



Diversified Personnel Services

A DIVISION OF Opportunities Inc.



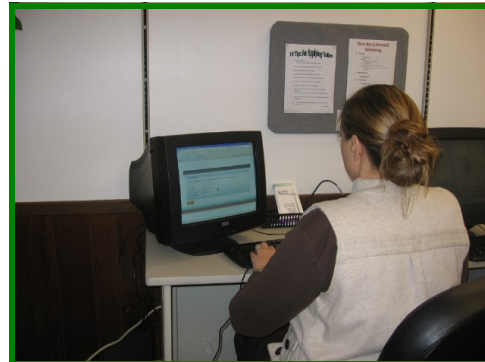
2011 Newsletter

Madison DPS - UPDATE!

After opening its doors in August, Madison Diversified Personnel Services (DPS) is operating full force providing the Dane and Columbia County areas with its signature brand of exceptional customer service.

"We've been meeting a lot of job seekers with great backgrounds and in-demand skill sets," states Ashley Gossens, Employee Coordinator for the Madison branch. "We are very excited to bring local businesses the service options we have been successfully offering in and around Jefferson and Waukesha counties for over 20 years."

DPS offers a full range of services including recruitment, skills assessment, screening and selection as well as progressive safety training and customized on-boarding. DPS specializes in temporary, temp-to-hire, and direct placement. The staff at DPS is committed to helping those in need find successful job matches and partnering with employers to find great employment solutions.



Madison DPS Applicant Kiosk

DPS also has offices in Fort Atkinson, Watertown, and Oconomowoc.

The Madison DPS office is located at 930 Stewart Street on the city's Westside. Job seekers or businesses interested in staffing solutions can contact Ashley or Carol Bride, Sales & Recruitment Specialist, at 608-274-1894 or agossens@dpsworks.com, cbride@dpsworks.com; send a fax to 608-274-1931; and please visit our website at www.dpsworks.com.

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~Top 10 List

Contact DPS to assist you with your staffing needs:



Oconomowoc
Anne Randolph
262-569-8888
arandolph@dpsworks.com

Fort Atkinson
Jenny Emann
920-563-6926
jemann@dpsworks.com

Watertown
Anna Arndt
920-261-8444
aarndt@dpsworks.com

Madison
Ashley Gossens
608-274-1894
agossens@dpsworks.com

Madison
Carol Bride, Sales
920-723-0107
cbride@dpsworks.com

Please note: Your Employee Coordinators have new e-mail addresses! The previous e-mails @ oppinc.com work, too!

## Conversing with Employees through Interpreters

La Esquina Latina (Latino Corner)

It can sometimes be difficult to carry a personal conversation with a non-English speaking employee through an interpreter. Listed below are some suggestions for individuals holding the conversation to remember when working with an interpreter.

1. Communicate directly with each other, not with the interpreter.
2. Maintain eye contact with the employee, not the interpreter.
3. Speak in brief sentences, pausing to allow for translation.
4. Encourage the interpreter to ask if clarification is needed.
5. Avoid demeaning language that could be offensive.
6. Ask the interpreter to translate everything.

When the conversation is flowing correctly, you will soon forget there is an interpreter at all.

[www.cnr.berkeley.edu/](http://www.cnr.berkeley.edu/)

DPS has implemented a new workplace safety awareness program called "Safety is the Key" CLUB to promote and remind DPS employees of proper safety techniques. Once a month, DPS employees have the opportunity to learn a new safety tip and answer a safety question. A winner from each branch is then drawn and will reign as the Safety is the Key CLUB winner for that entire month! In order to win, one must have answered the safety question correctly and have had no safety violations in the past 30 days. All members receive a "Safety is the Key" Club keychain and winners receive a unique monthly prize!



**Safety Corner**

**Safety is the Key CLUB**

**Staffing Trends:**

## Staffing Employment Continues to Grow

Staffing jobs across the United States have continued to increase in a strong upward trend. This increase, which began in early 2010, proves that employment options has grown substantially throughout the year.

According to the American Staffing Association (ASA), an average of 2.6 million temporary and contract workers were employed each day from July through September of this year. This number of employees increased by 24.9% when comparing with 2009's 3rd quarter numbers. This number increased by 8.1% from 2010's second quarter as well.

Staffing agencies have added over a half million new jobs to the economy in the past 12 months. According to ASA president, Richard Wahlquist, this number is expecting to remain strong as the demand for temporary and contract help allows flexible workforce solutions for businesses. Temporary staffing is also a positive option for businesses during economic hardships because it helps businesses improve efficiency and productivity while adjusting to the changing economic times.

Total staffing sales during the 3rd quarter in 2010 totaled over \$18.1 billion. This number, according to the ASA survey results, represents a 35.6% increase in sales for the same time period in 2009. This also serves as the largest year-to-year percentage increase since 1992 when the ASA began tracking staffing industry sales.

American Staffing Association

# Meet your DPS Administrative Staff!

**Connie Wanke**  
16 Years!



constancew@dpsworks.com  
Watertown

**What do you like most about your position?**

The fact that I get to meet a lot of different people and the relationships I have developed with the different customers we work with.

**Who is your favorite Sports team?**

I am a HUGE follower of the professional skaters.

**Describe DPS in one sentence...**

Never a dull moment!

**Angela Harris**  
1.5 Years!



aharris@dpsworks.com  
Oconomowoc

**What do you like most about your position?**

I enjoy the fast paced environment.

**Who is your favorite Sports team?**

I love DA BEARS!!

**Describe DPS in one sentence...**

DPS is by far, the friendliest place I have ever worked in!

**Jessica Miller**  
6 Months!



jmiller@dpsworks.com  
Fort Atkinson

**What do you like most about your position?**

The best part of my position is that every day is different. There's ALWAYS something to do or new things to learn.

**Who is your favorite Sports team?**

I'm definitely a Wisconsinite. Brewers, Packers, and Badgers are all my favorites!

**Describe DPS in one sentence...**

DPS is a division that provides a great place to work with endless opportunities!



# Please Join Us!

## SAVE THE DATE

# FORE...

### The 9th Annual

## Spence Jensen Classic

### Thursday June 2, 2011

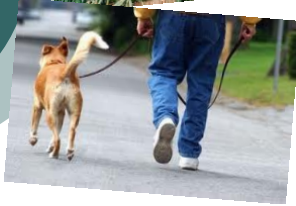
Koshkonong Mounds Country Club  
Fort Atkinson

Reserve your team or donate an auction item by contacting Jason Frey at  
(920) 563-2437 or jfrey@oppinc.com



# To Your Health

## Ten Spring Fitness Tips To Improve Your Health



10. Tackle the yard
9. Go for a walk
8. Invest in the proper clothing, such as outdoor shoes
7. Hit the greens but walk, don't ride
6. Outdoor yoga
5. Join the zumba craze
4. Join a softball or volleyball team
3. Bond with Fido, he was stuck inside all winter, too
2. Go for a swim
1. Be patient with yourself...  
give your body time to adapt to fitness activities  
after the long winter!

# Top 10 Best Job Search Sites

1. **dpsworks.com \***
2. **Monster**
3. **Craigslist**
4. **Simply Hired**
5. **Indeed**
6. **Career Builder**
7. **Just Jobs**
8. **Job Hunt**
9. **Hound**
10. **Dice**

*\*our personal favorite!*

<http://www.catalogs.com/info/bestof/top-10>  
\*our personal favorite!

**For more labor and  
workforce solutions,  
please contact...**



**Ann Janquart**  
DPS Coordinator  
(262) 569-8888



**Jason Frey**  
Vice President of Sales  
& Customer Service  
(920) 563-2437

*www.dpsworks.com*