

IN BUSINESS Las Vegas

Nevada Staffing



Finding what fits

Supplement to In Business Las Vegas • September 15, 2006

Have you heard?

In an annual survey conducted by FORTUNE magazine, Manpower has been chosen as America's Most Admired Staffing Company* for the fourth consecutive year.

Work with a great company. Or work for one. Contact us today to see what we can do for you.

**Manpower – West, and
Convention & Hospitality Services**

8170 W Sahara Ave, Suite 106
Las Vegas, NV 702-363-8170

Manpower - East

6615 S. Eastern Ave, Suite 100
Las Vegas, NV 702-893-2626

Manpower - North

2455 W. Cheyenne, Suite 101
North Las Vegas, NV 702-399-5200

Manpower - Bullhead City

2250 Hwy 95, Suite 550
Bullhead City, AZ 928-758-3434

Manpower - Kingman

1308 Stockton Hill Rd Suite C
Kingman, AZ 520-753-1113

manpowerlv.com

*In a 2005 survey of 10,000 industry executives by FORTUNE magazine.

What do you do?



Manpower®



IN BUSINESS Las Vegas

PUBLISHER

Bruce Spotleson bruce@gmgvegas.com

ASSISTANT Terry Martin (990-2443)

EDITORIAL

SPECIAL PUBLICATIONS EDITOR Rob Langrell

SPECIAL PROJECTS COORDINATOR Sal DeFilippo

STAFF WRITERS Alana Roberts

Brian Sodoma

CREATIVE

EDITORIAL DESIGNERS Adam Bucci

Bradley Samuels

ADVERTISING CREATIVE DIRECTOR Thomas Jackman

ADVERTISING

SALES MANAGER Debbie Donaldson (990-2457)

ACCOUNT EXECUTIVES Sarah Dennis (990-8170)

Allen Grant (990-8991)

Bessy Lee (990-8948)

Carol Skerlich (990-2503)

Kelly Behrens-Keldel (990-8969)

ACCOUNT COORDINATOR Sue Sran (990-8911)

PRODUCTION

PRODUCTION DIRECTOR Maria Blondeaux

PRODUCTION MANAGER Blue Uyeda

PRODUCTION ASSISTANT Marissa Gable

TRAFFIC COORDINATOR Janine Hughes

TRAFFIC ASSISTANT Rue McBride

CIRCULATION

VP OF CIRCULATION Kris Donnelly (990-8994)

CLIENT RELATIONS MGR. Rhona Cameron (461-6434)

ROUTE MANAGER Lindsey Chapter (990-8187)

CIRCULATION ASSISTANT Doris Hollifield (990-8993)

GREENSPUN MEDIA GROUP

CHAIRMAN OF THE BOARD Daniel A. Greenspun

PRESIDENT Michael T. Carr

VP OF FINANCE Steve Gray

HUMAN RESOURCES John Ottone

DIR. OF PUBLIC RELATIONS Kelli Maruca

BRAND MANAGER Amy Dye



From The Editor



The Nevada Staffing Association is a group that is comprised of temporary and permanent employment agencies throughout the state. They are the people who provide a voice for the industry, in addition to helping out companies when they face manpower issues or simply need to bridge a gap for a short-term, temporary project.

Included in this publication are the various “temps of the year” from the NSA members. Their profiles begin on page 9. One winner will be selected later this month from these individual choices to be the state’s prestigious “temp of the year.”

Inside, you’ll find stories about how to select a staffing company and how the process works. There are also a couple success stories about temp employees who have made their marks at their respective companies.

We hope the section answers the questions you’ve always had about the industry and will help in making future decisions.

Rob Langrell
Editor of Special Publications
Rob.Langrell@gmgvegas.com
(702) 990-2490

About the Nevada Staffing Association

The Nevada Staffing Association is the voice of the local staffing industry. We promote the interests of our members through legal and legislative advocacy, public relations, education and the establishment of high standards of ethical conduct.

Members offer a variety of services, including temporary help, permanent placement, temporary-

to-permanent placement, long-term and contract help, managed services (often called “outsourcing”), training, human resources consulting, and PEO arrangements, in which a staffing firm assumes responsibility for payroll, benefits and other human resource functions.

Membership Benefits

NSA Chapter members receive these bottom-line benefits:

- Discounts on business products and services
- Public relations opportunities
- Training and education
- Updates on staffing trends
- Networking and leadership opportunities
- Protection against adverse legislation and regulation
- Promotion of the industry in the state
- Alignment with the American Staffing Association
- Participation in the “Temporary of the Year” Awards banquet
- Resume sharing via NSA website
- Partnership with member companies
- Strategic partnership with Job Connect

For more information about the NSA, contact Cottia Bender at (702) 598-0070 or by email at cbender@staffmark.com or Jennifer DeHaven at (702) 876-0708 or by email at jdehaven@milleniumstaff.com. Also, log on to www.nevadastaffingassociation.com.

NSA Board

Board Position

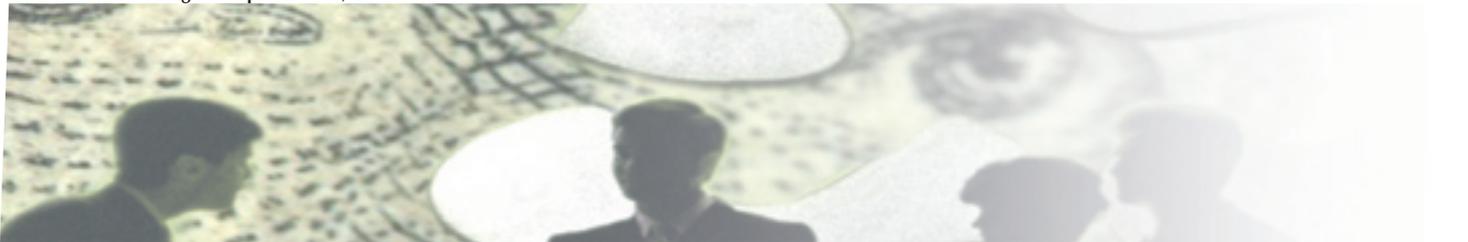
President
Past President
President Elect
Vice President
Secretary
Treasurer
Government Affairs Chair
Public Relations Chair
Education/Programming Chair
At-Large Member

Name

Jennifer DeHaven
Cornelius Eason
Tom Haynie
Cottia Bender
Jennifer Lyon
Brian Telfer
Cornelius Eason
Donna Lattanzio
Jeff Pyle
Debbie Schmidt

Agency

Millenium Staffing Services
Priority Staffing
Manpower of Southern Nevada
Staffmark
Eastridge Group
Corestaff Services
Priority Staffing
Millenium Staffing Services
Express Personnel Services
Eastridge Group



Staffing companies help ease recruiting process

By Alana Roberts
Special Publications writer

Although Nevada's unemployment rate has reached a two-year high of 4.5 percent, the staffing industry has experienced continued job growth over the past year.

The employment numbers only reinforce what leaders of the Nevada Staffing Association already knew. They say their industry has grown as more employers are turning to them to save resources in their recruiting and hiring efforts. The Nevada Staffing Association is an affiliate of the American Staffing Association.

"If they (an employer) put an ad in the newspaper, who knows how many resumes will come through," said Jennifer DeHaven, executive vice president of Millennium Staffing Services and president of the Nevada Staffing Association. "They have to sift through resumes, they have to call applicants and interview them and do a skills assessment and do the reference checks. They spend all this time and money and the search could be fruitless."

If a person sent from a staffing firm doesn't work out, as long as it's on a temporary or temp to hire basis, then the firm can easily send a replacement, said Donna Lattanzio, president of Millennium Staffing Services.

"It's easy to end that assignment, and that person is not being fired," she said. "The client gets to test drive the employee before they hire them. They get to see their work habits, how ethical they are and what their skill level is. The temp gets to say, 'This is a great client. I could grow with this client.' Or, 'This is not the

environment I want on a long-term basis.'"

Staffing firms typically offer their clients such services as, temporary hiring, where the staffing firm continues to officially employ the worker while he or she performs work for the client; temp to hire, where the company gets to try a worker out on a probational basis before hiring them and direct hiring services.

DeHaven said staffing firms are better able to match the right employees with companies, while freeing up company leaders for other tasks. She said staffing firms can handle tasks like writing employee handbooks and recruiting and screening employees through skills assessments, background checks, reference checks, drug tests and credit checks.



Jennifer DeHaven

"It's our core competency, so we know how to do this," DeHaven said. "That's what we do for a living, recruit and

screen the right people for the right job."

Jeff Pyle is education chair of the Nevada Staffing Association and owner of Express Personnel Services. He said members of the group adhere to a code of ethics. Because of the Nevada Staffing Association's code, members of the group follow employment laws and educate their clients about those laws. One way members of staffing firms protect their clients is by thoroughly checking the employment documents of their workers to ensure they can legally work in the United States.

"We have a responsibility to provide our clients with employees who are going to make their businesses competitive, as well as im-

prove on their bottom line," he said. "This is one way of doing it, by ensuring they receive individuals who are eligible to work in the United States."

DeHaven said member firms have access to ongoing employment law updates and other relevant information through the American Staffing Association.

"The American Staffing Association is constantly sending us materials to make sure we're on top of all of the legal issues," she said. "We share that information with our clients and we also do monthly educational meetings."



Donna Lattanzio

Staffing firms can also be attractive to workers because working as a temp allows them flexibility in scheduling and the ability to pick and choose the kind of firm that is best for them. Many staffing firms offer benefits like healthcare coverage, vacation and holiday pay and 401 (k) programs.

Workers new to the area also find that turning to a staffing firm can help them find out what jobs are out there and can help them get their feet in the doors of employers, Lattanzio said.

"I think a lot of folks in Las Vegas look to the staffing agency as their first line of offense when they're looking for positions," she said.

Once a company's leaders decide to use a staffing firm, they should carefully select that firm based on what their needs are, because some firms specialize in certain industries.

"Some of them have certain niches that they predominantly staff," Pyle said. "The main industries are either manufacturing, light industrial and clerical. There's some that deal

Nevada Staffing

Finding what fits

RECRUITING FROM PAGE 4

with accounting, some deal with the medical field, some deal with convention work.”

Cornelius Eason is immediate past president of the Nevada Staffing Association and president of Priority Staffing USA. He said companies should talk to the firm’s other clients, as well as ask about the staffing firm’s screening and interviewing process. Eason further suggested employers use staffing firms that are members of the Nevada Staffing Association.



Cornelius Eason

State employment numbers indicate that job growth has continued in the employment services category at a faster rate

than other industries and the overall economy. The employment services industry grew by 4,600 jobs or 15.5 percent from July 2005 and 2006. The employment services category is largely made up of staffing firms.

Between July 2005 and 2006 Nevada’s employers created 62,600 new jobs at a rate of 5.1 percent and employers within the construction industry created 13,900 jobs at a rate of 10.1 percent. Jim Shabi, an economist with the Nevada Department of Employment, Training & Rehabilitation, said the staffing industry’s growth has been outstanding.

“That industry has grown phenomenally,” he said. “That’s faster than construction and three times as fast as the overall economy. Even though it’s small in

numbers the growth rate has been consistently high over the last year.”

Although economic indicators like the recent unemployment rate show a slowing of growth in the economy, Shabi said Nevada’s employment numbers still indicate strong growth when compared with the rest of the nation.

“If you put it in perspective, nationally we’re still a phenomenon,” he said. “Nationally the job growth was 1.3 percent, in Nevada it’s 5 percent. We slowed from 6 percent growth to 5 percent. It’s a very fast pace compared to most places.”

Leaders of the Nevada Staffing Association say they haven’t yet felt an impact.

“Even though the economy has slowed a little bit the demand for quality staff has not, at least from what we’ve felt,” DeHaven said.



Staff Your Accounting & Finance Team with...

Accountants Inc.

Connecting Ambitions with Opportunities



At Accountants Inc. we understand how critical it is to find the right people with the right skills for your accounting and finance department.

Our exclusive focus in this area means our team of staffing professionals has a greater understanding of the unique needs of accounting and finance departments, from their basic structure to the ever-changing variety of software used across all industries. This in-depth knowledge combined with our focus on accounting and finance professionals results in superior service and a faster, easier search process for you. Whether your needs are at a management or support level, on a

project or direct hire basis, let Accountants Inc. focus on your financial talent so you can focus on the business at hand.

Call us today at (702) 734-1110 or email lv@accountantsinc.com to find out how we can help.



Part of the Veeva Group of Companies



Supervisor takes 'assertive' career path to success

By Brian Sodoma
Special Publications writer

Common sense would say if you are shy or introverted, don't pursue a career as a bill collector.

For Megan Edwards, a 10-year resident of Las Vegas, and admittedly a shy person, taking on the hardball career has brought great life changes.

Edwards, 30, who started in collections as a placement by Manpower Inc. of Southern Nevada with Credit One Bank in the summer of 1997, had her reservations about taking the job at first.

"I had never been in a call center before. At first, it kind of freaked me out," she said. "I don't really think I was that aggressive."

But things changed; and Edwards became much more assertive. She spent two years as a collector and then moved up to a trainer position with Credit One, which collects past-due payments from Visa and MasterCard holders.

"You're a negotiator. You have to come up with options for people and convince them of what they need to do," Edwards said about her collector days. "At the same time you also need to be able to listen to their problems and listen beyond what they are saying. ... It's high pressure, a lot of demands; you have to meet different goals. I think that's what I liked about it most, being able to set



Megan Edwards

goals and being able to meet those goals for myself."

After training over 1,300 employees, she became an employee development supervisor, and by September 2005, Edwards became the recruiting supervisor for Credit One's human resources department. In that position she has hired about 300 people, and spends a lot of time visiting job fairs for prospective hires and finding differ-

ent advertising avenues for finding good employees for Credit One.

Edwards aspired to be a teacher when she was younger, but says the training position turned out to be a better fit for her. She is also pursuing a degree in human resources at UNLV, and says the training she has received on the job has even helped her in situations beyond work.

"I learned to be a lot more outgoing and more on the ball with things in my personal life too," she added. "Basically when dealing with (training) collectors you have to stay in control and convince them that you know what you're talking about."

After working for a company that went out of business, then a few other jobs that didn't offer much of a career ladder, in 1997, Edwards called Manpower. She admitted to not having a lot of work experience, but was looking for something more stable and with better pay. She was referred to Manpower by a friend, and knew of family members that had positive experiences with the agency.

"This was really my first temporary agency. ... My brother also worked here (at Credit One) and had the same kind of experience too," the Southern California transplant added.

Edwards eventually hopes to move into human resources management, and ultimately become a director of human resources.

"... It's high pressure, a lot of demands; you have to meet different goals. I think that's what I liked about it most, being able to set goals and being able to meet those goals for myself."

Nevada Staffing

Finding what fits



Staffing firms uniting, boosting industry image

By **Brian Sodoma**
Special Publications writer

For years the staffing industry has battled a negative stereotype of owners shuffling bodies in and out of low-paying temporary jobs. But according to staffing experts, things have come a long way in a short time, as the industry, on a local and national level, has brought more options to employees and employers, while increasing wages along the way.

While the temporary market is still alive and well, a focus for many local agencies has been placed on executive and professional placements. Of the approximately \$62 billion in staffing industry revenues generated nationally in 2003, \$6 billion came from permanent placement services. As the industry surpasses the \$80 billion level in 2005, permanent placements are now eclipsing 15 percent of total staffing revenues, according to American Staffing Association figures.

Besides providing these new services, many staffing firms are now offering 100-day guarantees to employers for permanent placements. "Either it's a portion of their money back or we find another person," Jennifer Lyon, a local corporate recruiter with The Eastridge Group said about her company's 100-day guarantee.

Lyon also said in the 11 years she has been in the Las Vegas market the rise in the cost of living coupled with the different types of companies that are moving to the valley has created a need for a more sophisticated work force, and one that is now more than ever willing to look to staffing agencies to find their best options. "The reputation has improved. More people are willing to come to staffing agencies for their benefit," Lyon added.

Adding to a shift in the staffing industry's image are stricter background checks, which also comes with its downfalls in a tight labor market.

"We're seeing stricter hiring pre-screens being done, everything from drug testing to credit checking, a lot more screening standards; it's getting harder to bring on an employee as well," Lyon said.

"We're able to weed out a certain percentage of people who come in and fill out

a (background check) sheet, then don't come back," added Tom Haynie, CFO of Manpower Inc. of Southern Nevada.

Another shift that has helped staffing agencies is that recruiters for permanent placements tend to be more informed about the industry they are serving, said Cottia Bender, an executive search manager for Staffmark. She also emphasized that a recruiter tends to be more of

SEE **IMAGE**, PAGE 8

**Helping Businesses
Get Their Work Done
On Time.**

**Administrative/Clerical
Accounting
Information Technology
Event & Conventions
Executive Search**



(702) 734-2500

4411 South Pecos Road- Las Vegas
www.prioritystaffingusa.com

IMAGE FROM PAGE 7

a counselor to both employee and employer.

"You want to make sure your company is going to be able to accommodate the employees you find for them," Bender said. "Sometimes you have to say (to employers) 'based off my knowledge of the industry the benefits and salary you're paying are less (than the competition).'"

Bender added that, while recruiters, also referred to as "headhunters," get a bad name sometimes, it really comes down to helping working professionals to get paid what they deserve.

"There are ethics for recruiters. ... They (recruiters) sometimes have a negative image, when in reality we're presenting opportunities for someone to enhance their career," said Bender. She added that specialists like engineers, unless they become well known in their field, may not be aware of more lucrative opportunities elsewhere even though they are working in a high-demand field; thus, a recruiter brings them the exposure they otherwise wouldn't have.

But Bender also said many companies offer

more competitive wage and benefits packages when needed. In addition, employers are now paying recruiters to find qualified staff, which is different from the past, where employees were often paying for recruiters' services.

"I think they know we are really going to make or break their companies in the long run," she said.

Not just executives

As many permanent placements fall under executive titles, there is also a sub-market that is emerging for recruiters, according to Haynie.

"We're also starting to see a focus on mid-level positions like IT, accounting professionals, positions where you're not making \$80,000 or \$100,000, but more in the mid range. We're starting to find a lot of success in that area," Haynie said. "There's going to be continued demand for those kinds of positions with a growing city (like Las Vegas)."

With permanent placement and recruitment programs gaining steam, temporary positions are still in high demand as well. In fact, competitive wages and flexible scheduling have made temporary work an attractive employ-

ment option. The average temporary employee earns more than \$10 per hour, according to the American Staffing Association. And with a tight labor market – unemployment rates are currently hovering around 4.5 percent locally – temporary employees are taking advantage of the fact that they are in high demand.

"People want to try different jobs. They may even request: 'Put me out somewhere and we'll see,'" said Lyon. "Some people don't have that option, but those people that can, can actually take their time and try things out."

NSA re-emergence

Shortly after its formation in 2001, the Nevada Staffing Association fell dormant, but was revived in 2003, a move that its members say is a big reason why the local industry is growing and breeding a healthy competitive environment. In fact, today, it is common for companies to partner to help with one company's large job order, which was not so much the case a decade ago.

"Back in the day it was sort of taboo. But today we're all partnering to serve our clients," Lyon said. "We're all seeing each other out in the field, calling on the same clients. ... Having a partner and a solid back-up service only makes our customers more comfortable and makes you more successful as a staffing agency."

The NSA has allowed its members to put down some of their differences and put a priority on state and local market issues.

"It just got to a point now where we all came together and we all seem to understand the importance of fair play and following a code of ethics. As Vegas has grown up so has the staffing industry," Bender said, while adding that there are still plenty of non-members to watch out for.

"The problems you run into is these mom-and-pop shops coming into town, and instead of working with you, they try to undercut you. ... The margins are really small in this business and we (those in the NSA) know what it costs to provide the services we do," Bender added.

NSA members are also held to a code of ethics, which touch on issues like: discrimination, integrity in advertising, openness with workers about wages and job duties, encouraging employee skill advancement, and others. For those that are a part of the association, the NSA has created an alliance despite the competitiveness of the industry it serves.

"It's good to know we can all count on each other," Bender said.



Empower your growth.

A flexible workforce can meet the demand of your productivity fluctuations. Whether you need two or twenty workers, Express Personnel Services can equip you with qualified workers to meet tomorrow's needs.

Administrative • Accounting • Customer Service • Data Entry
Receptionist • Assembly • General Production • Warehouse

For all your temporary, temp-to-hire and direct hire needs.



Equip. Empower. Elevate.

702.434.3900

3663 E. Sunset Rd. Suite 103
Las Vegas, NV 89120-3246



Temp
of the Year NSA

Brenda Berry
Corestaff Services

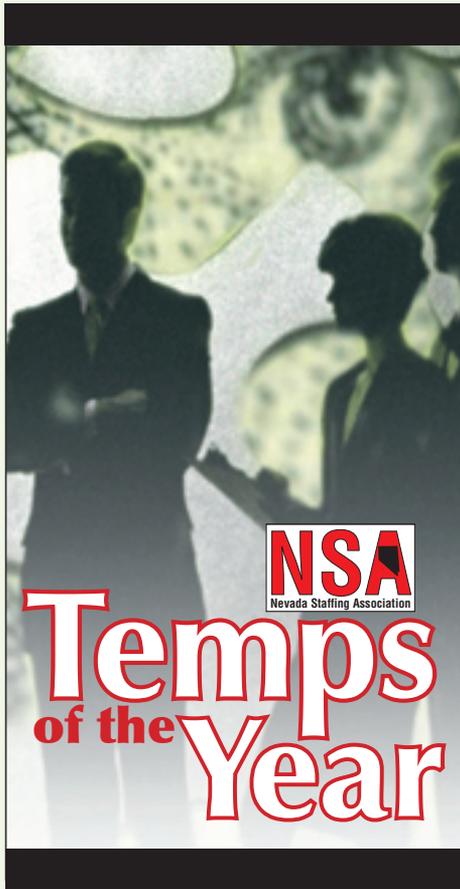
Brenda Berry started with Corestaff in April 2005. After completing her first assignment with one company, she moved over to our client JCM and has been there ever since. Her supervisor at JCM, who feels that Berry always produces quality work and upholds the highest standards, nominated her for Corestaff Temp of the Year. Not only does Berry have an excellent attendance record, she also has a great attitude that carries over to her co-workers. She is always ready and willing to learn new duties, and her supervisor has found that Berry learns each new duty quickly and thoroughly. Berry started out as a tester and has worked her way up to other positions within the company.



Temp
of the Year NSA

Jennifer Farinas
The Eastridge Group,
Henderson

Before registering with The Eastridge Group, Jennifer Farinas was employed at J&J Billing Company, where she worked as a receptionist and did light office duties such as faxing, copying, answering phones and taking messages. She worked at J&J for about a year, but said she felt like she needed more of a challenge. During the 2005 holiday season, she decided to seek other opportunities by registering with The Eastridge Group at the recommendation of her husband. He had been placed by Eastridge as a temp in the production department of a major client, which later hired him as a permanent employee. Farinas' prior experience in an office environment prompted her to accept a position at the same company as her husband as a Junior On-Site. In her role, she is responsible for assisting the Eastridge On-sites as needed, checking in candidates as they arrive, answering the phone and taking messages. She has also become an expert hand packer on various production lines. "Jennifer is the ideal employee anyone can ask for," said Jack Gaber, operations supervisor. "She's enthusiastic, hard working, upbeat, and eager to help anyone who needs training or has a problem."



Edwin Castillo
The Eastridge Group,
Light Industrial

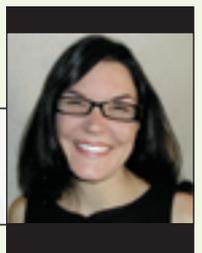
Temp
of the Year NSA



Edwin Castillo has been with The Eastridge Group since July 2005. He has been sent out on various assignments. Each assignment was completed and fantastic feedback came from everyone. He has been punctual and reliable no matter what the situation. For example, he was involved in a car accident and still reported to work. He received our temporary associate of the month award last January. "Edwin has always come through and done his work well," said account manager Henry Orona. "We would love to have more candidates like Edwin. It would make our job a lot easier." Castillo has been a model employee and has shown so much gratitude and compassion. The branch staff is truly impressed with his work ethic and commitment. "Edwin is one of the nicest and most dedicated employees I have ever seen. It has been a joy to work with him," added account manager Patricia DiGiacomo.

Lanelle Christman
Express Personnel

Temp
of the Year NSA



Lanelle Christman attended college in Billings, MT and received her Bachelor of Arts degree in history and English in the spring 2003. She distinguished herself by being awarded the "Outstanding History Graduate" while achieving a 4.0 grade-point average. She and her 9-year-old daughter, Kyla, moved to Las Vegas in September 2004 so that Lanelle could begin her graduate study in Asian history at UNLV. Being new to Las Vegas and having very few contacts, she decided that a staffing agency would allow her the job flexibility to continue her studies and allow her to spend time with her daughter. She visited the Express Personnel office and was immediately placed on an assignment. She hasn't missed a beat, as she was awarded the company's employee of the month award last January and now its temp of the year. "Thank you for finding us Lanelle," said Charlie Cina of Malibu Window Coverings. "I do not know how our company would function without her. She is an asset in every respect and is loved and appreciated by my clients and suppliers. Her positive attitude and smile make the everyday obstacles of business easier."

Ruby Fuller
The Eastridge Group,
Clerical

Temp
of the Year NSA

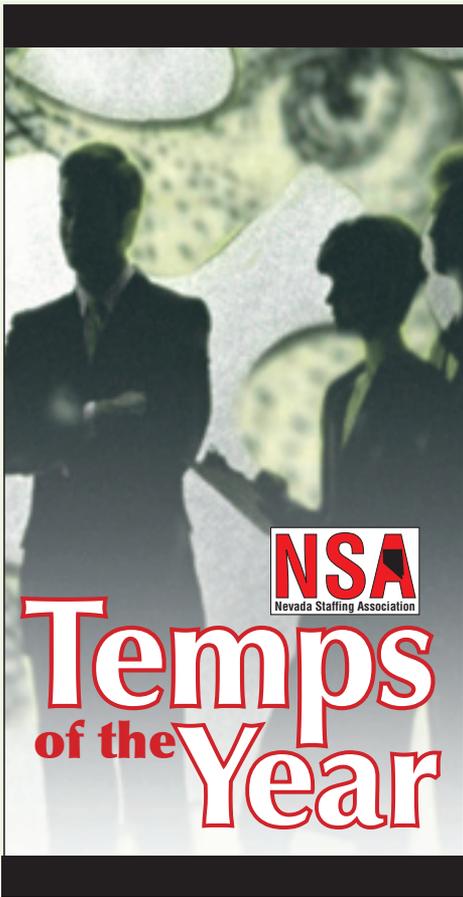


Ruby Fuller has been with The Eastridge Group since April 2006. She has held numerous positions for us during this time. She is requested back by clients on a consistent basis. We have been able to call her at any hour or any day and she has come through. Fuller's current assignment started out as a one-day fill-in and is now a temp-to-hire with rave reviews. She has been punctual and reliable no matter what the situation. She has been the model employee. Fuller has shown so much gratitude and devotion to both our clients as well as to Eastridge. The branch staff is truly impressed with her work ethic and commitment. "Ruby is someone you can count on to do anything," said account manager Amarilys Gordon. "She will always come through for you."



James "Jim" Clarkson
The Eastridge Group,
Light Industrial-Conventions

Jim Clarkson began working for The Eastridge Group in May 2004. He has been a huge asset to the convention's group, and has represented us extremely well at every show he has worked. During one of our large shows in June, he was selected as convention employee of the show. "Jim is my rock," said convention services account manager Milly Cintron-Vasquez. "I know things will be done right and taken care of when Jim is on the floor." Clarkson is on the front lines at the conventions. He greets and directs convention attendees throughout the various convention centers in town. With a sales background and a fabulous personality, he isn't afraid to approach any attendee that seems to be upset or confused. He always guides them in the right direction or finds someone to get the answer. Clarkson has shown a commitment to The Eastridge Group since his very first assignment. He enjoys working conventions and is a true leader and asset to us within The Eastridge Group.



Timothy Whitcomb
Staffmark Transportation

Timothy Whitcomb was born and raised in Sacramento, Calif. After high school, Whitcomb joined the U.S. Navy. Highlights of his 20-year career with the U.S. Navy include three Western Pacific tours, Desert Storm and Panama. Whitcomb also became a certified high-pressure welder. After more than 20 years in the U.S. Navy, Whitcomb went to truck driving school in San Diego. He drove over the road and local before moving to Las Vegas in 1994. Staffmark Transportation hired Whitcomb after he answered an ad in June 2005. Whitcomb feels he would highly recommend the staffing industry because he has been treated fairly and professionally. He is a dedicated and valued Staffmark Transportation employee who always exhibits great core values. His attitude is reflected in his excellent attendance and professionalism. Our customers have expressed that he goes above and beyond the call of duty with his performance, capabilities and attitude.



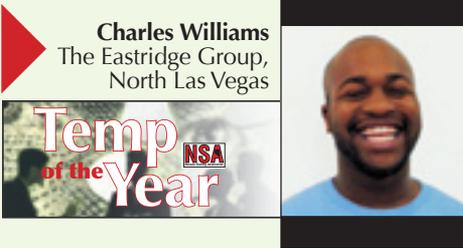
Jay Morland
Accountants Inc.

Jay Morland graduated with a Bachelor of Science degree in business administration from the University of North Dakota, and has worked in the construction, manufacturing, hospitality and medical fields. Morland successfully completed three assignments through Accountants Inc., with the third culminating in a permanent hire. While on a project basis, he worked 1,750 hours for Accountants Inc. and always had an excellent work ethic and a willingness to take on any assignment. According to his direct supervisor, "Jay is a great team player and he adds humor and friendship in the office. He is not afraid to ask questions and is always willing to do whatever it takes to get the job completed on time correctly. He has a great sense of humor and is not afraid to speak his mind." Although we are happy that he has found a permanent home, we miss him on our project team.



Eric M. Schnider
Priority Staffing USA

Eric Schnider, a native of Sedro-Woolley, Wash., relocated to Las Vegas in October 2005. Upon his arrival, Schnider immediately applied for employment opportunities with Priority Staffing USA. From his first assignment, it was clear that Schnider possessed an outstanding work ethic as his leadership skills and positive attitude stood above the rest. As a result of Schnider's work and character, Priority Staffing USA has received numerous accolades and excellent feedback by both their clients and other temporary workers. Schnider is truly a model employee as he goes the extra mile to ensure a job is completed to exceptional standards. Schnider is a graduate of the University of Washington with a bachelor's degree in political science. Upon graduation, Schnider worked for various Legislature and Congressional campaigns for six years. Following that he worked in real estate for another two years until his relocation to Las Vegas, where he is employed as Priority Staffing's top employee.



Charles Williams
The Eastridge Group,
North Las Vegas

Charles Williams began working for The Eastridge Group in 2003. He recently moved into a position as a RVMA Processor. Charles was on assignment with us in 2003, and then he relocated to the Los Angeles area. He came back in 2005 to find a new opportunity. We sent him out on a few short-term assignments, but he needed a temp-to-perm position as he was trying to get custody of his son and needed to prove to the court that he had a steady income. Lucky for him, Eastridge had just landed a new client in the manufacturing industry. At the time they only needed four employees to help set up the facility, with no guarantee of keeping them after the facility was in working condition. Williams decided to take the chance and prove to them that he would be a good choice for a permanent employee. He got hired as a permanent employee, and got custody of his son. When he came in the North Las Vegas office to tell us the news, he looked like a beam of light. He reminded all of us why we do what we do and showed us how much of an impact it can have on a person's life.



Temp
of the Year
NSA

Amalia Rubio
One Source Staffing

Amalia Rubio came to One Source Staffing in June 2004 and has been working at the same company for the entire time. It didn't take long to see that she would stand out as a leader, dedicated to making sure that our client's needs were met. Rubio worked her way from an entry-level position to a lead status, and has gained the respect of all who surround her. To insure that her fellow associates get to the job, she takes it upon herself to drive them, even on her days off. Every day she goes above and beyond the call of duty, and takes charge of all situations that may come her way. As a single mother of two who works two jobs, Rubio continues to fulfill her daily duties at the job and in her personal life.



Temp
of the Year
NSA

Margaret Inzinga
Manpower, Convention
Services

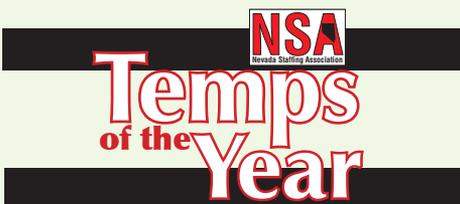
Marge Inzinga is a Chicago native and was educated at Holy Name Cathedral High School and Loyola University Chicago. Inzinga has worked as a maxillofacial surgical dental assistant, clinic instructor and dental assistant for the Graduate Fixed Prosthodontics and Graduate Endodontics Clinic at Loyola's Dental School. She then moved to Loyola's Medical Center and worked as an administrative assistant and secretary to the chairman of neurology. After two successful careers, Inzinga retired from the medical center and returned to the workforce as a convention employee for Manpower. In her six-plus years with Manpower, she has found it to be a rewarding adventure and a tremendous learning experience. One of her favorite assignments was setting up gifts and favors at tables for the Nevada Development Authority's dinner where President Clinton was the guest speaker. While the Secret Service agents watched, Inzinga escorted guests to their tables. It was an interesting assignment and at the end of the workday, the workers were invited to stay for President Clinton's presentation and a great dinner. Inzinga has been married for 45 years to her husband, Art, and is the mother of two, Kristy and Philip. She and her husband have five grandchildren.



Temp
of the Year
NSA

Tina Jules
Manpower, West

Tina Jules has been a Manpower employee since 2004. During this time, Jules has proven to be an exemplary employee. She has great work ethic, high energy, is cooperative, and always exudes a confident personality. Jules is open to trying new avenues and taking on new challenges. She has excelled in a position where many others had failed. Not only has she represented Manpower well, but continues to refer excellent employees to us. This in turn helps us service our customers with a lot more of the "Tinas" of this world. Jules was recently promoted at her placement. She is now a Manpower client in her new role, and will be calling us for help.



Al Rice
Manpower,
North Las Vegas



During the past year, Manpower's North Las Vegas branch has placed more than 1,000 employees on assignments. When it came to choose our top employee, many people came into mind. This year we narrowed our list to three great employees, but of course only one can be employee of the year. Without a doubt, Al Rice is that man. Rice first came to us in September 2005 in need of a second job on the weekends. While interviewing, he was asked to describe his work attitudes. He said he is a "good hard worker, dependable and very responsible." He has proven that to us over and over again. We have received great feedback from our customers and some have requested him back. We became more and more familiar with him as he seemed to always be available for our ASAP, short-term and "out of the ordinary hour" orders. We thank him for a great year and we're proud to be able to reward him with this honor.



Alan Stewart
Millenium Staffing



Alan Stewart's success story began in April 2005, when he came to Las Vegas to seek a career change. That decision took him to Millenium Staffing. Stewart's background in food and beverage from college taught him the rewards achieved by doing a good job. He is our choice for temp of the year because he has always been there for us when called upon for any assignment. He has represented us very well on positions ranging from dock work to Customer Service. No task is too difficult for him. He is an exemplary and punctual employee. He has excellent work ethics, a pleasant personality and works well with others — the total package. He is an employee who makes his employer proud.



Karen Vail
Staffmark



Staffmark's Karen Vail is an individual who has consistently represented our organization's core values through her own personal actions. Over the past year, Vail has become an integral part of our team in Las Vegas as she has displayed the highest degree of integrity in her day-to-day actions and without exception has shown the utmost respect for others. She is performance driven and has accepted 100 percent of the responsibility for her performance. Vail's commitment is second to none, as she has consistently gone above and beyond our expectations and the expectations of our clients. Vail has been an extraordinary asset to Staffmark's temporary division. She joined the Staffmark team as an in-house employee in November 2005 and immediately fit in because of her exceptional personality and customer service. Our clients and employees always had positive feedback about her willingness to help. Though Vail had no previous staffing experience, she wasn't hesitant to accept new challenges. Through her hard work and dedication, she joined our Staffmark Hospitality Team in March 2006 and has since been promoted to On-Site Manager for one of our largest customers. Her commitment to Staffmark and our customer is visible in her daily performance, and we are pleased to have her as part of the Staffmark team.



Temporary job becomes career for one local worker

By Alana Roberts
Special Publications Writer

Six years ago Gary Lee James arrived in Las Vegas from Los Angeles with an experienced resume, but no job lined up. So he turned to Manpower Inc. of Southern Nevada for help with job leads.

James said he has about 25 years of experience in purchasing, and his background also includes a three-year stint as a business owner in Los Angeles.

He said he moved to Las Vegas because of the warmer weather and the opportunity to get away from his previous job as a buyer for a company in Los Angeles that involved heavy travel. He said the travel began to impact him physically.

"It was starting to be tough on the body, but they were offering more and more money and I kept saying yes," he said. "At the time my doctor told me, 'Gary, for three and a half years your body has been jetlagged.'" James, who is now a senior buyer for engineering firm Bechtel SAIC Co., said Manpower helped him get his foot in the door.

"I heard good things about Manpower and I also used them in California," he said.

Before he took the assignment to work for Bechtel, James worked for Manpower managing temporary workers at Sara Lee Corp.'s Leggs warehouse in Henderson for about six months. He said he passed up an offer to re-



Gary Lee James

locate with that company.

"There was high turnover before I got to Leggs," he said. "Thirty to 40 people would quit a week when I got there. I had it down to 10 percent. I made it a fun place and a good place to work. I had an open door policy. People enjoyed coming to work."

He said when he was first placed with Bechtel he worked as a long-term temporary

worker. He didn't intend to become a permanent worker, but eventually did.

"I came here as a materials specialist/part-time buyer, and it went on from there," James said. "They made me an offer after two and a half years."

But he said Bechtel offers a good work environment and has offered him opportunities to advance.

"Everybody tries to be a team player and they give you room to grow," he said. "If you want to take it the opportunity is there."

Marcia Werber, district manager of Manpower Inc. of Southern Nevada, said the agency places many people like James who boast strong resumes.

"We get all types of people," she said. "We have people who are at very low skill levels, we also have people who have very high skill levels. We work with all facets of employees."

She added that James stands out as an excellent worker.

"He was wonderful," she said. "He came into our office on a temporary basis. We ended up hiring him to work on site (at the Leggs plant). He did a fabulous job out there."

James said staffing firms like Manpower offer people great job opportunities.

"People shouldn't doubt agencies," he said. "I've had no bad experiences. Manpower is one of the top places if you're looking for work."

"I came here as a materials specialist/part-time buyer, and it went on from there... They made me an offer after two and a half years."

FAQ

Frequently asked questions about the staffing industry:

How big is the industry?

The staffing industry generated more than \$62 billion in revenue in 2003: \$56 billion from temporary help services and \$6 billion in permanent placement services.

How many companies use staffing services?

90 percent of companies use temporary help services.

How much has the staffing industry grown?

Average daily employment for temporary help services has increased at an average rate of 10 percent per year over the past seven years.

What accounts for the growth of the industry?

America's workforce is changing as more and more people are looking for the flexibility that temporary work provides. Companies are tapping into the flexible labor market to keep fully staffed during busy times.

Do staffing firms charge employees a fee for temporary assignments?

No.

How long do people hold temporary jobs?

While specific jobs may last from a few hours to several years, the best estimates for the average tenure of temporary and contract employees range from three to five months.

What types of assignments do staffing companies offer?

Jobs range from ditch digger to CEO and are available in virtually all occupations.

What are the trends in the kinds of jobs being assigned?

The fastest growth is occurring in professional and technical occupations.

How many staffing firms are there in the U.S.?

There are about 7,000 firms that have been in business a year or more. Those companies operate approximately 20,000 offices. The American Staffing Association represents 1,700 companies that operate 15,000 offices and account for 85 percent of industry sales.

What kind of pay and benefits do temporary and contract employees receive?

Staffing services offer competitive wages and benefits. Average temporary or contract employee earns more than \$10/hour.

Want the latest news on the changing workforce?

Free, bi-weekly SmartBrief e-newsletter for employers

Industry and workplace trends

Best practices for managing an aging workforce

Legal and regulatory developments

Sign up at AARP's Employer Resource Center
www.aarp.org/employersresourcecenter



The power to make it better.™

1-866-389-5652 • www.aarp.org/nv

WORK WITH ALL THE POSSIBILITIES! Your Choice for Professional Staffing



Put Our Great People to Work for You!

Look to CORESTAFF Services to serve all your temporary, direct hire and project hiring needs. Let us guide your company to faster, more flexible workforce solutions.

Staffing Specialties:

- Administrative Support
- Accounting / Financial
- Information Technology
- Customer Service
- Production / Distribution



www.corestaff.com

North Las Vegas

(702) 639.6463

2707 E. Craig Rd., Ste. A

Las Vegas

(702) 220.3040

235 E. Warm Springs Rd., Ste. 105

Providing Employment Services to the Local Business Community

We have extraordinary candidates for you!

Come and meet our winning team

ONE SOURCE STAFFING

6820 West Sahara Avenue, Suite D-8
Las Vegas, NV 89146

702-222-3334 Office

702-222-3335 Fax

Offering quality staffing solutions to Las Vegas and beyond since 1995

**Nevada's First Choice
in Full Service Staffing Companies**

Staffmark®



Providing Expertise in:

<p>Staffing Division</p> <p><u>Hospitality Division</u> Porters Stewards Housekeeping Banquet Servers Runners 702.598.0096</p> <p><u>Light Industrial</u> Warehouse Skilled Labor 702.565.0032</p> <p><u>Administrative/Call Center</u> 702.598.0096</p>	<p>Executive Search Group</p> <p><u>Professional Placement in:</u> Hospitality Manufacturing/Distribution R.E. Lending & Development Commercial Construction Staffing Management Accounting Administrative 702.598.0070</p> <p>Transportation Division CDL Drivers for LOCAL/OTR, Drivers on Demand 702.227.1558</p>
--	--

Staffing Facts

Jobs

We're the jobs people. Staffing companies match millions of people to millions of jobs.

- 2 million people per day are employed by staffing companies.
- 1 million new jobs have been created by staffing companies over the past eight years.
- 79 percent of temporary employees work full time, virtually the same as the rest of the work force.

Flexibility

The staffing industry offers flexibility to both employees and companies. People can choose when, where, and how they want to work. Companies can get the skills they need to keep fully staffed during busy times.

- 64 percent of temporary employees say flexible work time is important to them.
- 28 percent of temporary employees say they work for a staffing company because it gives them the flexibility and time to pursue non work interests.
- 81 percent of companies cite labor force flexibility as the overriding reason for employing contingent and temporary workers.

Bridge

Temporary and contract work provides a bridge to permanent employment. People can try out a prospective employer and showcase their skills for a permanent job.

- 74 percent of temporary employees say it's a way to get a permanent job.
- 72 percent of temporary employees obtain permanent jobs while working for a staffing company.
- 40 percent of assigned employees are looking for their first permanent job or are reentering the job market.

Choice

Many people choose temporary and contract work as an employment option. They can select their work schedules and choose among a variety of diverse and challenging assignments.

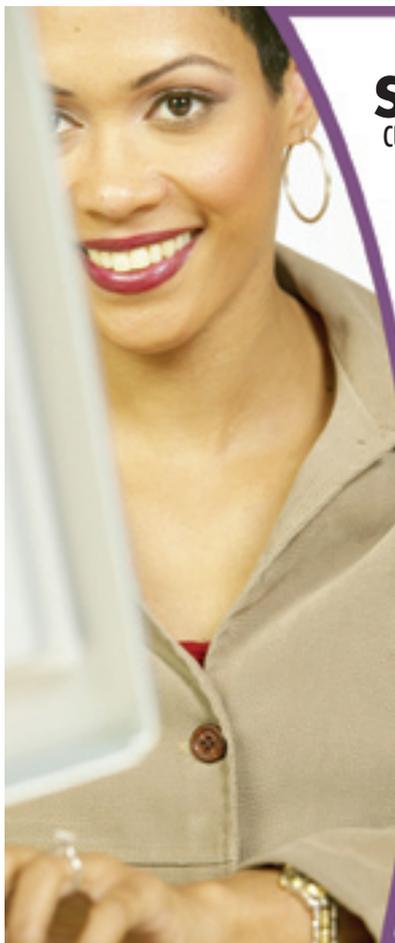
- 45 percent of temporary employees prefer the alternative arrangement over traditional employment.
- 43 percent of temporary employees say needing time for family is an important factor in their job decisions.
- 29 percent of temporary employees say they work for a staffing company because they like the diversity and challenge of different jobs.

Training

The staffing industry provides free training for millions of temporary and contract employees to help meet today's demand for skilled workers.

- 90 percent of staffing companies provide free training to their temporary employees.
- 4.8 million temporary employees received skills training worth \$720 million in 1997.
- 70 percent of temporary employees say they gained new skills through their assignments.

Sources: American Staffing Association, U.S. Bureau of Labor Statistics, the Conference Board



STAFFINGSOLUTIONS

CUSTOMIZED. IMPLEMENTED. DELIVERED. 100% GUARANTEED!

We have six divisions to best service our clients and our employees:

- ADMINISTRATIVE/CLERICAL
 - SKILLED TRADES
- CONVENTION & CULINARY
 - LIGHT INDUSTRIAL
 - EXECUTIVE SEARCH
 - MEDICAL

Millenium Staffing is dedicated to delivering quality, diversified staffing solutions, the first time, so that our CLIENTS can focus on their core competency:

Increasing their productivity & profitability!



*For world-class staffing and service delivery, please contact us at:
702.876.0708 • WWW.MILLENIUMSTAFF.COM*

Code of Ethics and good practices

As a condition of membership in the Nevada Staffing Association, each member pledges its support of, and adherence to, the principles and practices set forth below. NSA members acknowledge that such compliance is in the best interests of the staffing services industry, its customers, and its employees. NSA members agree to always strive:

- To comply with all laws and regulations applicable to their business, and to maintain high standards of ethical conduct in the operation of that business and in their dealings with employees, customers, and competitors.

- To treat all applicants and employees with dignity and respect, and to provide equal employment opportunities, based on bona fide job qualifications, without regard to race, color, religion, national origin, sex, age, disability, or any basis prohibited by applicable law.

- To maintain high standards of integrity in all advertising, and to assign the best qualified employees to fill customers' needs.

- To determine the experience and qualifications of applicants and employees as the staffing firm deems appropriate to the circumstances, or as may be required by law.

- To explain to employees prior to assignment their wage rate, applicable benefits, hours of work, and other assignment conditions — and to promptly pay any wages and benefits due in accordance with the terms of their employment and applicable legal requirements.

- To encourage employee efforts to upgrade their skills.

- To satisfy all applicable employer obligations, including payment of the employer's share of social security, state and federal unemployment insurance taxes, and workers' compensation — and to explain to employees that the staffing firm is responsible for such obligations.

- To ascertain that employees are assigned to work sites that are safe, that they understand the nature of the work the customer has called for and can perform such work without injury to themselves or others, and that they receive any personal safety training and equipment that may be required.

- To take prompt action to address employee questions, concerns, or complaints regarding unsafe work conditions, discrimination, or any other matter involving the terms and conditions of their employment.

- To confirm their temporary employees' periods of service upon request by a subsequent employer and with the consent of the employee.

- To observe the following guidelines to ensure an orderly transition when taking over an account being serviced by another staffing firm:

- The outgoing firm and its employees should, whenever feasible, be given reasonable prior notice that the account is being transferred.

- Assigned employees of the outgoing firm should, whenever feasible, be allowed to continue working on the payroll of the outgoing firm for some reasonable transition period; thereafter, they should be given the choice of accepting an assignment with another customer of the outgoing firm if one is available, or applying to stay on their assignment with the new staffing firm.

These guidelines are subject to enforceable contracts between staffing firms and their customers, employees, and other parties, and are not intended to prohibit or discourage any other provisions or arrangements, agreeable to the parties, that achieve an orderly transfer of accounts. NSA members are encouraged, whenever feasible, to specifically address the terms and conditions relating to the transfer of accounts in written agreements with their customers.



Advocacy • Education
Best Practices • Code of Ethics



THE TRADE ASSOCIATION
FOR THE STAFFING INDUSTRY
IN NEVADA

The Top Ten Reasons Companies Utilize Staffing Firms:

- Fill in for staff vacation or extended absence • Special projects
- Unplanned increase in business activity • Recruitment of new staff
- Reduce total cost of employees • Flexibility of scheduling workforce
- Employ specialized skill sets • Supplement peaks and valleys of production
- Outsourcing of Human Resource department
- Temp-to-Hire solution: "test drive employees prior to hiring them onto their payroll"

NSA Members: Staffing companies that respect and operate under a strict Code of Ethics, assuring our clients and our employees a high level of quality and integrity. For more information, please visit: www.nevadastaffingassociation.com

NSA BOARD MEMBERS



PRESIDENT: Jennifer DeHaven, Millenium Staffing Services • PRESIDENT ELECT: Tom Haynie, Manpower Inc. of Southern Nevada
PAST PRESIDENT: Cornelius Eason, Priority Staffing • VICE PRESIDENT/MEMBERSHIP: Cotta Bender, Staffmark • TREASURER: Brian Teller, Corestaff Services
SECRETARY: Jennifer Lyon, Eastridge Group • PR CHAIR: Donna Latanzio, Millenium Staffing Services
EDUCATION/PROGRAMMING CHAIR: Jeff Pyle, Express Personnel Services • HOSPITALITY CHAIR: Deborah Schmidt, Eastridge Group



PUT OUR EXPERIENCE TO WORK FOR YOU!
Staffing Nevada's top companies for 32 years.



For a complimentary copy of our Southern Nevada Salary Survey, contact us today.

As the largest privately held staffing firm in Southern California and Nevada, The Eastridge Group puts more than 5,500 contractors and temporary employees on assignment daily in general and professional positions within the following divisions:

Eastridge Administrative Staffing – Office, administrative & call center
tel. 702.732.8861 • www.eastridgeadministrative.com

Eastridge Direct-Hire – Management, sales & administrative
tel. 702.732.2713 • www.eastridgedirecthire.com

Eastridge Light Industrial – Technical, manufacturing, warehouse & general labor
tel. 702.732.0160 • www.eastridgelightindustrial.com

Accounting Resource Solutions – CFO's, accountants, bookkeepers & clerks
tel. 702.734.9190 • www.account-solutions.com

Contractors & Builders – Construction labor, skilled trades, management, & professionals
tel. 702.732.8906 • www.contractorsandbuilders.com

Exclusively Legal – Legal support including secretarial, administrative, paralegal & attorneys
tel. 702.732.7510 • www.exclusivelylegal.com • 701 Bridger Ave., Suite 130

Eastridge Infotech – Applications development, infrastructure & technical support
tel. 702.732.8859 • www.eastridgeinfotech.com

Medical Resources Staffing Services – Clinical, technical, scientific & administrative
tel. 702.732.4933 • www.medresourcesstaffing.com

Pharmacy Placement Professionals – Hospital, home healthcare & retail pharmacy
tel. 702.732.2844 • www.pharmacyplacement.com

To partner with The Eastridge Group or any of our staffing divisions, contact us today.

Las Vegas • 4220 S. Maryland Pkwy. • 702.732.8855 • www.eastridge.com