

OEM PRIORITIES

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HR ROI: TRIED, TESTED & GUARANTEED

Fact: Companies that perform HR effectively have reported EPS 35% greater than those who don't.

Historically HR has been viewed as a cost center, a place to limit employee expenses, not a place that contributes to the bottom line. Today, business owners are realizing what was right under their nose the whole time; HR initiatives can and will generate additional profits when utilized properly. So why hasn't everyone jumped on the bandwagon? HR is an area that has previously used a qualitative approach and received a "can't put a value on it" cognition. While you may not be able to add your employees as assets to the balance sheet, there are methodologies that can measure the effectiveness of your employees and their operations.

OEM established a profit-producing program "Profit Watch™," available to all clients. OEM will guarantee you a return on investment-additional profits from HR initiatives after any incremental costs, if you



qualify for, and accept the OEM HR Profit Watch™ Program. Depending on each client's current situation OEM initiatives can pack in hundreds of thousands of additional profits.

While this return on investment may seem unfathomable, OEM has the metrics to prove it. Five meticulously calibrated calculators model your potential profitability, risk, return and costs.

Through four major functions relating to HR, substantial improvements in profits can be produced. Employee Productivity, Employee Turnover, Cost Containment and Risk Avoid-

ance and Management.

Within these four functions there are countless areas that OEM can attack and streamline; connecting people with the policies, procedures and programs that facilitate higher productivity, lower turnover and reduced costs. Still don't believe it, call OEM and have a complimentary ROI projection done for your company.

BULLETIN

Social Security Number Protection- We have taken an added precaution against identity theft. Please inform your employees that their SSN will only show the last four digits on their payroll stubs. NOTE: Remind employees to verify addresses are correct. If you need a list of SSN you can access the information on EZ-OEM or contact the Payroll Department. 860.528.5555.

Year-End Bonus Checks- The deadline for year-end bonus checks is December 14th. Turn in checks to the Payroll Department for processing. Avoid any tax issues or problems by getting them in on time. NOTE: Bonuses are considered part of payroll.

Passport Requirement- Don't

have a passport? It's about time to get one. Any travel outside the United States will now require a passport effective January 1, 2007. Visit your local Post Office for more information.

Flu Season Approaching Fast- Call OEM and see how we can organize a company wide flu vaccination.

BRING YOUR WORKFORCE TO NEW HEIGHTS

The success of any business all starts with the right people. But what does it take to hire a new employee? Endless resources and a significant amount of an owner's/manger's time.

Recently, OEM America launched OEM ProStaffing Inc., a division of its HR employment services. Prostaffing Inc. will deliver employer services ranging from recruiting, to hiring and temporary to permanent positions, job descriptions, resume reviewing to employment interviews and skills assessment testing.

ProStaffing Inc. was successfully launched in September of 2006 and has already given businesses of CT and MA

candidates who are successful in their jobs. With endless resources and access to numerous job banks, ProStaffing Inc. can locate candidates for industries across all categories. And with guarantees on new hires, employers can rest assure that they have made a sound investment in candidates. As a part of the program OEM includes guarantees on new hires for up to 120 days. These days you can't even get that kind of replacement policy on a car!

"What a great fit the new paralegal was. I had been searching for a long time to find someone with her skills. I knew I wanted to hire her permanently on her second day of employment,"

says Julia Durchanek, from Durchanek Law Offices. Julia was tired of wading through hundreds of resumes and not getting the results she needed.

Employers face this challenge everyday. Limited time and resources cause businesses to lose productivity and profits each day a position is left open.



"What a great fit the new paralegal was. I had been searching for a long time to find someone with her skills. I knew I wanted to hire her permanently on her second day of employment"

OEM'S MAGIC 8 BALL

Every hear the saying, "Anything that can go wrong, can and will go wrong?" I'm sure many business owners and entrepreneurs can attest to that. What if you were able to predict the chances that something will actually go wrong. How many bad business decisions could you have avoided?

OEM puts Murphy's Law to work in the workplace. Science has recently allowed us to predict just how well we may perform a task, meet deadlines or predict success at certain enterprises. Under the functions

of urgency, importance, complexity, skill sets and frequency of the event in question, you are able to predict the "risk" of screwing up.

All you need to do is pop in a number from 1-9 in five of the functions, depending on how critical each function is to the event in question, and out pops a percentage that you may "screw up." If only it were that easy to get all life's answers. While this may not give you a definitive answer, it will provide feedback on whether or not you should consider seeking expert

assistance in areas relating to your greatest asset—your business.

It all comes down to one of two choices. Either reduce your risk by increasing your skill level considerably, which would require considerable amount of time on educating, practicing, and training; or, you can seek out assistance from those who are already knowledgeable and a specialist in the field required to complete the task successfully. The choice is yours.

INSURANCE: A DE-MOTIVATOR

Company's that do not instill a sensible risk management plan are hindering themselves from significant savings and opportunities. All they need to do is pay attention to their exposure and put the effort in to manage them.

The mindset has been that risk management is for large firms. However, midsize firms have the same exposures and need to take the same precautions. One factor that may be

impeding the midsize firm to take on the same mindset is insurance. Insurance can de-



motivate businesses to implement risk management plans. Some business owners believe it is practical to insure down to low deductible levels. When there is a loss, the business owner can then push off these losses to the carriers.

However, what they are unaware of is the significant savings they could realize if they put into practice safety and security programs. If such programs were implemented, they could prevent claims from occurring; lowering premiums and increasing productivity. Employees and other stakeholders will see the business owner is serious about their business and are on the ball.

THE SCIENCE OF HIRING

Making the right choice in who you hire is important for the company in terms of both costs and quality of the work environment.

What do you get when you take all the guesswork out of hiring? The perfect employee. Well, at least as close as you're going to get. Web-based technology has enabled employers across the nation to test the aptitude, behavior, mental acuity, numerical perception, dependability and employment history of candidates who have applied for positions within their company.

Companies cannot afford to make a mistake when employing a new staff member. Your employees play a major role in your business success. Employers are realizing this extraordinary advancement in employment strategies. Potential candidates take any-

where from a half hour to an hour, depending on how extensive the job is, and in return an assessment report is derived based on tests developed by prominent psychologists. One noted doctor, James E. Moore, PH. D, who developed and validated The Achiever assessment.

The Achiever assessment is an in-depth measurement of a candidate. It measures six mental aptitudes, ten personality dimensions and two validity scales for professional, sales, management, supervision and administration jobs. The report can be customized to your company's job description. Furthermore, you can compare a person's scores in both mental aptitudes and personality traits to people who have proven success in a job category. If you are in need of a less extensive report, there are several

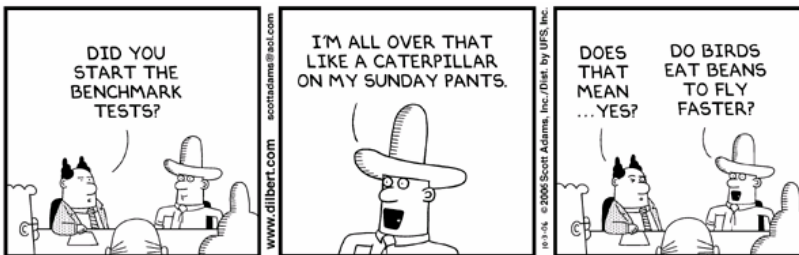


assessments that can be administered depending on the type and level of job needed to fill. Hourly and blue collar to entry-level positions can utilize these reports to determine if there is a "job fit" between the person and the job, as well as the candidates dependability.

"measures six mental aptitudes, ten personality dimensions and two validity scales for professional, sales, management, supervision and administration jobs"



THE WATER COOLER



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The Programmer Vs. The Project Manager

A man flying in a hot air balloon realizes he is lost. He reduces height and spots a man down below. He lowers the balloon and shouts:

"Excuse me, can you help me? I promised my friend I would meet him half an hour ago, but I don't know where I am."

The man below says, "Yes, you are in a hot air balloon, hovering approximately 30 feet above this

North latitude, and between 58 and 60 degrees West longitude." "You must be a programmer," says the balloonist.

"I am," replies the man. "How did you know?"

"Well," says the balloonist, "everything you have told me is technically correct, but I have no idea what to make of your information, and the fact is I am still lost." The man below says, "You

"I am," replies the balloonist, "but how did you know?" "Well," says the man, "you don't know where you are or where you are going. You have made a promise which you have no idea how to keep, and you expect me to solve your problem. The fact is you are in the exact same position you were in before we met, but now it's somehow my fault."