



Welcome to **PSI InterCom**

Personnel
S·T·A·F·F·I·N·G
INC.
"Help Is On The Way"

Business is picking up, but will it last? Some businesses are still experiencing hiring freezes and have unfortunately laid off employees due to the present economy. However, many businesses have started hiring again which means bringing back laid off employees and/or hiring new employees. Personnel Staffing would like the opportunity to share with you several ideas on how we could possibly improve the profitability of your company.

We are a Strategic Workforce Solutions company that looks at staffing patterns in organizations to increase productivity and cost efficiency. We offer a unique interaction of service programs to help our clients become more flexible to meet today's ever-changing competitive environment. Our mission is to create a greater business value for your company.

Personnel Staffing is focusing on sharing with companies how we can save their business **"money"** now and when the economy takes that positive turn. Don't hire back **entry level** employees on your payroll not knowing what the future may hold. Hire them back through Personnel Staffing and immediately you will improve your company's bottom line.

How? Because we will be the employer of record. Personnel Staffing will be responsible for all payroll burdens which includes; State Unemployment, Workers Compensation, FICA, FUTA and benefit costs for medical, vacations, holidays etc. Just the cost of unemployment and the claims that go with it now and in the future is staggering, not including all the other hidden costs of hiring your own employees.

All organizations operate differently. However, they all share a common goal ... profitability. Personnel Staffing would like to analyze specific functions within your company to see if we can be of benefit to you. We would only need 10 minutes of your time. If so, we would conduct a no cost analysis to show the areas in which we could reduce cost, increase productivity and improve profitability.

Beware of the latest lawsuit threat: Retaliation

April 2, 2010 by Tim Gould

In 2009, U.S. employees filed 93,277 workplace discrimination charges with the Equal Employment Opportunity Commission (EEOC) - the second highest number ever. And for the first time, race discrimination did not top the list of claims.

What came in first? Charges of retaliation - where employees claim they were fired, demoted or harassed because they complained they were victims of discrimination.



Observers of the employment law scene note that it's often easier for employees to prove retaliation than it is to lay out a compelling case for discrimination. "These statistics affirm what most management employment lawyers have known for some time - today, retaliation is employers' greatest liability risk," said Los Angeles attorney Joe Beachboard.

Another EEOC issue to watch: charges made under the Americans with Disabilities Act (ADA), which have skyrocketed by 44% in just four years. The increase coincides with recent changes to the ADA that made it easier for people to be classified as "disabled" under the law. And we can expect the trend to continue, Beachboard says: "The numbers will increase even more as workers have more success bringing disability discrimination lawsuits than in the past."

Beachboard is the moderator of the upcoming Labor & Employment Law Advanced Practices Symposium - LEAP 2010 - scheduled for April 21-23 at the Hotel del Coronado in San Diego. For more information on the conference, go [here](#).

**Legal Alert**

April 2, 2010 by Christian Schappel

Here's something we bet you didn't know about the recently passed healthcare reform legislation:

Employers covered by the Fair Labor Standards Act (FLSA) are required to provide breaks to breastfeeding mothers to express milk to their infants who are up to one year old.

The mandate was part of an amendment to the FLSA in the healthcare reform bill signed by President Obama on March 23.

It requires employers to furnish a private space to breastfeeding mothers (other than a bathroom).

However, this provision does not apply to employers with fewer than 50 workers if it would "impose an undue hardship by causing the employer significant difficulty or expense."

And, contrary to the general FLSA requirement that employees be paid for breaks of less than 20 minutes, the new amendment to the FLSA says the breaks for mothers can be unpaid.

However, it's critical that you check your state laws - they may be stricter and require that time to be compensable.

Why Test For Skills?

It is becoming more and more evident that the equation of running a profitable organization begins with adding the right people. The cost of hiring, training and then losing a candidate for any reason, will vary from organization to organization, but hiring managers place these bets every single day. A bad hiring decision can be a big hit to a company's bottom line. The

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cost of hiring the wrong person becomes incrementally more expensive the shorter period of time they have been with you. The first 90 days are typically the most expensive to have them on board. **Personnel Staffing** is partnering with Kenexa Prove It to assist in making the right hiring decision in a time-efficient manner. Kenexa's candidate profiling, skill assessments and matching technologies are among the best in their field. *Call your local **Personnel Staffing** office today and ask how Kenexa Prove It assessments can benefit your organization.*

PSI Organization Affiliations



WBENC: The Women's Business Enterprise National Council (WBENC), founded in 1997, is the nation's leading advocate of women-owned businesses as suppliers to America's corporations. It also is the largest third-party certifier of businesses owned and operated by women in the United States. WBENC works to foster diversity in the world of commerce with programs and policies designed to expand opportunities and eliminate barriers in the marketplace for women business owners. WBENC works with representatives of corporations to encourage the utilization and expansion of supplier/vendor diversity programs. [WBENC](http://www.wbenc.org)

Women's Business Enterprise National Council
in partnership with
Women's Business Enterprise Council - South
certifies that the criteria for certification as a

Women's Business Enterprise
(WBE)
has been met by

Personnel Staffing, Inc.

Women's Business Enterprise National Council
WBENC

Expiration Date: 02/16/21
Certificate Number: 2018-10173
SIC Code(s): 53-1
NAICS Code: 561320

Blanca E. Robinson
Authorized by Blanca E. Robinson, President,
Women's Business Enterprise Council - South

Branch Locations:

- ◆ Gadsden 256.547.1668 ◆ Albertville 256.878.9675 ◆ Anniston 256.236.5252
- ◆ Birmingham 205.380.6455 ◆ Mobile 251.340.0504 ◆ Beaumont 409.835.1191
- ◆ Minority Woman Owned Business ◆ 29 Years in Business ◆ www.personnelstaffing.com ◆

Our Favorite Links...

PSI Website: Staffing: www.personnelstaffing.com
Other sites: ASO: www.certifiedservicesllc.com

Special Offer

4 FREE Hours of Staffing

If you are a new client to Personnel Staffing or have not used our services for 3 months or more, take advantage of this special offer until May 15, 2010. To receive **FREE** staffing, new associate must work 40 hours or more during first week placed on assignment. Please mention coupon when placing staffing order. If you are unable to use our services during special offer period, please feel free to pass coupon on to another business who may benefit from Personnel Staffing's services. Coupon is transferrable. Same new client rule applies. Contact your local PSI branch today to take advantage of this **FREE** offer. www.personnelstaffing.com

Offer Expires: May 15, 2010