

NEWSLETTER SEMPERSM INTERNATIONAL

Happy Sunny February to the Semper Family

Every quarter we create this newsletter to share company information, highlight top performers and provide tips to help improving your job in the month ahead!

This February, the Semper International Newsletter includes ten **kudos** to the top employees around the country, spells out tips for driving in the snow and ice and offers suggestions to get yourself featured as an employee of the quarter.

This month has been one of the best in recent memory – sales have been up 20% across the board - and we know we have the entire team to thank for all your hard work!

Stay warm or cool out there!

Dave and Brian

SPOTLIGHT ON...

Semper Dallas

Semper – Dallas is pleased to recognize **David** for his proven excellence, dedication, and professionalism! David is supervising a large fulfillment staff that operates 24/7. His adaptability, quick learning style, and willingness to work any shift (including 3rd) has really helped the team! Thank you David for your great work and leadership!

Semper Atlanta

Ashley B in the **Atlanta** office is recognized as employee of the quarter. She has exemplified outstanding leadership and professionalism. Ashley works at her client location since April 2013. The site manager has her training new and temp employees. The site manager commented, "We have never used a temp to train new employees, but because of Ashley's outstanding quality and performance she was chosen." Kudos to Ashley for being a valuable part of the Semper team.

Semper Boston

Shawn has represented Semper to the highest degree and we have received numerous compliments from the client regarding his performance! Thank you Shawn.

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Semper New Jersey

Since the first day of his assignment with one of our largest clients, **Larry** has represented Semper with the highest level of professionalism and has continued to receive rave reviews from the hiring manager. Way to go Larry!

SemperPT

SemperPT would like to thank **Kristin B.** for all her hard work, dedication and schedule flexibility with our clients. She has really made a name for herself within the fitness community. Thanks, Kristin!

Semper Baltimore

William B in the **Baltimore** office is employee of the quarter. William has been with Semper since 2008 and has continuously been at the same assignment. William has been a great addition to the Semper team. He works countless hours each week. William is quiet but consistent says his manager. William has over 15 years of experience operating Honcho, Zephra 420 and Goss 1 & 1 presses; Heidelberg Sheet Fed Presses,; ZP sheetfed and roll Clamps. William, thank you for all of your hard work and dedication.

Semper Chicago

Semper Chicago would like to Thank **Jeff S.** for his efforts and his continued hard work. Jeff has worked for Semper for just under a year and in that time has been very effective. He covers not only his shift but several hours of overtime. He has kept both the client and myself more than pleased with his performance. Thank you Jeff for your hard work and continued efforts.

Semper Minnesota

Minnesota office would like to acknowledge **Beth** who took on a part-time weekend overnight assignment for Semper doing inserting and letter-shop work on a last minute need back in July 2013. The firm immediately recognized the skills and background that Beth brought to the job and recalled her within a week for the next surge and she has been in place ever since. Beth worked through the busy holiday season, suffering through a couple slowdowns at the firm. She was always there to be the go to person for her department. To her credit she is an excellent example of a candidate that took a short-term fill-in assignment and has made it into something that has huge potential. Thanks Beth!



Semper Long Beach

Rickey T. is **Semper Long Beach** outstanding employee of the the quarter. Rickey has been onsite at the same location for almost a year with one of Orange County's largest web houses. Always willing to work on desktop for publishing or in the CTP area. Rickey is an excellent example of a reliable skilled employee matched to the client's needs.

Semper San Francisco

Kurt M. has been a Semper employee for since 2004. Kurt is an excellent worker and has a wealth of knowledge. Thank you Kurt for representing Semper favorably!

Driving in Snow and Ice

The best advice for driving in bad winter weather is not to drive at all, if you can avoid it. Don't go out until the snow plows and sanding trucks have had a chance to do their work, and allow yourself extra time to reach your destination.

Driving safely on icy roads

1. Decrease your speed and leave yourself plenty of room to stop. You should allow at least three times more space than usual between you and the car in front of you.
2. Brake gently to avoid skidding. If your wheels start to lock up, ease off the brake.
3. Turn on your lights to increase your visibility to other motorists.
4. Keep your lights and windshield clean.
5. Use low gears to keep traction, especially on hills.
6. Don't use cruise control or overdrive on icy roads.
7. Be especially careful on bridges, overpasses and infrequently traveled roads, which will freeze first. Even at temperatures above freezing, if the conditions are wet, you might encounter ice in shady areas or on exposed roadways like bridges.
8. Don't pass snow plows and sanding trucks. The drivers have limited visibility, and you're likely to find the road in front of them worse than the road behind.
9. Don't assume your vehicle can handle all conditions. Even four-wheel and front-wheel drive vehicles can encounter trouble on winter roads.

If your rear wheels skid...

1. Take your foot off the accelerator.
2. Steer in the direction you want the front wheels to go. If your rear wheels are sliding left, steer left. If they're sliding right, steer right.
3. If your rear wheels start sliding the other way as you recover, ease the steering wheel toward that side. You might have to steer left and right a few times to get your vehicle completely under control.
4. If you have standard brakes, pump them gently.
5. If you have anti-lock brakes (ABS), do not pump the brakes. Apply steady pressure to the brakes. You will feel the brakes pulse — this is normal.

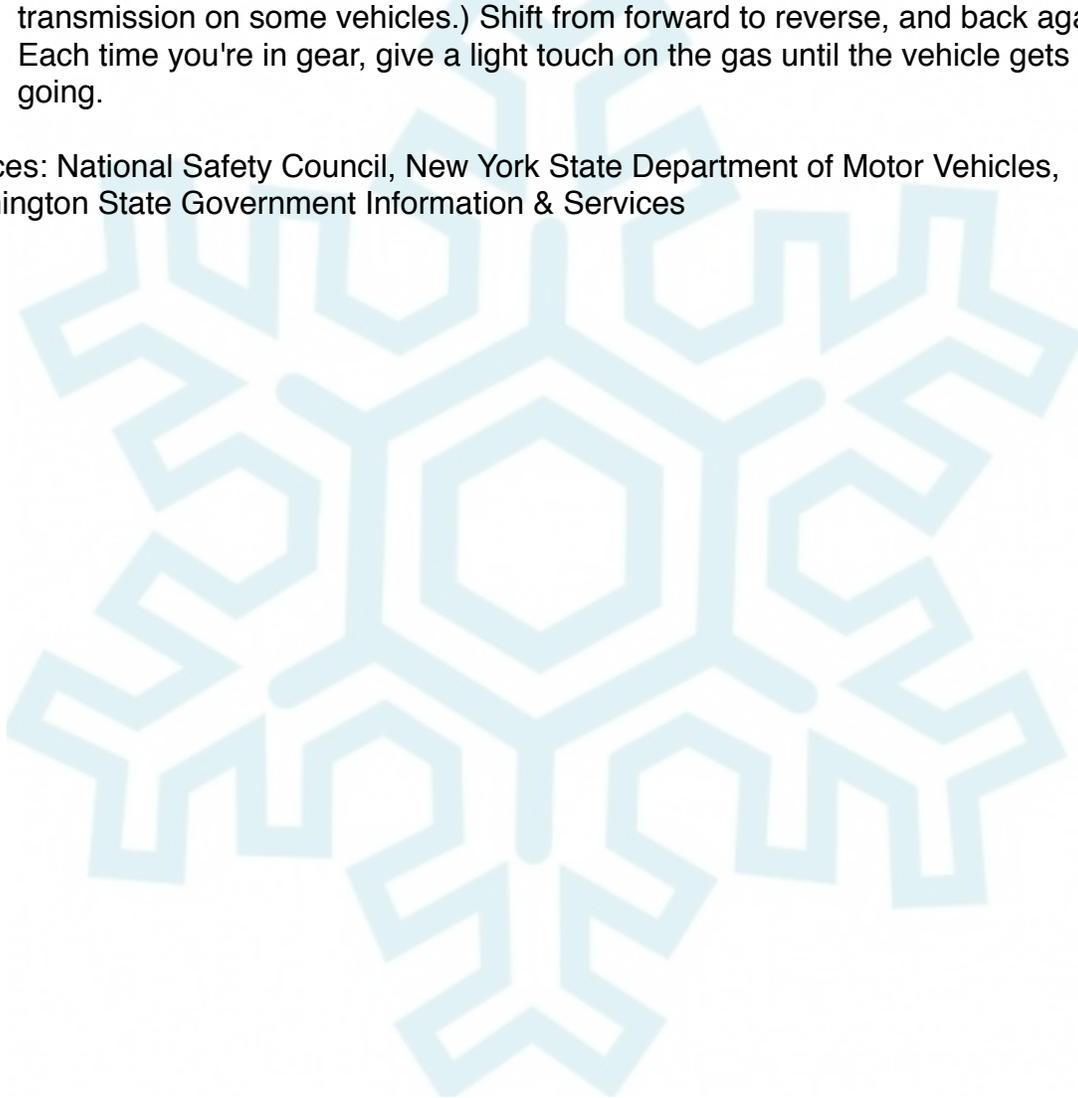
If your front wheels skid...

1. Take your foot off the gas and shift to neutral, but don't try to steer immediately.
2. As the wheels skid sideways, they will slow the vehicle and traction will return. As it does, steer in the direction you want to go. Then put the transmission in "drive" or release the clutch, and accelerate gently.

If you get stuck...

1. Do not spin your wheels. This will only dig you in deeper.
2. Turn your wheels from side to side a few times to push snow out of the way.
3. Use a light touch on the gas, to ease your car out.
4. Use a shovel to clear snow away from the wheels and the underside of the car.
5. Pour sand, kitty litter, gravel or salt in the path of the wheels, to help get traction.
6. Try rocking the vehicle. (Check your owner's manual first — it can damage the transmission on some vehicles.) Shift from forward to reverse, and back again. Each time you're in gear, give a light touch on the gas until the vehicle gets going.

Sources: National Safety Council, New York State Department of Motor Vehicles, Washington State Government Information & Services



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How to be featured as an Employee of the Quarter

Every quarter Semper's local recruiters choose one outstanding flex staff member to be featured for that season's newsletter. Get recognized for your contribution to Semper's success.

- **Can-do attitude.** Employers appreciate a positive upbeat personality. Be the bright spot in someone else's day. Don't bring your personal troubles to work.
- **Willingness to work.** Sweeping up after close may not be in your job description, but a willingness to help out wherever you are needed won't go unnoticed.
- **Flexibility.** Our clients appreciate it when you can come in early, stay late and do what is needed to get the job done. The more shifts you are willing to work the easier it is for Semper to keep you on assignment. Employees who are willing to work different kinds of machines in different environments are more valuable on assignment.
- **Punctuality.** Showing up on time to every shift shows your dedication to the job.

Are you taking advantage of all the benefits you are eligible for?

In addition to medical and dental plans, life insurance and long term disability insurance, Semper also offers an HSA. We want to help you take control of your healthcare costs today, while saving for your healthcare expenses tomorrow. Now is the time to start thinking about your family's healthcare needs. A **Health Savings Account (HSA)** is a tax-advantaged personal savings account that works in conjunction with the PPO plan Semper offers for medical coverage. The Wells Fargo HSA offers an interest-bearing, FDIC-insured deposit account. You can use your HSA to pay for qualified medical expenses now or later in life—all tax-free. Are you ready to take charge? To learn more about how an HSA can help you save for current and future healthcare costs, go to wellsfargo.com/hsa. Contact HR at Human Resources: 1-800-954-4993 x8957 to learn more about Semper's HSA-compatible health plan.