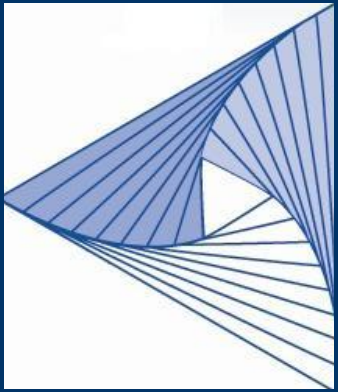




January 2008

The Teammate



Thank You! Thank You! Thank You!

For the last three years, 1ST TEAM has adopted a family in need



during the holidays. This year, we worked with Casey Cares Foundation, a Baltimore-based organization dedicated to helping local disadvantaged families. Thanks to our employees and clients, we were able to provide gifts

and an enjoyable Christmas for a single mother and her three children.

Adopting a family during the holidays is just one of the ways 1ST TEAM is committed to giving back to the community and

continuing our mission in helping others. Throughout the year, 1ST TEAM provides donations and support to the Casey Cares Foundation and other charitable organizations. Through Rite Aid, we help support the United Way, Children's Miracle Network and the ARC Northern Chesapeake Region. Please look for details of upcoming fundraisers and events in future issues of The Teammate!

Turning New Hires into Engaged Employees

Hiring managers put a lot into finding the right people. From going through hundreds of resumes to spending hours upon hours interviewing candidates, drilling down to the best applicant is far from easy. So why do so many managers drop the ball once they've made the hire? Too often, new hires are left floundering



to find their own way around the company, their department, or even their job. More often than not, this results in dampening the fledgling employees' enthusiasm. When this happens, managers face the challenge of new hires who are disengaged, or

worse, ready to be shown the door.

Designing an Effective Employee Orientation Program

A carefully thought out employee orientation program - or lack of one - can make or break the success of your new hire as an investment, and more importantly, as a new member of your team. The good news is, creating an effective orientation program - is a lot simpler and easier than

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Special points of interest:

- *Thank You! Thank You! Thank You!*
- *Ask the Experts*
- *Employee Focus: Holly Maday*
- *Save the Date: 1ST TEAM Annual Golf Tournament to benefit The Casey Cares Foundation*
- *Opening Doors to Full-Time Employment*

Turning New hires into Engaged Employees

Continued....

many think, and the essential components are really just empathy and common sense. While there are many resources right there: simply ask yourself and your team the following questions:

- What things do new hires need to know about our work environment that would make them more comfortable?
- What key policies and procedures should new hires be aware of on day one so that they can avoid mistakes and feel confident by day two?
- What tools and resources (work area, computer, supplies) can we provide to ensure that the new hires feel comfortable, welcome and secure?
- What positive experience can we provide to make the new hires feel valued by the team and the company?

Making a Positive First Impression

Day one on the job should be as positive and exciting as possible for new hires. One of the best and nicest things a manager can do for them is to dispel the tension or fear that some new hires can understandably feel when entering uncharted territories. Since first impressions are crucial, here are some tips for putting you and your team's best feet forward.

- Make sure the new hire's work area is ready for the first day of work.
- Take care of the basics: New hires become productive sooner if they feel they are equipped with the basic knowledge they need to understand their job. Without overwhelming them with too much information, make sure they are clear on the whys, whens, wheres, and hows of their new position before giving them assignments or big projects.
- Walk them through your company's intranet or provide them with samples about how to complete forms and the person's job description with the orientation packet.
- Assign a mentor, or buddy who can show the new person around, make introductions.
- Make sure key co-workers know the employee is starting and encourage them to visit with the new hire to say "hello" and introduce themselves.

Remember, the sooner new hires feel comfortable, the sooner they can deliver on the promise they exhibited during their interviews. And, the sooner they can contribute to your team's productivity and success.

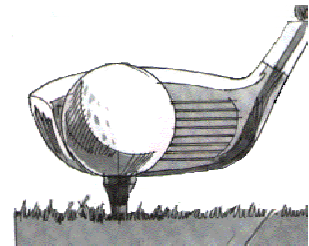
Save the Date!

1ST TEAM Staffing Services, Inc.

Golf Tournament

To benefit:

Casey Cares Foundation



June 2, 2008

Prospect Bay Country Club

Grasonville, MD

Email your information to:

jsovero@1stteamstaffing.com

**Ask
the Experts**



Q. With all this talk of recession, I'm wondering if I should change the way I hire in any way.

A. It's better to let the needs of your business dictate hiring as opposed to generalized trends and predictions. Quality people are the lifeblood of any organization, so in any economic cycle, your first priority should always be to find and retain the best people that you can.

When the economy is less certain, it gets quite a bit harder to find quality people. Good people will be less likely to want to risk leaving the relative security of their current position, and as unemployment rates rise, you'll often find that you have to sift through a growing mass of poor matches to find the rare perfect matches that your business needs.

This is where a good employment service is worth their weight in gold, so speak with your 1ST TEAM rep about the specific needs of your business, and they'll help you craft a strategy that gets you everything you need to succeed.

Grooming Your Replacement

Training your replacement might sound counterintuitive, but the reality is you can't be promoted if you can't be replaced. Managers looking to take



their careers to the next level recognize the importance of training those candidates most likely to succeed them. Preparing someone to take over for you is in your best interest and it shows that you are a realistic team player capable of seeing the big picture. Here are some tips for managers embarking on the process of grooming a protégé to eventually take over their duties.

Choose Carefully

The adage "Think long when you may decide only once" applies to deciding on the employee best suited to take over for you. Be careful to consider the individual's ambition as well as talent and ability to adapt to a new role. Even if you have someone pegged who seems ideal, if they don't have the desire they won't be successful. "Look for someone with leadership skills and loads of ambition," advises Director Jon Hottle. Avoid showing favoritism and be sure to challenge the employee you select so they can stretch and be prepared for the position.

Expose Them to Your World

Without access to your day-to-day activities, it will be hard for a colleague to learn exactly how you handle situations. Are you offsite a lot? Do you spend a lot of your time negotiating on the phone? Invite someone you are grooming to tag along or to sit in on your phone conversations. Experience is the best teacher, and having your protégé experience your job gives them a glimpse into their possible future. They will need many tools to succeed and it's up to you to make sure they

have access to the proper technology and resources.

Give Them Time to Shine

"Rushing someone to follow in your footsteps can only cause frustration for both parties," says Hottle. People learn in different ways and at various speeds and you

have to be mindful that their approach may not be like yours. Part of challenging your protégé is to allow them to participate in high profile situations like presentations or major meetings. Give them opportunities to shine and they will respond by giving you their best.

Recognize Individual Needs

You recognize potential in an individual so you take the time to train them on the "hard" skills your position entails. But some people need to be nurtured in other areas before they can reach their peak. "Soft" skills like communicating effectively,

managing time and being flexible in situations can be harder to master. "People have personal needs and it's up to you to zero in on them and develop

Even if you have someone pegged who seems ideal, if they don't have the desire they won't be successful.

them," says Hottle. For instance, a protégé might excel in one-on-one communications, but have difficulties with larger groups. Spending more time addressing the problem area is a good idea. Determining the best way to manage according to individual styles is something you are used to doing as a manager. When you are developing someone to succeed you, it's important to recognize that they may have weaknesses that need polishing.

Employee Focus

Holly Maday joined 1ST TEAM last August as a Professional Staffing Coordinator in our White Marsh branch. As the lead Staffing Coordinator in our Professional division, Holly's



primary goal is to create and maintain a strong candidate pipeline to meet our clients' specialized professional requirements. Since joining 1ST TEAM, she has successfully fulfilled a number of challenging positions including a Vice President of Human Resources, Chief Financial Officer and Senior Technical Analyst. As this piece of our business continues to grow, Holly will be an integral part of our success in serving our customers by placing the most qualified and tenured employees available in today's job market.

If your organization is struggling to find top notch candidates in today's tight job market, please contact Holly at (410) 933-5690 or hmaday@1stteamstaffing.com

Holiday Party

This year, 1ST TEAM held its annual employee holiday party at Serafino's Restaurant in Ellicott City. We enjoyed great food and conversation in a fun and relaxing environment. It is during the holiday season that we like to reflect on the year's successes, challenges and our growth as a company and team. It is also a time to think about how our strong partnerships with our customers have helped us to experience such a successful year. As we begin 2008, we at 1ST TEAM look forward to exciting new challenges and continuing to provide world class customer service to our clients.



“Opening Doors to Full-Time Employment”
Congratulations!

1ST TEAM Staffing would like to Thank and Congratulate the following individuals who have taken full-time positions with some of Maryland’s Best Companies:

Christina Abrams	Catalino Sergei Cacho	Krystal Haas	Amanda McLendon	Grant Sewald
Khadija Adan	Alvin Carey	Anthony Harrison	Randy Meadows	David Sigley
Amoako Agyapong	Kaprice Carter	Brett Heim	Casey Mendiola	Sherri Simmons
Leah Albright	Patricia Carter	Melvin Henderson	Jan Mark Meneses	Byron Smith
Curtis Allen	Pattie Carter	Shawn Henry	Sharelle Mercer	Clive Smith
Heather Andrews	Vernon Carter	Crystal Hudson	Phyllis Mitchell-Alexander	Michael Smith
Christian Attenoukon	Osborne Chaney	Dariell Hunter	Vernal Mundell	David Strasberger
Brandy Babik	Sharonne Chase	Hugh Hunter	Fitzroy Newell	Stacie Strickland
Konstantina Balatsoukas	Alfredo Coleman	Camp Iluches	Kirpa Patel	Willie Sullivan
Eugene Baldwin	Robert Cook	Andre Jackson	Namitkumar Patel	Frances Thomas
Jamal Banks	Felisha Cooper	Nneka Jackson	Ravindrak Patel	Shanni Thomas
Sheena Banks	Carlos Copeland	Icen Johnson	Tamara Peak	Alicia Wallace
Teonnie Banks	Lisa Craft	Ronnell Johnson	Rafael Perez	Beatrice Williams
Abel Barrera	Steve Crandell	Latonya Jones	David Pickett	Brenda Williams
Marie Bauer	Tracy Crosby	Michael Jones	Nastassia Pishchykava	Demont Williams
Cassandra Bea	Adrian Davis	Apryl King	Darryl Pointer	Karen Williams
Marylina Beepath	Jazmyn Davis	Judy Knopp	Daniel Raines	Timothy Williams
Dannette Bell	Edward Deensie	Monroe Krakue	Sheon Ransom	Ychana Williams
Va'Tista Berry	Latoya Delrossi	Janet Krangar	Jessica Rexroad	Anthony Wilson
Trisha Bielecki - Burton	Kou Dokie	Tiffany Lawson	Elizabeth Richardson	Robert Wilson
Shatarra Boone	Ciara Evans	Jennifer Lebrun	Nicole Richardson	Sharon Wilson
TaMeeka Bowens	Terry Feather	Jessica Ledbetter	Diana Ringgold	Enid Wood
Tyrone Brady	Donna Fisher	Brett Leuschel	Kathy Robinson	Larry Woodruff
Donnell Brown	Robert Fowler	Moses Lewis	Donna Ryan	Robert Woodson Sr.
Gabrielle Brown	Erica Gordon	Patricia Lewis	Geoffrey Sales	Christopher Woosley
Lisa Brown	Robert Graham Sr.	Shamika Lewis	Jennifer Sanchez-Torres	Arch Wright
Angela Butler	David Gray	Victor Martinez	Amber Savage	David Zegban
Kathy Byrd	Shaunese Green	Sequita McKisset	Suzanne Seerattan	

**This quarter, 1ST TEAM provided 139 employees with full-time employment!
 Their hard work, loyalty, and dedication to get the job done have made them stand out from the rest!**

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