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Join Other Top Producers in Monaco!

THERE'S NO BETTER WAY TO CELEBRATE MSI's 40th anniversary next year than at a fabulous resort in sunny Monaco! If you haven't qualified yet, here's advice from some of our top producers to help get you there.

"It's the nature of a salesperson to always be competitive with others and I think the trip enhances our need to achieve," says **Karinne Hesco of MST**. "In our industry, there will always be people that come and go. Competing with the same contenders and new ones is great, but I will always be my biggest competitor." Her advice to others who are close to making the trip or looking forward to the challenge next year is to think past the trip. "The trip is a wonderful award MSI gives to us, but we need to stay focused on the overall goal. Don't slow down, just charge past the standards to make the trip and you

will not only be proud of your achievements but you'll experience a place like Monaco. I have never worked for a company that rewards their sales team with an amazing trip like this."

Karinne says her biggest success this year was growing the relationships with current clients. "Cox Search, the Kudzu.com team, is probably one of my biggest successes. To be able to support the resources of a growing division that not only serves Atlanta, but across the United States with a great product means a lot to us. This year, we have seen technical positions



open up that had disappeared over the last couple of years, hence renewing old relationships with previous consultants and clients."

The Monte Carlo trip has been a strong motivator for **Ken Miles of MSC**, even though this year has been an especially challenging one for him. The AT&T takeover of BellSouth (his major account) near the end of last year has brought much disruptive

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President's Message



OUR PERMANENT PLACEMENT DIVISION CONTINUED ITS UPWARD MOMENTUM AND HAD ITS BEST quarter all year.

The Monroe/Greenville region, under the leadership of Laurelle Williams and Sean Record, had its best quarter ever. Its start-up office in Greenville, led by Deatrick Mitchell and senior recruiter Joel Stevens, increased by 54% its billings this quarter. Our Dallas/Plano region, under Larry Klos, had its best quarter since the third quarter of 2006.

After two strong quarters, our contract division had a down third quarter but will hopefully rebound in the fourth quarter. We opened a new contract office September 1st in North Dallas under the leadership of Mike Sievert. We wish this new team well.

The national economy continues to be strong and the demand for our services has never been higher. It is great to see us adding more and more winners each month to our Monaco trip list. There is still time to qualify. Have a great fourth quarter!

—Eric Lindberg

HR Corner

New 401(k) Enhancements

IN OUR EFFORTS TO CONTINUALLY IMPROVE OUR COMPANY BENEFITS, MSI HAS ENHANCED OUR 401(k) retirement plan. Depending on your needs, you can take greater control of your investments, invest in funds that require little attention, or have a professional invest your account for you.

The most dramatic change you will find in MSI's 401(k) is the increase in the number of available funds. We increased your choices from 18 to 34 funds that cover the spectrum of investment risk. This allows you to tailor your savings to your specific needs.

Among the new funds, we have added "life cycle" options. These investment vehicles automatically adjust your investments based on the amount of time you have until expected retirement. For example, if you expect to retire in 25 years, you could invest your account in the T. Row Price Retirement 2030 Fund and not worry about it again. The fund manager will keep you well diversified and allocated properly for the time left until 2030. It is a one-step way to invest for retirement.

In addition, we have enlisted the services of 401(k)Toolbox. This service offers investment advice specific to MSI's 401(k) plan. If you are an active investor, 401(k)Toolbox offers research and investment tools. For the passive investor, it offers fund-specific recommendations based on your investment style. Finally, for those who don't have the time or desire to manage their account, 401(k)Toolbox offers a "Manage It for Me" approach. For a relatively small fee, the experts at 401(k)Toolbox will make trades for you to capitalize on market conditions.

Of course, none of this helps you if you do not participate. Please contact me at (404) 592-3808 or kirk.strong@msi-intl.com for an enrollment packet or more information on the improvements we have made. Even a small amount of your pay put away today can add up to large savings for retirement.

—Kirk Strong

The most dramatic change you will find in MSI's 401(k) is the increase in the number of available funds.

Did You Know...?

TWO-THIRDS OF JOB SEEKERS REPORT THAT THEIR INTERVIEWER INFLUENCES THEIR DECISION TO ACCEPT A POSITION, ACCORDING TO a study released by the Development Dimensions International (DDI), a global human resource consulting firm, and Monster, a leading global online careers and recruiting resource.

The survey included 628 staffing directors, 1,250 hiring managers and 3,725 job seekers. They revealed that, despite the fact that companies are increasingly desperate for talent, many are becoming their own worst obstacles when interviewing qualified candidates.

One significant finding was that 70% of interviewees ranked "acting like has no time to talk to me" as common—and annoying—behavior by hiring managers and staffing directors. Other irritating behaviors exhibited by interviewers are:

- 1) Withholding information about a position (57%)
- 2) Turning interview into cross-examination (51%)
- 3) Showing up late (48%)
- 4) Appearing unprepared for interview (47%)
- 5) Asking questions unrelated to job skills (43%)

(Source: The Fordyce Letter)

Despite the fact that companies are increasingly desperate for talent, many are becoming their own worst obstacles when interviewing

Trip Update

So far, we have nine trip winners. There is still plenty of time to qualify for the trip! You won't want to miss out on this experience. One important reminder, if you plan to make the trip in 08 and you do not have a passport, you need to apply for one now. The passport office has been backed up all year. You do not want to take your chances and be left behind. You can get a passport application on line, or I can email one to you. I know a lot of you are going to plan pre and post things to do while in Europe, so if you need any assistance with your plans, please let me know. Looking forward to seeing you in Monaco!

—Stephanie Gastinger

More MSI News

Golden Anniversary Wishes

Congratulations to Jan and Bob Leanna on their 50th Wedding Anniversary! Eric Lindberg and Wayne Whatley joined family and friends at a celebration in Cartersville, Ga. Check out Bob's tie. It's their wedding photo. Awwwww.



Dallas Opens New Office

GM Mike Sievert and Clay Stockton recruit accounting and finance professionals at our new office, MSI Consulting Dallas.

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changes in 2007. It has diverted much of his energies from productive recruiting and staffing activities to account maintenance and transition work. "In the process of adjusting to and accommodating the new 'behemoth,' MSI Consulting has been through three major VMS (vendor management system) conversions that required much effort and attention," Ken explains. "Due to AT&T contractor tenure policies, our contractor workforce is being systematically downsized through conversions to AT&T employees, mandated terminations, and resignations induced by unfavorably viewed business changes. It will be reduced to about a third of its former size by the end of November."

But, in the midst of these losses, Ken has managed to parlay his past success with BellSouth into a vastly expanded opportunity to take on the national recruiting requirements of the huge AT&T company—not only in IT staffing, but in a number of other key recruiting areas as well. "We have secured a position with AT&T that we could never have

achieved through the traditional RFP process," says Ken. "The volume of recruiting and the rapid response required will open an excellent opportunity to involve and work closely with Perry Paden at MST. We utilize his well-oiled recruiting machine."

Ken has had phenomenal success in his career with MSI, including a string of six consecutive \$1 million plus years and qualifying for every MSI annual event. He eagerly looks forward to the next Monte Carlo trip, having especially fond memories of the last time MSI took him there. "I remember it to be far and away the best MSI trip ever," he says. "There was simply a magic about it—the Mediterranean setting, the synergism of the group, and the way we connected with event hosts and entertainers. How can you beat nightly visits to the famed Monte Carlo casino, an evening cruise down the French Riviera, that crazy Farm House restaurant, the unique historic village of Eze and the shopping trip to the Italian Riviera? I wish everybody much success in overcoming their own variety of challenges in the last quarter of 2007 and I look forward to seeing many of you at our next fantastic trip to Monaco."

Nancy Moore of MSM also qualified for the trip earlier than usual. "I attribute that to consistently working to have a pipeline with hot jobs and working with clients that communicate with me on the hiring agenda," she says. "I make sure that I understand what the client is looking for in a candidate and do a good job of qualifying the candidate prior to submitting the resume."

Nancy recruits and submits at least three candidates for each position, which increases her odds for success. "If you work your hottest jobs first, keep your pipeline full, stay on the phone and qualify strong candidates that are marketable, you'll close more deals." While making the money that comes from billings is the most important to her, this trip is a big bonus. "It's by far the best trip since I joined MSI. Who would turn down the chance to go to Europe? It's going to be amazing!"

MSM's John Stevens is another top producer. Here are a few of his secrets to success. "I set my goals on a per day, per week, per month

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Welcome to MSI!

Michael Sievert is the General Manager of MCD. He was an EVP at Hudson Global Resources and a national director at Lucas Group. Michael enjoys golf, reading, movies, sports and cooking.

Clay Stockton is an Account Executive at MCD. He's a graduate of Texas Tech University and worked at P1 Resources and Aerotek. Clay and his wife, Stephanie, have three children, Kai, Zoe and Bryce. He enjoys sports.

Don Mark Masters is a Recruiter with MSM. He worked in customer service at a call center. Don enjoys video games and music.

Randall Ponder is a Recruiter with MBA. He is a graduate of the University of Mississippi with an MBA and a master's in international affairs from Columbia University. A former army officer, Randall worked in management consulting and pharmaceutical sales and management. He and his wife Linda have a son, Eric. Randall enjoys reading and family activities.

Dolores Dufour is a Recruiter at MBA. She worked 10 years for Hallmark stores and 18 years in the print business. Dolores enjoys pets, gardening, bowling and fishing.

Amy Stokes is an Account Executive at MDA. She handled billing at a medical office. She and her husband, Jeff, are parents to daughter Kelsey and son Ryan. Amy plays softball and works out.

Shawn Moench is a Recruiter at MDA. He was an apartment manager and operated a small business. Shawn enjoys mountain biking, snowboarding and hiking.

Charlotte Barkley is an Account Executive at MDA. She enjoys ice skating.

Kimberly Ward is an Account Executive at MDA. She worked in collections and customer service. Kimberly is married with a son. She enjoys football and working with animals.

Heather Thompson is an Account Executive at MDA. She is pursuing a degree in English and worked in the restaurant/bar business, the mortgage business and customer service. Heather enjoys yard work, exercising, and being with family and friends and her teacup Shih Tzu dog.

Shawn Connally is an Account Executive with MDA. He worked in sales and has two sons, Cody and Trey. Shawn chose to work for MSI because he was impressed with Jennifer Hooser's growth and accomplishments.

Maureen Jones is an Account Executive with MDA. She graduated from Bossier Parish Community College and worked as a leasing specialist at Westdale Asset Management, in management at Fairfield Management and as an account manager at Capital One Auto Finance. Maureen has a son and daughter and loves to travel, cook, read and learn.

Ken Cokes is an Account Executive at MSO. His work experience includes retail operations, the military and telecom. He's married to Kelly and enjoys running, golf and his dog, Dingo.

Landra French is an Account Executive at MSP. She has a BBA in logistics and intermodal transportation from Georgia Southern University and an MBA in management from Mercer University. She and her husband, Michael, have a son, Aiden.

Kimberly Goss is a Recruiter with MSC. She earned a business degree from Florida State University and has recruiting experience. Kimberly is a big FSU football fan. She enjoys traveling (especially to Italy) and spending time with family, friends and her puppy, Savannah.

Kelly Khaysuvang is a Recruiter with MST. She graduated from Griffin Tech and worked at Chase Staffing. Kelly has two sons.

Andrew McDougal is a Recruiter at MST. He has a marketing degree from Mississippi State University and worked in recruiting and sales. Andrew travels, hikes, camps and collects vinyl records.

Dawn Goodban is a Recruiter with MNO. She went to the University of Wisconsin-Green Bay and also radio broadcasting and massage therapy schools. Dawn worked for Thiele Technologies. She likes to travel and camp and enjoys art and books.

Steve Savoia is a Recruiter at MSI Plano. He has a degree from Texas Tech and experience in healthcare.

Richard Siggers is an Account Executive with MDA. He worked at AmeriCredit and enjoys Playing Xbox 360 and cars.

Christine Ferrei is an IT Recruiter with MSI Consulting. She has a communications degree from Florida State University and was a recruiter for Internal Data Resources. Christine enjoys FSU football, friends, family, traveling and the beach.

Corliss Collins is a Senior Account Administrator at MSI Consulting. She has a degree in communications and seven years of experience in client relationship and development. Married with three children and six grandchildren, she enjoys reading, dancing, movies, art and accessorizing her home.

Ashley Sneed is a Recruiter at MST. She is a Georgia Perimeter student and has engineering staffing experience. Ashley enjoys cosmetology, swimming, reading and traveling.

Lauren Bollinger is an Executive Legal Recruiter at MPC. She has a degree in sociology from North Carolina State University and worked as an administrator/event planner. Lauren is married to Jeremy.

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type of basis, meaning that I want to hit a goal every day that would directly affect my week, month, etc. The goals can be anything from phone time to job orders. This makes a win happen every day."

He's always had pharmacy as his niche but has recently expanded his scope. "I'm starting to do more administrative searches and I can definitely see a benefit in that. This is a slower way of making a placement due to the nature of the searches, but I'm building long-term relationships with the 'movers and shakers' of healthcare."

John has proven to clients that he can do it all. "I'm working with a couple of clients that are part of vast systems. After I placed a couple of pharmacists with them, I've moved in to be 'the' recruiter for them—kind of

a one-stop shop. They need help on a number of different level searches, so if they're gonna pay a recruiter to fill them, it might as well be me, regardless of the specialty."

His advice to other recruiters is simply, "Work as hard as you can with emphasis placed on quantity and quality. The more calls you make, the better the results should be." John appreciates the extra money he made this year. "You gotta have money to spend in Monaco!"

Jennifer Hooser of MDA credits a more tenured team with qualifying for the trip early. "I won the trip in one month," she says. "My team did \$202,000. All it takes is one great month to take you over the top."

Jennifer is known for her persistence and being very direct with hiring authorities and the stockbroker candidates she places. "I don't allow much time to go by and I'm very

conscious of red flags—like when my phone calls aren't returned. I prefer to work with people who are chasing me. They recognize the valuable opportunities I represent and are motivated to move." She likes being in control. "I am obsessed with getting the deal done and I pay attention to all the details at all times."

High phone time and call count are what works for her team. We each have a goal of 4 ½ to 5 hours on the phone and more than 200 calls each day. "We're focused on results, not activity." Monaco was definitely an added motivator for her. "It's a place I would never choose to visit on vacation and that's what makes it even more appealing as an incentive trip."

—Tricia Molloy

Callaway Gardens' Managers Meeting



Karinne Hesco and Perry Paden of MST with Sean Record of MSM.

< Mike Brown of MSP and David Dietz of MNO.

More From Callaway



< Bob Shealy and Jim Watson of MSP with George Colberg of MCA.

Keith Colberg of MSC and Kirk Strong of Corp. >



< Stephanie Gastinger of Corporate and Kristy Campbell of MSC.



Larry Klos, Amy Williamson and Jennifer Hooser of MDA
with Jim Gaston of Corporate.

Contest Update

(January 1 - September 30, 2007)

Congratulations to those who have already qualified:

Ken Miles-MSC	\$899,452.81
Karinne Hesco-MST	\$358,921.12
Jennifer Hooser-MDA	\$260,494.50
Marshall Breedlove-MNO	\$222,594.01
John Stevens-MSM	\$217,617.64
Nancy Moore-MSM	\$217,530.60
Jerry Bachmann-MDA	\$215,800.00
Kristy Campbell-MSC	\$211,599.25
Mike Brown-MSP	\$205,800.00

Account Executives

1. Jeff Tatz-MSC	\$172,123.50
2. Rebecca Burnett-MPC	\$163,759.00
3. Sean Record-MSM	\$158,750.00
4. Amy Williamson-MDA	\$155,826.70
5. Mary Wyatt-MBR	\$152,771.00
6. Cassandra Gross-MNO	\$151,996.00
7. Rod Hall-MDA	\$150,743.75

Rookies

1. Dana Ruffin-MSM	\$155,671.14 + \$15,000 = \$170,671.14
2. Peter Simon-MNO	\$133,446.50 + \$30,000 = \$163,446.50
3. Roger Blocker-MSM	\$124,522.57 + \$30,000 = \$154,522.57

Top 10 Billers

(September 2007)

1. Ken Miles	MSC	\$112,008.25
2. Mike Brown	MSP	\$57,800.00
3. Rodney Hall	MDA	\$42,845.40
4. Marie Dillard	MDA	\$35,460.75
5. Jennifer Hooser	MDA	\$35,392.55
6. Karinne Hesco	MST	\$32,999.59
7. Dana Ruffin	MSM	\$31,195.75
8. Bob Shealy	MSP	\$30,000.00
9. Marshall Breedlove	MNO	\$28,164.85
10. Jerry Bachmann	MDA	\$26,800.00

More Callaway Photos

Patrick Berthelot of MBR,
Marshall Breedlove of MNO,
Mike DiDomenico of Corporate and
Deatrick Mitchell of MGV. >



< Larry Klos of MDA
and
Eric Lindberg.

Randy Montz and
Laurelle Williams
of MSM. >



Calendar

Thanksgiving Holiday	<i>Nov 22nd & 23rd</i>
Board Meeting	<i>Nov 30th</i>
Holiday Party	<i>Dec 7th</i>
Christmas Holiday	<i>Dec 25th</i>

MSI Corporate Connection

MSI's Mission Statement:

To be the industry leader
for excellence of service,
providing growth
opportunities for our staff,
integrity and profitability.

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Gastinger and Kirk Strong.

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