based on market trends and obtain budgetary quotes
- Achieve significant recruitment economies of scale with C1W acting as their exclusive repository of highly skilled retirees and alumni with first right of refusal to engage their workforce
- Access the resources they need to prepare for, respond to, and recover from disasters

Candidates use C1W to...

- Create a custom profile showcasing their skills, experience, previous employers, countries where they have worked, certifications, and project preferences
- Achieve instant visibility on a worldwide platform for client hiring managers
- Gain real-time viewing and matching of their skills, experience, and project preferences to enhance their standing as an exact match for client needs
- Make regular profile updates based on their availability and compensation requirements



Critical Event Response and Recovery Program

The Clover One WorldSM Critical Event Response and Recovery Program augments a client's disaster recovery and business continuity planning.

With a database of 40,000 contractors and growing, Clover is now focusing on inventorying each client's critical facilities, alumni, and key contractors.

Recent events have created an unprecedented demand for our patent-pending technology. For clients not already supported by Clover One WorldSM, the lead time is currently 12-16 weeks to implement new client requirements.

We all know there will be an event, we just don't know what, where, or when.

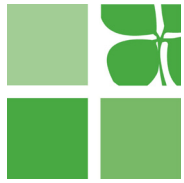


Clover One WorldSM Salary Benchmarking

Oil prices have rebounded somewhat over the past year to foster resurgence in oil development projects. However, pay rates have not adjusted which directly affects project availability and people hired. With a moratorium in place on deepwater drilling in the Gulf of Mexico, there is even greater need to ensure that pay rates are market-reflective with supply and demand cost balancing so people go to work.

CloverConnectSM Reverse Auction Service

C1W provides real-time quotes for individuals or entire project teams through its CloverConnectSM tool, which enables competition among qualified candidates for a job and allows candidates to adjust their individual market rates. Key to the tool is the ability to adjust for long term assignments.



Spotlight on Consultants

Clover consultants now have access to a convenient, web browser-based information system that serves as a repository for their licenses, skills, certifications and training, experience, and education records. For clients, this standardization extends our compliance program ensuring constant validation of consultant certifications, training requirements, and recertification management.

Certification

Date Received	License/Certification	Renewal Date
10/23/2009	Helicopter Survival	10/23/2012
12/01/2009	Confined Space Entrance	12/01/2010
12/01/2009	Deepwater Survival	12/01/2010

Education

School	Major	Level
Rice University	Business Administration	Masters
Colorado School of Mines	Mechanical Engineering	Bachelors



Clover Marine PTE. LTD.

With significant shipbuilding and fabrication recently occurring in Singapore, Clover Global Solutions opened an office to support our client needs in this region.

Rotational roles for expatriates can easily be supported as well as local hires employed for oil- and gas-related projects such as floating production storage and offloading vessel (FPSO) and drillship building or onshore projects.



Clover President Co-Chairs Women's Business Enterprise Alliance

As the WBEA Honorary Co-Chair, Ms. Sutton was pleased to serve and deliver a keynote address at the Expo Awards Luncheon. "This year's theme, 'Path to Prosperity,' was appropriate as we begin to gain positive business momentum from the recent economic downturn while building our companies in the face of so many challenges," she said.



Clover President Carolyn Sutton (left) with Co-Chair Robin Dennis, BP Vice President Global PSCM Performance Management (center), and WBEA Executive Director Susan Repka

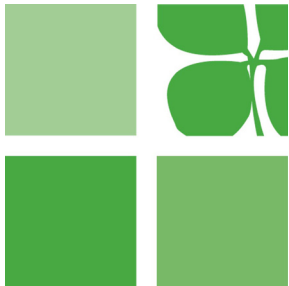
Solar Energy at a Scale the World Has Never Seen

One of Clover's clients in the alternative energy sector is responsible for utility-scale solar projects and currently is developing, building, operating, and owning large-scale solar power plants across the United States and throughout the world.

Our client will soon break ground on two of the world's largest solar plants – both in California. These plants will be producing grid-quality solar power by early 2011 and, based on the unique modular design of the solar units, will continue to add power to the grid over the next several years. The two solar projects combined will produce up to 1,600MW of clean, renewable energy. Each project will include up to 34,000 solar units.

Construction projects require many different disciplines. Besides engineering and project management, Clover can provide resources for quality assurance/quality control (QA/QC); health, safety, security, and environment (HSSE); and other skill sets that are unique to large projects that represent potential disruption of animal and plant habitats. As a result, our recruiting group is sourcing bat biologists, botanists, and cultural resource and paleontological specialists in addition to traditional technical disciplines.





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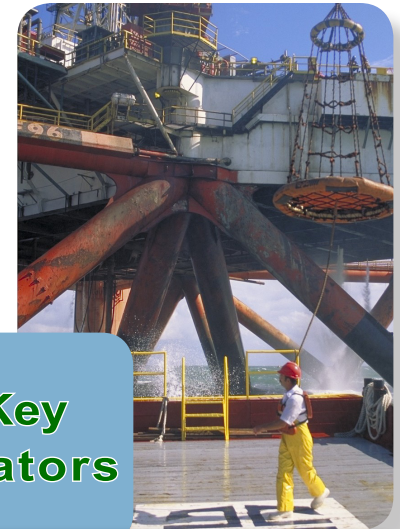
Risk Management Services: PermaTemps and Independent Contractor/1099 Compliance

The IRS will soon audit 6,000 companies to test employment tax compliance. The fundamental assumption is that everyone is an employee, and each worker should be paid overtime wages. Clover has developed and implemented Risk Management Services to protect clients who have long-term temporary workers and other non-employees who may not meet IRS requirements to be properly classified as independent contractors. To calculate your risk visit: www.1099audit.com.

Today's business demands require access to top talent. An important segment of these workers expect to work as independent contractors (IRS Form 1099), but engaging them as 1099s can create many kinds of risk:

- Back taxes, including employer and employee contributions
- Invalidation of benefit plans and back benefits equivalent to those provided to employees
- Pension contributions and profit sharing
- Fines and interest from federal and state agencies
- Uninsured liabilities
- Personal criminal liability of executives

Clover's 1099 Compliance Program manages these risks.



Clover Key Differentiators

- Zero lost-time accidents HSSE record
- Low consultant turnover rate
- More than 500 oil industry veterans on contract
- 50/50 expatriate-to-local hire ratio
- Comprehensive consultant concierge services
- Comprehensive client solutions
- Client risk mitigation

About Clover

From payrolling to recruitment to full-scale team-building and project implementation, Clover meets the needs of the world's largest oil and gas companies through cost-effective, comprehensive staffing and consulting services. Clover offers the following services:

- Payrolling - you find them, we hire them
- Agency - we find them, we hire them
- Risk Management - qualify 1099s/manage co-employment risks
- Retiree Management - build and maintain your repository
- Disaster Response and Recovery - ready for a critical event

Corporate Background

Clover Global Solutions is a privately held minority- and woman-owned enterprise that offers full-service staffing and recruitment for the energy industry. Founded in 1996, Clover has placed and employed thousands of professionals in 169 cities, 31 states, and 19 foreign countries. Since 2002, Clover has been consistently recognized as one of Houston's Top 50 Woman-Owned Businesses and Fast 100 Growing Companies by the Houston Business Journal.



Clover Locations

Headquarters:

Houston, Texas

Regional:

Anchorage, Alaska
London, United Kingdom
Port of Spain, Trinidad and Tobago
Singapore

Alliance Partnerships:

Moscow, Russia
Sakhalin, Russia
Tyumen, Russia

Future Alliances:

Angola, Brazil, Canada, Australia,
Equatorial Guinea, Indonesia, and Suriname