



Industry Update



January/February 2008

CONTACT:

Award Staffing
8030 Old Cedar Avenue South
Suite 110
Bloomington, MN 55425
Tel: (952)924-9000
Fax: (952)929-1300
Email: success@awardstaffing.com

Award Staffing Celebrates 20 Years of Staffing Excellence in 2008



As the Award Staffing team rings in the New Year there is an extra air of accomplishment and excitement in our office because 2008 marks our 20th year fulfilling Twin Cities companies' staffing needs.

From Award's beginnings as a small, husband and wife run operation 20 years ago, we have made a lot of progress including these, most recent highlights: changing to new owners with a fresh approach to staffing, moving to new and improved locations for our corporate headquarters and the Fridley and Chaska satellite offices, becoming an active member of the American Staffing Association and the Minnesota Recruiting and Staffing Association, earning honors as one of "The Most Dependable Staffing Companies in the Great Lakes Region" by Goldline Research in 2007, and achieving inclusion in the Minneapolis/St. Paul Business Journal's List of "Top 25 Temporary Employment Firms".

We are very excited about these accomplishments and are looking forward to building upon them as we continue to grow and evolve to meet our clients' ever-changing staffing needs. On the forefront of our agenda for 2008 are plans to continue to build our state-of-the-art employee skills testing and character procedures, plans to continue to educate and certify our team of staffing professionals to ensure we provide quality and ethical service, and plans to fine-tune our robust safety program to maintain the highest level of safety standards and achieve our goal of no on-the-job injuries in 2008.

The Award Staffing Team is looking forward to having the continued opportunity to show you the advantages all of our progress brings to our staffing partnerships in the New Year!

Award Staffing Joins MNRSA: Results in Benefits for Clients

Award Staffing recently became a member of the Minnesota Recruiting and Staffing Association (MNRSA), the industry organization dedicated to protecting and promoting the health of the staffing industry. Award chose to join the MNRSA because members are privy to a variety of resources and involvement opportunities that translate into value-added benefits for their clients.

First and foremost, the MNRSA partners with the American Staffing Association and National Association of Personnel Services to bring continuing education and certification opportunities to its members. According to the MNRSA, "Certification enhances the competency and knowledge of labor and employment law of any (staffing) professional."

(Award Joins MNRSA continued on page 2...)

In this month's issue:

- Award Celebrates 20 Years of Staffing Excellence in 2008
- Award Staffing Joins MNRSA: Results in Benefits for Clients
- Award Team Members Give Input on New Market Statement
- Award Staffing Upgrades Skills & Behavior Testing with Outstanding Results
- In the Break Room with Award Staffing: Photo Hunt & Sudoku

We speak your language- clear and simple. Performance Counts.

(Award Joins MNRSA continued from page 1...)

Currently, the Award Staffing team is working hard towards achieving certification for all of our team members, with department leaders for Human Resources, Safety, Sales, and Management already certified. As a result, every member of our team is advised by a CSP and is better equipped to protect the legal rights and obligations of our company, our employees, and our clients than the employees at a non-certified staffing firm.

Another advantage MNRSA members have is access to legislative updates and legislative representation on issues that could adversely affect their ability to fulfill clients' staffing and recruiting needs. This

translates into peace of mind for MNRSA-member companies' clients because they can feel confident that their staffing firm is sending employees who are equipped and trained within the most recent labor and employment laws and regulations.

Finally, all MNRSA member companies are held to the MNRSA's Standards of Ethical Practices. The Standards cover appropriate protocol for interactions between recruiters and candidates, recruiters and clients, staffing firms and employees, staffing firms and clients, and one staffing firm and another staffing firm. As a result of this pledge, MNRSA member staffing firms are held accountable for working to set the bar for

professionalism and ethical service in the staffing industry. If your staffing firm of choice bears the MNRSA Member logo, then you know that you are working with a firm that is dedicated not only to their trade but to ensuring that they provide you with above-board, outstanding service.

Ultimately, active MNRSA-member staffing firms serve the staffing industry and their clients better than non-member firms because they invest the time and energy into using the MNRSA's educational, legislative, and promotional resources to continually improve how they operate their business.



Award Staffing Upgrades Skills and Behavior Testing with Outstanding Results

Award Staffing recently upgraded our employee skills and behavioral testing capabilities to cover a more comprehensive set of skills and to generate easier to read results reports faster. This upgrade consisted of the installation of state-of-the-art computer testing stations for employee skills tests in our corporate office and the use of palm pilots for behavioral testing as a standard part of our application process in our corporate and satellite offices.

As a result of this upgrade, Award is now better equipped to test candidates for many light industrial and office skills, including: count and stack, forklift operation, Good Manufacturing Practices, math, MIG welding, production problem-solving, ruler, rough carpentry, accounting skills, Microsoft skills, call center skills, and more.

In addition, Award is now equipped to test all of our employees for behavioral traits that are often correlated with employee attendance, on-the-job safety, and job retention. As a result of these tests, Award is able to identify employees who may need additional training or who may not be a good fit for certain positions.

From the day we instituted these new testing capabilities, we have been fulfilling our clients' staffing needs with candidates who have the skills they need more quickly than ever before. This achievement has not gone unnoticed by our clients, who have been thrilled with the quality of candidates we have been able to quickly find for them as a result of these tests. Among the positive feedback we've received from various clients, is Joshua Boomer from Twin City Hardware who raved:

"I want to thank Award Staffing for all of their help in 2007! The new, more in-depth employee testing that you have implemented makes all of the difference in the quality of candidates you have sent to me to interview and hire. After seeing your math skills and tape measure tests, I knew there would be no way someone would be able to get lucky and guess to pass the test. I have seen tests from your competitors that I feel confident my eight-year old could pass. Award's testing makes me feel confident in the quality and skill level of candidates you send me."

If you'd like to learn more about our employee skills testing capabilities, please call your Award Staffing Account Manager at (952)924-9000 today!

We speak your language- clear and simple. Performance Counts.

Award Team Members Give Input on New Market Statement

As 2007 wrapped up and 2008 approached, the Award Staffing Management Team decided to apply the proverbial New Year's saying, "Out with the old, and in with the new," to our company's market statement.

Throughout the months of November and December, we asked every member of our team to participate in a series of surveys regarding their personal job goals, our teams goals, and the things they do on a day-to-day basis to achieve these goals. We used their responses to come up with the content for three contending market statements. Then, we asked our team to vote on the market statement that best reflected their responses to the surveys and the level of service they aim to provide for our clients. As a result of our teams' hard work, Award Staffing proudly introduces the market statement for 2008:

Award Staffing has been partnering with companies in the Twin Cities to fulfill their staffing needs for 20 years. Award's use of innovative staffing technology and team of industry educated staffing professionals, combined with local ownership and the ability to customize services to meet clients' needs, allows us to deliver results with both the dependability of a nationally-owned firm and the personalized service of a locally-owned firm. As your staffing partner, our team will work hard to respond immediately to your staffing needs and show you how we have earned our reputation as the most reliable staffing company in the Twin Cities.

In the Break Room with Award Staffing: Photo Hunt & Sudoku

Can you find the 24 differences between the photos and solve the sudoku below? If you get stuck, call your Award Account Manager for the solutions!



3	2				8	6	9	
				9				
	1	9						3
2	6				3			5
	8						7	
5			2			3		1
6						1	5	
				2				
	3	8	7				6	2

We speak your language- clear and simple. Performance Counts.