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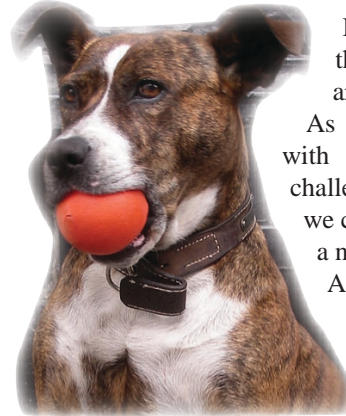
Spring 2008

Business Lessons I've Learned from Dogs

FOR MOST OF MY 50-plus years, I've lived with dogs. They've played different roles in my life: friend, therapist, surrogate sibling (at times, I think my parent's favorite child was the dog), surrogate child (at times, my children have thought our favorite child was the dog), worker and, more times than I've realized, teacher.

Indeed, by watching and observing, I've learned many business lessons from the canines who have mentored me. Here are just a few:

- ★ Always greet customers with excitement and enthusiasm, even when you just saw them three minutes ago. They never grow tired of thinking they are the most important thing in your life.
- ★ Don't confuse your tail with a goal worth chasing.
- ★ Sleep as many hours a day as possible, but always be ready to play when the chance arises.
- ★ Don't be afraid to get dirty; in fact, relish it.
- ★ When the big folks are feasting, if you know how to work things, you'll be able to feast, too.
- ★ Barking a lot is annoying, so don't do it often. That way, when you do bark, people will spring to attention.
- ★ Don't bark at the mailman. He's been known to have a dog treat in his pocket.
- ★ The more you show that you don't need a leash, the less you have to wear it. Conversely, if you're always tugging on your leash, you'll always have to wear it.
- ★ The joy is in digging the hole, not in hiding the bone. But it's also reassuring to know there are a few bones hidden.
- ★ Biting someone never leads to anything good.
- ★ Continuously learning new tricks keeps you young.
- ★ Fool your masters into thinking they are in charge.



I thought you would enjoy the humorous, but insightful article from 'MyBusiness'. As we start out a New Year with all the uncertainty and challenges we face in Michigan, we could all use a chuckle and a new perspective.

As we talk to our many clients in Southwest Michigan, we are hearing 'Steady as she goes' about business prospects for 2008. Most of our clients have diversified over the past 10 years and have a smaller reliance on the American Automotive Supply Chain. A change in the way companies hire staff has given them a more flexible workforce, allowing immediate adjustments in changes in orders and markets.

Ron Kitchen of Southwest Michigan First is working to bring a variety of new business to our area. The biotech niche is very exciting and an opportunity for our **OnCore** USA retired professionals division. We have assembled a large database of scientific and engineering talent that is available to the new business as they grow and develop.

The housing market meltdown is a wild card that I think in the future will be looked back at as having a profound impact on the first decade of the new century. We will be feeling the effects for years to come. Having been through several recessions over the past 30 years, I am confident we will get through this one by working together as a region.

We are bringing new services to our clients to increase productivity. You will be hearing more about the exciting programs in the next several months. You can count on **OnCore** USA, **OnStaff** USA, and **SkillQuest** to give you a competitive edge in locating and retaining a quality workforce. People are the greatest variable to a successful business.



Patrick Allkins

C.E.O. and founder of **OnStaff** USA, **SkillQuest**, and **OnCore** USA with 25 years of recruiting experience. He can be reached at pallkins@onstaffusa.com

"Wisdom is supreme;
therefore make a full
effort to get wisdom.

Esteem her and

she will exalt you;

embrace her and she

will honor you."

- Proverbs 4: 7-8

CHOOSING A STAFFING PARTNER

.... Aren't They All the Same?

Sadly, this is the 1st thought many HR professionals have when looking at choosing a new staffing partner. "They are all the same, all I need to do is call and get their rate and go with the cheapest." Unfortunately, our industry has done a poor job of highlighting our differences...and there are many. It is important when deciding to work with a staffing firm to be sure that you select one that will best suit your needs. To better understand the agency, or agencies you must understand what makes them unique.

Below are a few questions to ask when looking at a new staffing firm:

What is the size and industry focus of the agency?

Is it compatible with your staffing requirements?

OnStaff USA is the largest staffing firm in S.W. Michigan with Professional, Technical and Temporary divisions.


Ask about the collective background and experience of their employees and candidates.

OnStaff USA has the strongest recruiting team in the area with a recruiter average of 10 years industry experience.

Do they offer any specialized testing or training to find out more about the candidates?

OnStaff USA offers unique testing through our sister company SkillQuest. SkillQuest has access to a library of over 500 assessments to thoroughly screen your candidates.

If you are finding it difficult to determine what makes your current staffing firm unique, please contact me.

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Amy Moon

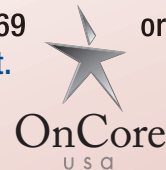
Business Development Manager for OnStaff USA with over 17 years of experience. She can be reached at amoon@onstaffusa.com.



Almost 3 million baby boomers will retire this year-over 15 million more by 2011. Employers are already beginning to feel the effects of this trend-especially in middle and senior management. Facing the issues of a shrinking workforce calls for more sophisticated and creative solutions. Employers will broaden the prospect pool to include nontraditional candidates and maximize existing talent while recruiting and integrating new workers into their organization.

Knowing your companies vulnerability to talent shortfalls is a prudent first step. Departure of critical knowledge, skills and customer relationships can weaken your ability to stay competitive in the marketplace.

OnCore USA understands your dilemma. We work with our clients to retain retirees from your organization and from industry to provide critical skills and creative solutions. The retired professional delivers critical insights and value to address the onset of the workforce crisis. Let us show the OnCore USA solution. Call us today at (269) 492-1169 or visit our website at www.oncoreusa.net.



Kenneth L. Otte

Vice President of OnCore USA with over 25 years experience. He can be reached at kotte@oncoreusa.net

Congratulations Employee Anniversaries 2008

Rebecca Ringman, Recruiter
April 25 ★ 3 years

Cody Allkins, Administrative Systems Manager
May 1 ★ 10 years

Scott Schwartzfisher, Recruiter
May 2 ★ 3 years

Wendy Marshall, Recruiter
May 7 ★ 1 year

Jennifer Roberts, Payroll Coordinator
June 7 ★ 9 years

SPIT, PEE OR SPLITTING HAIRS *Drug Testing in the Work Place*

In an age of cutting-edge technology and enhanced communication techniques, catch phrases and marketing ploys can certainly cloud an issue, i.e., **HOW TO TEST FOR DRUGS**.

Lets not dance, but rather face the facts about **blood, hair, saliva,** and **urine** testing usage.

1) Blood is extremely accurate and virtually impossible to adulterate.

However, it is highly invasive, dangerous, costly, and time-consuming in regard to its facilitation and turnaround time for results.

2) Hair is less invasive and for the most part accurate in its detection.

However, even though the detection time goes back further than saliva and urine, a person can be “high” at the time of testing and it will not show up. Add to that fact the high expense and slow turnaround time on results and it makes for an ineffective means to deter drug use, especially in pre-employment scenarios.

3) Saliva is easy to administer and somewhat inexpensive and accurate.

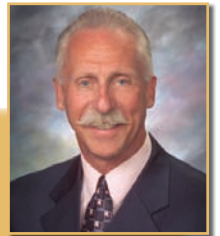
However, what you sacrifice for the ease of accommodation is the “detection window”.

Example: Urine testing can detect marijuana (THC) for weeks, but saliva can only detect the presence for a few hours. This is significant because the drug is still there and the individual is still under the influence of the drug.

4) Urine is the “Gold Standard” and the most effective means because:

- You have immediate results,
- You have additional testing available (gc/ms),
- You have complete accuracy,
- You have current status as well as ample detection periods,
- You have an easily facilitated and controlled process,
- You have minimal expense, and
- You have the most legally defensive position available.

For more details on this and/or answers to your questions, please call or email us. SkillQuest 385-5189.



Phil Hedgspeth has been Vice President of SkillQuest for over 14 years, helping businesses **Maximize their investment in people by maximizing potential.**

Excellence Awards

OnStaff USA wishes to recognize **Amy Moon, Phil Hedgspeth, Milo Thomas, and Rebecca Ringman** for their outstanding performance in 2007. Certificate of Excellence Awards were presented to Amy and Phil for their overall sales performance and achievements. Milo and Rebecca were also recognized with certificates for outstanding fills in 2007.



ABOVE:
Amy Moon with
Patrick Allkins

BELOW:
Milo Thomas with
Patrick Allkins



BELOW:
Rebecca Ringman
with Patrick Allkins

ABOVE:
Phil Hedgspeth
with Patrick Allkins



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