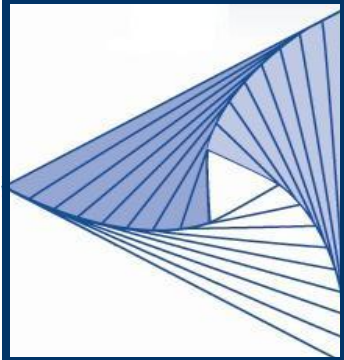


July 2008

The Teammate



1ST TEAM Raises \$17 Thousand

Jon Hottle, Director of Operations

It was a gorgeous day and a beautiful setting at Prospect Bay Golf Course for the 3rd Annual 1ST TEAM Golf Tournament to benefit the Casey Cares Foundation. The day on Maryland's Eastern Shore began with a great breakfast, followed by a shotgun start with more than 90 players on the course. Throughout the day, everyone enjoyed food, fun, a little friendly competition on the course, and the opportunity to



spend time with friends, family and business associates. Congratulations to the individuals and teams that were awarded prizes for their accomplishments.

Following the completion of the rounds, we all enjoyed a fantastic lunch reception and awards ceremony, including a moving testimonial by the Casey Cares family about the love and support they have received by Casey Baynes and her great organization.

All-in-all, the event was a tremendous



success, raising \$12,000 for the Casey Cares Foundation, and \$5,000 for the special needs of Kayla Murphy, who suffers from a form of Mitochondrial Disease. Kayla is the daughter of 1ST TEAM's own Stephen Murphy, our longtime friend and Aberdeen Branch Manager.



All of this would not have been possible without the gracious support of all of our sponsors, business partners, family and friends. Our many thanks to all of you as we begin to look forward to next year's event!

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Special points of interest:

- *1ST TEAM Annual Golf Tournament*
- *Partner With A Search Firm*
- *Ask the Experts*
- *Five Steps to Better Interviews*

Partner With a Search Firm

Ron Knight, Director of Professional Staffing

The nature of the staffing industry is to continuously network with prospects, clients, and candidates, offering services and suggestions that continually replenish its resources. Because staffing services are in the business of matching candidates and companies, the relationships built are usually in-depth and ongoing. Search Professionals, therefore, have a continuous resource of candidates from which to draw.

A qualified recruiter has the time, resources, and incentive to check deeper, test further, and evaluate with more scrutiny each candidate



they propose. There are staffing services which have developed special computerized skill assessment systems to test candidates and ensure the level of proficiency they profess. There are recruiters who request that nine or more reference checks be completed prior to any interview taking place.

For these reasons, a qualified staffing service can complement your search and dramatically enhance the level of candidates you interview. Plus, most work on a straight contingency basis, so it won't cost you anything unless

you hire one of their candidates. Still others verify qualification and certifications. The good ones do all this and more.

Consider using a specialized staffing firm if you are seeking candidates with special skills such as accountants, lawyers, healthcare providers, information technology professionals, etc.

Get the responses you need.

Yes or no answers won't yield the information you need to make a successful hiring decision. Ask questions in an open-ended fashion, and create scenarios that elicit thought by the applicant. This type of probing will uncover the data that is most relevant to your search.

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 for some reason you're attempting to hire them directly, then you'll need to do a lot of the groundwork yourself. However, 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 match those parameters, 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.

Begin by determining what traits are important to your company 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.

You can develop a sense of this over time as various people move in and out of positions. If you're a fairly new manager, 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 struggled 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 them out or avoid them as the case may be.

Of course, 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 attempt to develop a sense of how you expect that they'll perform. Be sure to trust your instincts in this process.



Five Steps To Better Interviews

Ron Knight, Director of Professional Staffing

By now you've probably seen the seemingly endless lists of great interview questions to ask candidates and learned methods to keep them at ease during the interview. The interview is your "juiciest" chance to evaluate potential employees and gauge how they will function within your organization. Here are five ways supervisors can squeeze more "juice" out of the process and make more informed hiring decisions.

1. Best Behavior – One of the best ways to discover a candidate's true nature is through behavioral interviewing, which posits that past behavior is the best predictor of future performance. Prepare questions that can be touchstones to revealing past behavior. An example is "Share with me a time when you came up with a value added project and take me through its evolution and execution." This type of question can be revealing in terms of team relationships as well. If the project was developed in conjunction with a team, the candidate may be taking undue credit. On the other hand, it can illustrate how the individual functions as part of a team, which is always important.

2. Accentuate the Positive – Picture what sets your organization apart from the pack. Maybe you offer perks (gym memberships, tickets to local sporting events) or provide flexible scheduling. When you are interviewing a promising candidate, don't hesitate to talk up your company and present these positives. Often, they will seal the

deal for a candidate who is wavering.

3. Cultural Fitness – Devote ample time to determining an applicant's skill set, but don't overlook how they will function within your com-

Devote ample time to determining an applicant's skill set, but don't overlook how they will function within your company's culture.

pany's culture. To characterize your business culture consider things like who makes decisions and how they are communicated and whether independence is championed or frowned upon in your organization. Ask questions that will reveal whether the candidate's character will flourish or perish in your business environment.

4. Safety in Numbers – Delegation comes in all shapes and sizes. Just because you're the hiring manager with final say on who gets hired doesn't mean you can't have some assistance. Particularly with high profile hires, sometimes the best option is to involve multiple interviewers to get diverse perspectives about an interviewee. Enlist co-workers you respect and whose judgments you trust to conduct separate interviews. Afterwards, compare notes and keep an eye out for things they may have noticed about a candidate that you failed to.

5. Fielding Tough Questions - Job seekers are more savvy than ever nowadays and they are coming armed with hardball questions for interviewers. Be prepared to answer queries like "What makes your company a great place to work and what are you doing to make it even better?" or "When was the last time your organization had layoffs and what was the most important measure used to determine who would

stay?" Don't get caught flatfooted by tough questions – anticipate them and have well thought out answers prepared.

Employee Focus

This month's employee focus is on Staffing Coordinator Amanda Wellner in our Arbutus location. Amanda is another one of our valued employees here at 1ST TEAM.



Since starting here at 1ST TEAM a year ago we've found Amanda to be consistently one of our top performing recruiters, tackling all assignments with dedication and tenacity. She always comes to work full of enthusiasm, ready to take on new challenges and eager to help both clients and candidates. Amanda has proved time and time again that hard work, patience and professionalism allow her to grow lasting relationships with the clients as well as the candidates she comes in contact with regularly. We have seen Amanda firsthand go above and beyond helping to get clients' time-sensitive projects completed. Amanda has never stopped challenging herself and has just scratched the surface of what she is capable of. She is an asset to our organization and one of the reasons we are confident that our existing partnerships will flourish for years to come.

“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:

Lloyd Adams	Tavin Buise	Wallace Franklin	Justin Icart	Susan McCarthy	Raymond Quinn	Gloria Stephens
Koffi Agbenohevi	Juanita Bullard	Robert Frazier	William Jennings	Regina McCullough	Adrian Rice	Robin Stevens
Tim Agne	Michael Butrim	Diane Freeman	Brigitte Johnson	Colleen McDonough	Ebony Robinson	Tae-Na Stewart
Javier Aguilar Moran	Nathaniel Carpenter	Jamaine Freeman	Deborah Johnson	Craig McLaurin	Dennis Rodgers	Darnell Suggs
Richmond Alectice	Devere Childs	Datwyan Frink	Shaka Johnson	Imelda Mejia	Donte Rogers	Michael Taylor
Dedric Allen Sr.	Montez Christian	Kelvin Gibson	Shawnice Jones	Anesia Miller	Elser Rosas	Stacy Taynor
Callie Allen	Clarence Coby	Terry Gibson	Talisha Jones	Michel Moise	Karen Rose	Christopher Thompson
William Alston III	Deloris Conway	Irina Gomez	Robert Kappesser	Maria Moreira	Gloria Rossman	Cossi Franck Tokognon
Marcus Alston	Karen Cooper	Joseph Gonzales	Korto Kennedy	Justin Morlok	Hillary Rouse	Brian Toles
Marquita Arnold	James Cromwell	Josue Gonzalez	Gesmallah Kiri	Anna Mroz	Israel Salas	Donna Trodslen
Alexander Awonusi	Jorge Cruz	Leisel Gonzalez	Tahno Kouadio	Giselle Negron	Nichele Sanders	Irvin Wainwright
Rebecca Ayers	Alba Davis	Lanatia Green	Steven Kutzke	Justin Nicely	Julius Sandlin	Cheryl Walters
Levean Ballard-Womack	Eboni Davis	Earl Grey II	Shannon Langer	Jamie Nicholson	Maria Schneider	Timothy Wanguru
Monica Baughman	Ebony Davis	Jane Hall	Le Kung Lavav	Terrell Nicholson	Mark Schumann	Marvin Washington
Robert Becoat	Tedra Davis	Doreen Harris	Siang Lian	Niankoye Nieba	David Segar	Pamela Washington
Ceu Bik	Tracey Davis	Erica Harris	Stacy Lindecamp	Veronica Nunez	Clayton Sharpe	Melissa Weitherow
Jessica Blevins	John Deese	Brandon Haynie	Lisa Little	Bashi Olagoke	Lisa Sheets	Reginald Wells
Danita Blount	Sarah Dellecese	Lolita Hayward	Ryan Lochary	Jose Orellana	Toy Sheets	David West
Roger Bongiyela	Deanna DeRossett	Jason Heavel	LaRon Lonon	Bijalben Patel	Robert Shifflett	Harry Wharton
Bryan Bookman	David Dorsey	Reginald Hedgepeth	Virginia Lucas	Bipinkumar Patel	Nana Siaw	Steven White
Christina Bowman	Colleen Dougherty	Bonnie Heikkila	Jerome Lyles	Ramesh Patel	Johnathan Simms	Kimberley Wijnands
Willie Brand	Wayne Douglass	Mary Hennessey	Eric Madero	Tejash Patel	Brian Sinclair	Javon Williams
Tyrone Braxton	Jermaine Drumgoole	Chenetta Hill	Tim Mahaven	Roseline Paulis	Richard Smith	April Wilson
Robin Breighner	Kayla Duff	Nekisha Hinnant	Edward Manning	Rhonda Pennington	Shawn Smith	Alice Womick
Mark Bristow	Charles Dyson Jr	William Holland	Nicholas Mariner	Kisha Pinkney	Steven Smith	Jessica Zagal
Ambitious Britton	Brittani Ebanks	Jennifer Horton	Lauren Marsiglia	Carl Quinet	Heiko Spieker	Vincent Zanti
Octavia Brown	Kibwa Evans	Jacklyn Hubbard	Alvin Martin	Brian Raim	Aaron St. John	Erin Zellman
Elton Buckett	Shane Frable	Davon Hursey	Nyshia Mays	Jerome Reid	David Staib	Kevin Zilligen

**This quarter, 1ST TEAM provided 198 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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