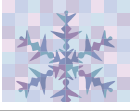


NEWSLETTER SEMPERSM INTERNATIONAL

Winter
2007-
2008



SEMPER LLC
Coast to Coast
877.377.4687
www.semperllc.com

Atlanta, GA
Phone- 404.885.1701
Fax- 404.881.6178

Boston, MA - Headquarter
Phone- 617.557.3000
Fax- 617.227.1468

Baltimore, MD
Phone 410-685-1705
Fax 410-6851709

Wayne, NJ
Phone 973-256-3703
Fax 973-256-3787

Chicago, IL
Phone- 312.920.0000
Fax-312.920.1564

Dallas
Phone- 972.387.8935
Fax-972.387.9299

Minneapolis, MN
Phone 612-379-6004
Fax 612-379-6026

San Francisco, CA
Phone- 415.974.1078
Fax- 415.974.6650

Orange County, CA
Phone-714.540.4411
Fax- 714.540.4412

Los Angeles, CA
Phone- 310.725.2810
Fax- 310.725.2818

TIME SHEETS / PAYROLL:

To observe the Christmas and New Year's holidays, SEMPER OFFICES WILL BE CLOSED Tuesday **December 25th** and Tuesday **January 1st**! To ensure the timely receipt of your paycheck, your signed time sheet must be submitted to Semper no later than 10 am on Monday December 24th and December 31st. Late time sheets cannot be accepted.

Please be aware that your worksite may observe holidays other than Semper's. We recommend that you fax your signed time sheet to Semper immediately following your last shift for the week. We urge you to sign-up for Direct Deposit or the TotalPay card. Please speak to HR or your placement coordinator for more details.

HOLIDAY PAY Policy:

Eligibility is 1500 hours in the previous 52-week period. Employees must work the week of the holiday. Semper issues a check equal to eight hours of pay at the employees current pay rate. Holidays observed are **New Years Day**, Memorial Day, Independence Day, Labor Day, Thanksgiving, and **Christmas**.

Please feel free to call us to discuss your eligibility. Holiday pay does not go toward overtime accrual.

Please contact us at **877 377 4687** or Semper's corporate headquarters at **800-954-4993** if you have any questions.

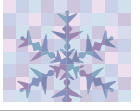
Thank you and enjoy the Holiday season!

Semperllc.com

Need a timecard? Go to <http://www.semperllc.com/index.cfm?page=timecards> and download it instantly!

"Celebrate the happiness that friends are always giving, make every day a **holiday** and celebrate just living!"

Amanda Bradley



BECOMING FLEX ASSOCIATES OF THE MONTH

Many of you are becoming aware that the job market has been changing of late- Increasingly the market has become an employers market- or one in which the employer sets the terms. In times like this the number of jobs becomes reduced and the number of people looking for work increases. The market becomes much more competitive for jobs.

We wanted to remind you of some basics that will help you though these times:

- When our office calls please make sure to get a pen and paper and take notes.
- Ask questions - Is there a dress code? Do I need to interview? Is it a working interview or do I just go in to work?
- Make sure you get the right address and time to report. If you need directions ask.
- Make sure you're on time.

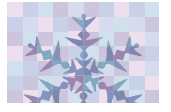
Hard workers with positive attitudes do very well with clients. The better you and Semper appear to the client the more positions they will entrust to us. Keep in contact with your placement coordinator at Semper. If you hear of any positions that we can fill let us know right away, if you have a friend who you we could place let us know as well. In general, the flex staff relationship allows you and the client to get a good measure of each other. Often, this can lead into the client wanting to convert you to their payroll directly or them wanting to extend your stay. Forming a positive reputation with the client, for Semper and yourself, is critical to both of us. You directly impact the clients' perception and the more positive that perception is, the better for all of us.

During tight economic times, companies tend to reduce the full time hires they make and use more flex staffing. This helps them protect themselves from sudden downturns, yet meet the demands they may have from sudden client needs. The client looks to you to be a skilled professional. A professional who, because they can go to different job locations, has more skills and understanding than a traditional full-time worker. This high standard is important to maintain, both with the client and the client's employees. To them, you are at first looked at as a technician and your critical professionalism helps you ensure they keep that viewpoint. If you have HR issues, please contact your recruiter with them. You're our teammate; we are the people you need to turn to for help. The less issues the client has to address, the better for us all.

Please keep the above in mind as you work with us. We are all teammates in this together.

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The National Safety Council offers these suggestions to help make your holiday season merry and safe.

Decorations

Wear gloves while decorating with spun glass "angel hair." It can irritate your eyes and skin. A common substitute is non-flammable cotton. Both angel hair and cotton snow are flame retardant when used alone. However, if artificial snow is sprayed onto them, the dried combination will burn rapidly. When spraying artificial snow on windows or other surfaces, be sure to follow directions carefully. These sprays can irritate your lungs if you inhale them.

Fireplaces

You should not try to burn evergreens or wreaths in the fireplace or in a wood stove to dispose of them. They are likely to flare out of control and send flames and smoke into the room. Also, do not burn wrapping paper in the fireplace because it often contains metallic materials, which can be toxic if burned.

Toys and Gifts

Be especially careful when you choose toys for infants or small children. Be sure anything you give them is too big to get caught in the throat, nose or ears. Avoid toys with small parts that can be pulled or broken off.

Older adults

Select gifts for older adults that are not heavy or awkward to handle. For persons with arthritis, make sure the gift does not require assembly and can be easily opened and closed. Choose books with large type for anyone with vision impairment.

Alcohol, Parties and Driving

Being a smart party host or guest should include being sensible about alcoholic drinks. More than half of all traffic fatalities are alcohol-related. Use designated drivers, people who do not drink, to drive other guests home after a holiday party.

Stress

The holiday season is one of the most stressful times of the year. You can't avoid stress completely, but you can give yourself some relief. Allow enough time to shop rather than hurry through stores and parking lots. When shopping, make several trips out to the car to drop off packages rather than trying to carry too many items. Take time out for yourself. Relax, read, or enjoy your favorite hobby at your own pace