

**PERSONNEL STAFFING, INC.**

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**We're on the Web!**

See us at:

[www.personnelstaffing.com](http://www.personnelstaffing.com)

## Minority Business Awards

Personnel Staffing, Inc. has been named as a finalist by the Birmingham Business Journal in the "Best Minority-Owned Business, 26+ employees" category. "It's an honor to be nominated," says Tina Gregerson, Owner/President of Personnel Staffing.

Tina Gregerson began Personnel Staffing in Gadsden, Alabama in 1981. PSI has five locations in Alabama: Gadsden, Albertville, Anniston, Birmingham and Mobile; as well as a branch office in Beaumont, Texas. Personnel Staffing is one of Alabama's largest independent staffing service companies.

The winner will be announced at the 2nd Annual Minority Business Awards dinner at the Harbert Center in Birmingham on August 14, 2008.

## Jump Start Your Savings

*By Dave Ramsey*

You may already know that Baby Step 1 in Financial Peace University is saving \$1,000 for a starter emergency fund. It might seem daunting to save up that much money, but you can do it! Even if you've never held \$1,000 cash in your hands before, there are plenty of ways to quickly earn the money. Then you can stash it away in the bank for a rainy day. Here are several ways you can start saving for your emergency fund:

1. **Get a second job**
2. **Sell some stuff**
3. **Stop eating out so much**
4. **Carpool to work and activities**
5. **Kick the habit**
6. **Ditch the cable**
7. **Buy used things**
8. **Get a piggy bank**
9. **Use your energy**

Now that you have some great ideas for quickly building up your emergency fund, **it's time to get busy!** No more excuses!

**Dave Ramsey** is a personal money management expert, an extremely popular national radio personality and best-selling author of *The Total Money Makeover*. Dave is changing the face of America by helping people **get out of debt** and build wealth. Ramsey exemplifies his life's work of teaching others how to be financially responsible, so they can acquire enough wealth to take care of loved ones, live prosperously into old age, and give generously to others. Find out more of what Dave has to say about **saving an emergency fund**.

<http://www.daveramsey.com/>

## Why Use Personnel Staffing

In the business jungle only the fittest survive. You have to keep your cost down and your payroll lean-but never so lean that you can't meet your customer's needs. How to strike this difficult balance? Increasingly, the answer involves *mixing* or completely replacing long-term permanent workers with a growing array of alternative staffing options. Among the most popular: *temporary help services*, *managed staffing*, and *outsourcing*. All of these alternatives provide you with a work force flexibility that helps stabilize your core staff, while meeting market demands. Some other advantages provided by a staffing service include:

- **Staffing flexibility to meet business fluctuations**
- **Previewing capability for full-time employees**
- **The ability to acquire specific expertise**
- **Control of head count due to downsizing**
- **Fill in capability for absenteeism**
- **A protective buffer for core workers against job loss**
- **Control of benefits cost**
- **Minimized administrative tasks**

## Department of Labor Issues Proposed FMLA Regulations

On January 28, 2008, the Family Medical Leave Act (FMLA) was amended by the National Defense Authorization Act for Fiscal Year 2008 to provide up to 26 weeks of job protected family leave to care for injured members of the Armed Forces, and up to 12 weeks of leave because of a qualifying exigency arising out of an employee's parent, child, or spouse's active duty or call to active duty.

Under the amendment, a maximum of 26 weeks of leave may be taken during a 12-month period for any combination of the FMLA-qualifying events. Then, on February 11, 2008, the Department of Labor (DOL) issued much-anticipated proposed regulations for implementing the FMLA. These rules, which seek to clarify existing regulations, were open for public comment for a 60-day period, but the comment period closed on April 11, 2008. Although the DOL has not summarized or published the comments to date, it plans to complete the review process and adopt the new regulations prior to January 2009, when President Bush leaves office. Additionally, although this release does not include specific proposals for implementing the new leave provisions for family members of military personnel, the DOL did seek public comments on such rules.

While the proposed regulations do not provide as much relief from administrative burdens and confusion as employers had hoped, it is important that employers understand the major areas of difference between the proposed regulations and the existing regulations.

**Employment Law Information Network 8/1/08**

**FMLA Forms**

### The Virus We Really Hope Not to Get!

Computer viruses and worms are a real problem for those of us who need a computer to do our business. I do hope you have a virus protection program actively working on your computer.

But even the most advanced programs from Norton or McAfee cannot take care of this "virus," which appears to affect those who were born prior to 1960.

#### Symptoms:

1. Causes you to send the same email twice.
2. Causes you to send a blank email.
3. Causes you to send email to the wrong person.
4. Causes you to send it back to the person who sent it to you.
5. Causes you to forget to attach the attachment.
6. Causes you to hit "SEND" before you've finished.
7. Causes you to hit "DELETE" instead of "SEND."
8. Causes you to hit "SEND" when you should "DELETE."

**IT IS CALLED THE "C-NILE VIRUS."**

We not only  
find **people**  
we find **solutions.**

## Rewarding Employees When Your Budget Is Tight

7 low-cost ways to make sure your employees are happy, healthy workers

By Scott Miller and Kirk Miller and Associates Inc.



**New Client**

**FREE**

**4-Hrs. Labor Offer**

If you are a "new client" or have not placed an order in 3-mos. or more...

**Call us Today to redeem this FREE OFFER**

Place your order **before September 15, 2008** and receive the first "4 hours" of your staffing order **FREE!**

Minimum order to qualify must be first week of 20-hrs or more

**Personally thank an employee for a specific job well-done.** Specify what was good about it and why you appreciate it, which tells the employee you do pay attention. For example, say: "Thank you, Jim, for organizing that project so well. You made it very clear what should happen, when and why." **Put that specific praise in a letter or thank-you note.** When you take the time to write something down, you clearly value it. This makes the praise even more meaningful. When appropriate, copy the employee's manager on your praise letter. Sharing the praise with management lets the employee know you support his or her success at your company. **Provide as much information as possible about the company.** Share as much as you can about how the company is doing, where it's making money, where it's losing money, how its products are doing in the marketplace, what new initiatives are being considered and why, and how the employee can best contribute to these efforts. **At every opportunity, include your employees in the decisions you make.** In many cases, your employees understand a side of an issue that you may not. If you need to create a more efficient delivery system, ask your delivery men and women how they would improve the current system. If you want to improve work flow for support staff, discuss with your secretaries and clerical workers how to best keep the work flowing. Use their ideas, and give them credit for them. **Give employees the opportunity to learn as many new skills as they are able to.** Most people like to learn, to grow, and to improve their marketability, and the more skills you enable your employees to learn, the more they will value their position with you. Cross-train whenever possible so employees know each other's jobs. An added benefit is that employees who understand the realities of one another's positions are more willing to cooperate and feel more like members of the same team. **Celebrate successes.** Celebrate an employee's successful completion of a project, a salesperson's landing a big client, your company's improved sales figures, your organization's successful year-end. After a particularly tense week, bring donuts and coffee and gather everyone together to applaud a hard-working team. Provide balloons and noisemakers for a rousing chorus of cheers for the completion of a difficult project. Buy a plastic crown at a party store to place on the head of an employee who mastered a difficult skill or finished a course of study. Mark the successes of your staff and celebrate them. Don't be afraid to be goofy in your celebration; it's a refreshing change from hard work. **Provide free time and flexibility.** Set aside an hour here and there for employees who have delivered an extra level of work. Make it clear that the free time is a reward for a specific accomplishment, such as finishing a challenging project or delivering month-end reports early. Alternatively, you can reward all your employees together, for example, by letting them leave an hour early to miss rush-hour traffic on a day of expected heavy traffic. Give extra time for lunch to an employee or team who has worked through lunch to deliver something to a client. Allow time off for personal or family responsibilities.

