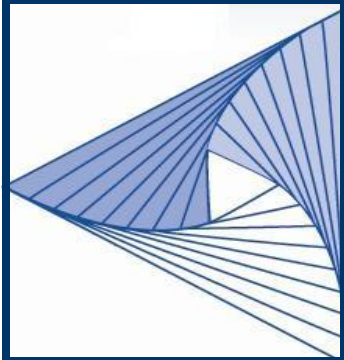




October 2008

The Teammate



1ST TEAM Opens New Corporate Location

Jon Hottle, Director of Risk Management

1ST TEAM Staffing recently purchased a new building in Baltimore County to support our expanding business while we continue to provide top-notch service to our clients.

The new facility is located just a few minutes from Interstate 695 at 806 Frederick Road in Catonsville. The

purpose of the new location is to house our corporate operations, including our President, Vice President, Directors and our Payroll department.

Over the last 26 years, 1ST TEAM has grown dramatically, and to continue to support our customers in the best way possible, we are expanding to meet the needs of our company as well as our clients.

Until now, our Arbutus location has been bursting at the seams by housing both corporate functions as well as recruiting and service operations. Our relocation of our corporate office will take the pressure off of everyone by giving us added space in both Arbutus and our Frederick Road address. Our corporate office will be equipped with additional conference room space to meet with our clients and for our sen-



ior management team to strategize about new, effective methods to provide timely and practical solutions to your staffing needs. Meanwhile, our Arbutus office will utilize an expanded reception area to efficiently handle the increasing flow of qualified applicants and interested job seekers.

Our ability to grow our footprint and add offices is a direct result of you, our clients. Our partnerships, many of which have turned into long-lasting relationships, are the primary reason for our success and our ability to serve many others in the community. Our satisfaction is derived from the success we see on the faces of our clients, in the daily conversations we have, and in the positive results of your business goals.

We thank you for your patronage and affiliation with 1ST TEAM Staffing
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- *1ST TEAM Opens New Corporate Location*
- *How to Choose Between two Equally Qualified Candidates*
- *Convince People that they Want to Get on Board*
- *Employee Focus: Lauren Capan*

How to Get the Most Out of Your Associates

Ron Knight, Managing Director of Operations

Selecting the right firm for your needs is certainly the first step towards yielding the most impact from the temporary employees they send your organization.

But to tap into their complete potential and ensure productivity, you should take as much care managing temporary employees as you do full-time employees.

When temporary employees arrive at your office, greet them enthusiastically and thoroughly revisit your expectation while they are on assignment. Your temporary staff



needs attainable production goals. Don't overload them with too much information at once. Make sure your direction is

precise and given in pieces so that the temporary can retain the information. Introduce temporary employees to your full-time staff and explain to your staff what the temporary employees will be doing, how long they'll be there, and why they were called in.

On their first day, check up on temporary employees in a couple of hours; then review their work two or

three times a day thereafter. This will ensure that your project deadline is on target and that the work is accurate and meeting the standards of quality you set.

When the project is completed, evaluate the job performance and compare it to your original time and cost estimate. Did you get your money's worth? Contact the temporary firm and let them know if you were pleased or not satisfied with the temporary employee's performance. If the temporary employees performed unsatisfactorily, see how the firm responds. If it is a competent, professional agency, those instances will be the exception, not the norm. After a few months, evaluate the firm's overall record and if it's not what you expected, it may be time to try the firm that came in second.

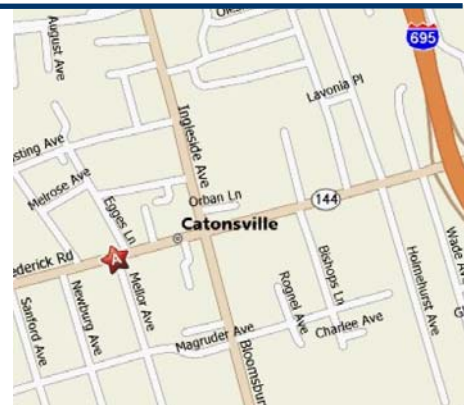
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1ST TEAM Opens New Corporate Location

Services and we look forward to continuing to work with you and your company in the future. Below are the complete details about our new location:

1ST TEAM Staffing Services, Inc.

**Corporate Office
806 Frederick Road
Catonsville, MD 21228
410.719.0404**



Ask the Experts



Q. How can I choose between two equally qualified applicants? I like both people, and I can't find anything to disqualify one over the other.

A. Is there someplace else in your department or your company where the other person may be able to be placed? It's hard enough finding even one solid hire. When you find two, get them both if you can. If you're limited to selecting one, then this is one of those cases where you need to trust your gut instinct. If you lean slightly towards one or the other, go with that leaning. If you are completely torn, you might ask for an outside opinion to help you in making the selection. This might be your team that will have to be able to work with your new hire or your own supervisor who may have other thoughts about how your team should function.

Selling Your Company to Potential Hires

John Sovero, Vice President

During the hiring process as you zero in on a prospective hire, it's vital that you are able to turn up the flame to bring the candidate's interest in your company to a boiling point. You know your company



is a great place to work, but this has to be communicated to a candidate. Recognizing this process as a two-way street means putting on your sales hat and selling the virtues of your business to someone who you've determined would be a good fit. The object is to present your organization as an attractive destination and to convince people that they want to get onboard. Here are three methods for making potential employees want to work for you.

The objective is to present your organization as an attractive destination and to convince people that they want to get onboard.

Push the Culture

To define your company culture, think about how workers interact and relate to each other in and outside of work. Your business culture can loosely be defined as more formal or laid back and the best way to sell it is to give concrete examples that define what you're all about. Go deeper than telling someone you have dress down Fridays and pizza parties. If you are meeting with a potential employee who values more formal interactions, let them know that you participate in exclusive activities designed to enhance your company's reputation and image. These include local community business engagements, prestigious awards gatherings, and mentor-

ing programs. Another distinction is whether you have more of a team mentality or promote a star individual-centric system.

Hidden Benefits

Keep in mind that a potential hire is thinking "What's in it for me?" Even after you've gone over your benefits package including medical, vacation, or a 401(k) program, there are hidden benefits. These can include flex time and work from home opportunities, maternity and childcare options, and continuing education opportunities.

Many companies have programs in place that will fund all or part of job-related classes and workshops. Professionals prize job growth and bonuses, and the best way to present these opportunities is to give specific examples of individuals who climbed your company ladder with details on how they achieved it. The freedom to transfer to another department is another hidden benefit that may be thriving at your business. Let people in on the positives.

Be Candid

Although it seems to fly in the face of being upbeat, most prospective employees appreciate being briefed on challenges your company faces and how they would fit in. "When I was interviewing, the manager told

me that they recognized their HR Department could be improved on and that whoever they hired would be a big part of that solution. It made him want to prove that he could help them. The idea is to paint an accurate picture of your company and then to move on to your vision of what you eventually want to be. Letting someone know that there's already a niche carved out for them with appealing and exciting responsibilities makes them feel respected and wanted.

Employee Focus

Since joining our team last winter, Lauren Capan has proven to be a great addition to our team as our White Marsh branch manager. She has quickly



learned the specifics of our business and has demonstrated everything we look for in an employee. Lauren is one of the most effective managers we have here at 1ST TEAM; she has a warm, personable style that motivates her employees to do their best. Moreover, all of our clients that have come in contact with Lauren and her team have nothing but positive things to say about the way they go about their business. Her growing knowledge of the staffing industry and her remarkable problem-solving abilities are rare indeed. If the quality of a firm's employees is an indication of future success, 1ST TEAM has a very bright future with employees like Lauren leading the way.

“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:

Essofa Agouda	Chanell Cole	Elishia Grams	Curtis King	Jeremy Nichols	April Stevenson
Reginald Askins	Donald Combs	Michael Gunter	Don Knowles	John Nichols	Craig Stevenson
Daniel Atwell	Raymond Cook	Gustavo Halphen	Rodney Lee	Nerlange Nicolas	Sabrina Stevenson
Ryan Avant	James Cousar	Jamar Hampton	George Lewis	Michael O'Connor	Takia Stevenson
Christopher Awalt	Jeremiah Creecy	Jeff Hanna	Robert Lina	Korey Otis	Sade Street
Christal Banning	Shaunmeka Currence	Melissa Hanon	Bryant Little	Shailesh Patel	Thaddeus Street
Frank Barber	Anthony Danowski	Vincin Harpster	Susann Little	Jamar Peele	Josh Telmanoski
Patrice Biggers	Kelly Davis	Ella Harris	Randolph Mack	Khalilah Pitt	Zung Thi Ting
Tamara Blackmon	Lanice Davis	Gertrude Harvey	Teddy Mackin	Luke Porter	Sathyadas Thoppi
Lawrence Boddy	Travis Davis	Keith Hathaway	Andrea Mallory	Shaun Reid	Sharri Thornton
Dawn Boswell	Myesha Douglas	Lawrence Hawkins	David Manahan	Jamal Richardson	Alva Tobar
Benny Bowman	Donte Dyson	Shawn Heikkila	Bradley Matteson	Travis Robinson	Sing Tual
Reginald Boykin	Amira Edwards	June Henson	DeAndre McClintock	Cynthia Roy-Robinson	Jeremiah Uwandu
James Bright	Torres Epps	Dione Hill	Antonio McCory	Amber Scott	Timothy Walls
William Brooks	Katrina Erline	Grace Honaker	Angie McLeod	Janelle Scroggins	Maurice Waters
Gail Brown	Kevin Feeheley	Kimberly Hutton	Dyn-Juan Mcnair	Mari Shipley	Dolores Watkins
Ronald Brown	Otilia Fernandez	Marion James	Monique Moore	Kelly Sibley	Jared Weeks
Linda Buchmyer	Luther Fields	Jonathan Johnson	Justin Mullen	Devin Smith	Brian Werner
Angelique Bungori	Ebony Flemons	Primus Jones	Brigid Murray	Gregory Smith	Tyrone Westley
Ester Burrell	Ricardo Foreman	Celestin Kagorora	Brian Mwelwa	Kevin Smith	James Whittington
Steven Carr	Ishmel Fulton	Henry Kalu	Cierra Myers	Mathew Smith	Kelly Wiley
Larry Causion	Preston Garrison	Dallas Keeter	Jeffrey Myers	Mary Snyder	Marshall Williams
Ingrid Chichester	Steven Gerben	Rita Kelley	Karron Newman	Janelle Soldiew	James Windell
Tinisha Childress	Anthony Glover	Allen Khai	Mandiaye Niang	Brock Steadman	Steven Wright
Adam Cisneros	Sherece Glover	Kerry Kiehne	Howard Nicholas	Ramon Stevenson Jr	Lal Za Kap

**This quarter, 1ST TEAM provided 150 employees with full-time employment!
 Their hard work, loyalty, and dedication to get the job done have made them stand out from the rest!**

**Corporate Office
 1ST TEAM Staffing Services, Inc.**

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 Baltimore, MD 21227**

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