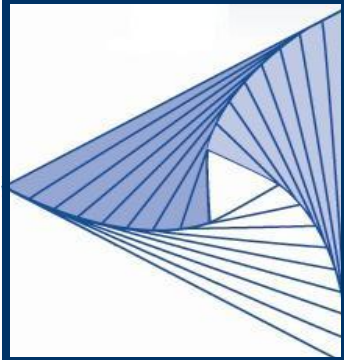




January 2009

The Teammate

www.1steamstaffing.com



1ST TEAM Rocks the Road at its 2008 Holiday Party

By: Jon Hottle, Director of Risk Management

It was the party of the year on Friday, December 12th, when we held our annual holiday party at Rolling Road Golf



Club in Catonsville. While we enjoyed great food and good conversation, we reflected on our successes in 2008. It was also a great opportunity for those of us who spend so much time together to meet and get to know each other's spouses and guests.

Rick Sovero, our president, opened with thanks to everyone on the team for their hard work and dedication toward reaching our business goals. He also highlighted the addition of several accounts to our client base, including Case Mason in Rosedale, and Quality Associates in Belcamp. From there, our Managing Director of Operations, Ron Knight, awarded specific individuals and branches for their accomplishments in helping to drive our business forward in 2008:

Rookie of the Year Award – Lauren Capan

Since joining 1ST TEAM in March, Lauren has displayed solid leadership and highly effective organizational skills. She has worked diligently with her team to develop several accounts

a reputation of reliability and determination.

Top Performing Branch – White Marsh

With Lauren Capan at the helm, the White Marsh branch led the pack in new business development and total overall growth, while providing world-class customer service to its clients. Lauren's mentoring and support of her recruiting and sales team has made her team the backbone of the branch's success. Pictured above are: Staffing Coordinators Dominica Lucas and Holly Maday; Lauren Capan, Branch Manager; Ron Knight, Managing Director of Operations; Charisma Dimuel, Office Coordinator; Antonio Mazziott, Staffing Coordinator; and Gary Murphy, Account Executive. We salute the White Marsh branch for all of their efforts and dedicated service to our clients.

Sportsmanship Award – Gary Murphy

Since joining 1ST TEAM this year, Gary
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E-Newsletter Coming Soon



1ST TEAM Rocks the Road at its 2008 Holiday Party

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has certainly made an impact on our team and in the marketplace. With his charismatic charm and proven



Coordinator to Account Manager. His experience with the company and in the industry has made him an invaluable asset to our team. Additionally, Butch's intimate knowledge and under-

standing of Under Armour's operation has proven to be an essential tool in assisting the client to meet their production goals and strive to their fullest potential. His many hours of work and dedication to the team and to the client are greatly appreciated.

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Leadership Award – Ron Knight

Ron joined 1ST TEAM in July of 2007 as our Director of Professional Development. He soon organized and began to develop a team of professional Staffing Coordinators to expand our Professional Staffing division. In October of 2008, Ron moved into the role of Managing Director of Operations where he currently oversees both the Light Industrial and Professional divisions.

Ron's strong leadership skills and solid knowledge of the staffing industry has been essential in building an effective team of Staffing Coordinators and Branch Managers in all of our branches. He has gained tremendous respect from his peers, subordinates, and clients for his honest and direct management style and results-driven performance.

In addition to the performance awards that were given, several employees are celebrating five and ten years of service with 1ST TEAM:

Stephen Murphy 10 Years
Branch Manager - Aberdeen

Charles "Butch" Smith 10 Years
Account Manager – Under Armour

Brian Cudzilo 5 Years
Branch Manager – Arbutus

John Wunder 5 Years
Director of Business Development

Thank you and congratulations to these employees' hard work, loyalty, and dedication over the years!

Unsung Hero – Butch Smith

Butch is our on site manager at the Under Armour Distribution House in Pasadena. After 10 years of loyal service to 1ST TEAM, he has been in nearly every position with the company from Staffing

Ask the Experts

Q. When I became a manager, nobody ever really told me how to interview somebody. Are there any tips or tricks you can give me?



A. If you're working with 1ST TEAM Staffing, then your Branch Manager will already have worked with you to determine the skills and traits you're looking for. Each person that is sent for you to consider should already be a match for that profile, so you're able to relax and just get to know the person and develop an idea of how they would fit in with the team you're looking to add them to. If for some reason you're attempting to hire them yourself, then you'll need to do a lot of that groundwork on your own.

The first step is to determine what traits are important to you for a given position. For some positions, enthusiasm or attention to detail may be important. For others, especially roles that are highly technical in nature, you may want to make sure that they have the specific skills or experience that they claim. Of course, every job requires specific skills and behavioral traits, but you'll probably find that some of those are more important than others.

You can develop a sense of this over time as various people move in and out of positions. If you're fairly new, it is a good idea to have a casual conversation with others in the department at the peer and managerial levels to get a sense of who excelled and who lagged in the position you're attempting to hire for. Your goal is to discover the specific traits that resulted in that performance so you can seek it out or avoid it as the case may be.

Certainly, you'll be looking for those traits in the pre-screening process, but sometimes people present themselves differently in person, and the point of the interview is to try to get to know the person and try to develop a sense of how you expect that they'll perform. Be sure to trust your instincts in the process.

1ST TEAM Staffing's New & Enhanced Website

by: Shelley Sovero

Our new website features not only an improved look, but also updated and expanded resources. 1ST TEAM Staffing Services, Inc. is committed to providing additional incentives to make staffing more convenient. We now provide useful tools for clients and applicants as well as forms and policy descriptions for existing employees.

Please take some time to familiarize yourself with our new site.

www.1stteamstaffing.com



1ST TEAM Held Another Team Building Event

By: Jon Hottle, Director of Risk Management

On Wednesday, October 8th, 1ST TEAM held another team building event in Baltimore.

We took an opportunity to enjoy a night out at the ESPN Zone at Baltimore's Inner Harbor to celebrate the team's achievements toward our business goals. We enjoyed great food and camaraderie as we looked back on our recent successes and toward the future. It was nice to be able to relax and enjoy time with our coworkers in a fun, gaming environment while demonstrating our individual sports-related talents and competitive team spirit. Ron Knight, our Managing Director of Operations clearly displayed his expertise and unconquerable skill in achieving record free throws in basketball while



others showed great promise in a possible second career as a jockey or as a professional bowler. Our president, Rick Sovero, crushed the competition with his cannon-like arm in the quarterback throw. Brian Cudzilo, our Arbutus Branch Manager, continued to intimidate the goalie with his lightning speed and nimble control of the puck. The fun and games went on for several hours ending with everyone leaving with a smile on his or her face and great stories to remind us over the weeks to come.

Employee Focus

Since joining our team several years ago as the Executive Assistant to our corporate management team, Shelley Sovero has continuously exceeded expectations. Shelley's ability to wear several different hats day to day makes her an invaluable piece of our team infrastructure. She has demonstrated that she has amazing talent, loyalty, and work ethic. Not enough can be said about Shelley and the countless, behind the scenes projects she often takes a hold of. The management team deeply values her commitment to excellence and her ability to be the benchmark for our best practices. As we all can attest, people are at the core of an organization's success. Our achievements and strategic initiative are a tribute to our employees' focus, dedication, and hard work. 1ST TEAM is thrilled to have such an exceptionally versatile employee on our team.



“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:

| | | | | |
|----------------------|-------------------|------------------------|---------------------|--------------------|
| Kevin Adams | Kimberly Cummins | Tiffany Holley | Shonda McClain | Darron Shuler |
| Steven Adams | Horace Curtis | Amber Holt | Hermon McClinton | Florencio Sikebert |
| Lenon Allen | Steven Dasent | Kevin Huggins | Andrew McCormick | Kevin Simms |
| Maritza Andino | Tracey Davis | LaShawn Hunter | Rhonda McCray | Taneka Singleton |
| Juenelle Andrus | Lori Diagostino | Daniel Hyman | Jacqueline McVicker | Deonte Smith |
| Terrance Belton | Juan Diaz | Michael Irungu | Sui Men | Olen Smith |
| Stacie Bolado | Michael Doster | Kevin Jacobs | Kathryn Meyer | Erik Snyder |
| Boateng Bonnah | Virginia Doster | Howard Johnson | Lisa Miller | Lara Snyder |
| Dennis Bosley | Paul Driver | Nathaniel Johnson | Ashley Moniger | Lydia Stamper |
| Brad Bowen | Carl Dunson | Richard Johnson | Ernest Moore | Nathaniel Stewart |
| Christine Bowers | Dwayne Elliott | William Johnson | Jane Morlok | Elijah Swartz |
| Quentin Boyd | Corey Epps | Brian Kelly | Le Le Myint | Anthony Tabe |
| Deondre Boyer | Charles Fowlkes | James Kesselly | Danny Oliver Jr. | Tashira Taylor |
| Veronica Briggs | Daniel Foy | Deborah Kindagaire | Tyreek Paschall | Reginald Thomas |
| Steve Bryk | Jesse Frazier | Regina Kolb | Pedro Perez | Junius Thompson |
| Veronica Carter | Jason Gardner | Van Kung | Debra Prueitt | Nancy Tramer |
| Richard Charles | Emmanuel Gayire | Teresa Lease | Michael Ransom | Silvia Vargas Diaz |
| Dustin Clark | Mauricia Goods | Barbara Lewis | Sheon Ransom | Zakari Varissou |
| Jade Coiley | Charles Grams | Eldon Lewis | Christana Reffell | Daronda Watkins |
| Zulma Collado-Cancel | George Gregory | Yvette Lindy | Cynthia Reisinger | Marvin Welch |
| Sean Cook | Keyamari Hargrove | Tin Ka Lung | Theadore Robertson | Bryan White |
| Patrick Cooper | Willie Harris | Patricia Mackey | Tabitha Rodriguez | Lori Whitlock |
| Bradlee Cornish | Tyrone Harvin | Viola Mallette | Amadou Sarr | James Wilkes |
| Cortez Cosby | Demetrius Hawkins | Rodney Marner | Josephine Shaffa | |
| John Cotton | Ceaira Hawks | Gerardo Martinez Silva | Tibebe Shanka | |
| Joshua Cummings | Jennifer Hipp | Moneca Mason | Crystal Sherrod | |

**This quarter, 1ST TEAM provided 127 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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