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Reminder to stay in touch with Express regarding your employment needs. Check your voicemail and email messages often and inform Express of any changes. Call or email Express once a week with your work availability! If you are no longer looking for employment, please contact us or reply to this email.

Welcome New January Associates

Kimberly A., Craig A., Elizabeth A., Dylan B., Sierra B., Mandy B., Jarid B., Anthony B., Shelbi B., Vincent B., Crystal B., Joseph B., Amanda B., Christian B., Sarah B., Rachel B., Steven B., Marcella B., Bianca B., Roger C., Damien C., Dennis C., Michael C., David C., Dustin C., Arron C., Jaylon C., Jay C., Clarence C., Santino C., Marc C., Cynthia C., Jessica C., Alisha D., Tyler D., Judith D., Samantha D., Michael D., Cody D., James D., Kenneth E., Lori F., Gillian F., Daniel G., Michael G., Amanda G., Christopher G., Jonathan G., Kayla G., Gerald G., Robert G., Wes H., John H., Alie H., Charles H., Laurelyn H., Marino H., Danielle H., Alicia H., LaDiva H., Arthur H., Juanel H., Joel H., Dekecia H., Christopher H., Caroline H., Warren J., Sterling J., Nathaniel J., Ashlee J., Ashley K., Kyle K., Lauren K., Craig K., Erika K., Justin L., Maria L., Norman L., Susan L., Holli L., Larissa L., Victoria L., Chelsea L., Michael M., Richard M., JuaQuiesha M., Merrick M., Griffin M., Tessa M., Scott M., Joseph M., Lindsey M., Shane M., Jakesha M., Shawn M., Dominique M., Luana M., Evan M., Jerard N., Marjorie N., Andreia N., Charrisa O., Julian O., Andrew O., David P., Brittany P., Jaquawn P., Danyell P., Kaheem P., Troy P., Guy R., Scott R., Lauren R., Tatiana R., Melissa R., Jermaine R., Lashae R., Matthew R., Robert R., Nancy S., Brionna S., Scott S., Karen S., Megan S., Amanda S., Joshua S., LaToya S., Zachary S., Tyrone S., Ryan S., William S., Charvez S., Louise S., Mckaylin S., Julie S., Alicia T., Jennifer T., Devin T., Michael T., Joshua T., Matthew V., Charles W., Manuel W., Julie W., Zaire W., Tammie W., Jared W., Takiela W., Kiya W., Timothy W., Corey W., Justin W., Ticheta W., Danielle W., Lynn W., Jeffrey Z.

February Associate Birthdays on Assignment

Andrew G.- 2/1, Dennis C.- 2/6, Jean J.- 2/8, Cindy B.- 2/9, Anthony L.- 2/10, Stanley W.- 2/11, Kenneth E.- 2/19, Lonnie W.- 2/20, Mlinda R.- 2/22, Juanel H.- 2/28

December Associate of the Month

Express Howell/Brighton recognizes an "Associate of the Month" and rewards a **\$25 Gift Card**. The criteria would be for the Associate to have excellent attendance and work performance as well as positive feedback received from supervisors or managers. This month's recipient is **Mackenzie K.** who has been described as an intelligent, hard working individual and eager to learn new tasks and take on new responsibilities. He has been a great addition to his clients workforce! Thank you **Mackenzie** for representing Express!

December Associate Referral Bonus

When a current Express Associate refers someone to Express and they complete the interview process, their name will go into a drawing for a **\$50 Gift Card**! It's important the referred candidate provide the full name of the Express Associate when scheduling the interview and during the interview process. The winner of this month's drawing is **David B.** for referring **Jarid B.**

Peggy, Chris, Julie, Beth, Carrie, Terra, Dio, Jessica, Kayla, Nikki, Leanne, Alex, Tracy, Ann & Jeff



The New Look of Temporary Work

There's been a huge shift in the way companies do business today as staffing services have become a more important part of business and hiring strategies. Since the great recession, U.S. staffing firms have created more jobs than any other industry and are expected to grow faster and add more new jobs in the next decade, according to American Staffing Association (ASA). Business owners are increasingly using temporary and contract staffing to help them quickly react to changing market conditions. This change in hiring preference can be seen in data from Express Employment Professionals, who conducted a survey of 665 employers throughout the U.S. and Canada and found that many planned on adding temporary workers in the third quarter, especially in the commercial and light industrial sectors.

Should You Consider Temporary Work?

Staffing agencies are allowing businesses the flexibility to expand and decrease their workforce to meet demand. Like employers, workers are also seeing the benefits of flexible employment. According to a recent story by National Public Radio, temporary employment is a good way to get your foot in the door with a company. Contingent workers also have the freedom to travel and work in different fields. Working on a temporary basis for different employers allows you an opportunity to increase your skill set, network, and have flexibility in your work life. Because of this freedom, more workers are using temporary work to stay effective in their specific fields. By working in different environments, social settings and businesses, workers have to adapt their specific skills and training to fit in the ever-changing company cultures. This is one reason temporary workers are becoming more effective and experienced in the workplace.

Another trend in this industry is that staffing employees are working for firms longer than ever before. The staffing industry has lately seen an increase in tenure compared to previous years. While employers watch for signs of growth, they are keeping contract workers for extended periods. Workers are seeing this as a great way to potentially be hired on full time with companies later. A recent study by ASA found that when the economy is growing at a normal rate, 53% of staffing employees who remain in the workforce bridge to full-time employment. This is why temporary work could be a great choice for you. It provides you with more opportunities while giving employers a first-hand look at your potential to do well in a company.

In the next 10 years, the U.S. staffing industry is expected to grow faster and add more new jobs than nearly any other industry, according to ASA. And to solidify its proper place, the BLS believes the demand for temporary help will generate a significant amount of employment growth during this next decade. The staffing industry is growing and becoming a more vital aspect of the business environment, and temporary workers are on the front end leading the change.

This article brought to you by [Express Movin' On Up Newsletter](#)

2017 W-2 Mailings

Associates on an Express assignment in 2017, W-2's have been mailed from our Oklahoma City headquarters. Duplicate W-2's are available from our website link www.expresspros.com.

Direct Deposit & Money Network Card

Express Employment offers two options to receive your paycheck - Direct Deposit or a Money Network Card. Forms are available to sign up for Direct Deposit or visit our office to pick up a Money Network Card. Activation of Direct Deposit may take a few weeks depending on your bank being able to verify your bank account. The Money Network Card is issued funds the next pay period.

Online Paycheck Website

Express has made it more convenient for you to retrieve, review and print your paycheck stubs through our online service! Associates will need their social security number and Express employee ID number which can be found on your paycheck stub beginning 2470-. Go directly to the website and register by visiting <https://workforce.expresspros.com/> and save in Favorites.

Failure to Adhere to Attendance Policy

If you do not provide Express with at least a two (2) day advance notice before ending your assignment you will no longer be considered eligible for future placement by Express. You also agree to be paid minimum wage for any remaining unpaid hours from the work week. This adjustment will be made on your final payroll check from Express.

Calling In Late or Absent or Scheduling Time Off

You must call Express at (517) 546-5627 24/7 and your assigned company attendance line at least two (2) hours prior to the start of your day or shift if you are going to be late or will not be able to go to work due to illness or injury. Failure to call in prior to the two (2) hour period will be considered an unexcused absence. The following information needs to be provided when calling in: 1.) Your first and last name 2.) Company and/or department you are working in 3.) Reason for absence or tardy 4.) Normal arrival time. Also, Express is your employer and will approve any time off before approaching your company. Failure to do so could result in an unapproved absence. Our office has 24 hour voicemail so call immediately and/or send an email to this email address.

Job Assignment Ends

If a job assignment ends and Express did not contact you first to end the position but you were released by the client, call Express immediately. Failure to call within 48 hours of the end of the assignment (and every 7 days thereafter) is considered job abandonment. Unemployment benefits may be denied in some states. To ensure your active status when not on assignment, call in / email your availability weekly (every 7 days) as mandated by state law.

Stated in Express Employment Handbook

Cleary University Grant Program

Express-Howell/Brighton and Cleary University have joined to offer 20% discount to all eligible employees and employee dependents of Express Employment Professionals Inc. This grant will include all Cleary University undergraduate, graduate, certificate and review programs taken for academic credit at all campus locations. Cleary University offers degrees and programs in over twenty business related areas. These degrees and programs include Associate, BBA, BS and MBA degrees as well as Certificate and Professional Review programs. Contact Express for more information.

Holiday Eligibility

Express recognizes six paid holidays per year (New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day & Christmas Day). Associates qualify for holiday pay if; 1) they work 500 hours (excluding overtime) in 16 consecutive weeks ending one full week prior to the holiday week; 2) they are on assignment the week of the holiday; and 3) they've worked the scheduled workday before and after the holiday.

Essential StaffCare Benefits

Through our managing partner, Essential StaffCare, Express can offer medical, dental, vision, short term and term life benefits to our Associates. These plans are offered during the interview process for the Associate to take home and review. Once an Associate is placed on an assignment, it takes a pay period to activate coverage and may take another pay period or two for the deduction to take effect. Associates have 30 days after starting an assignment to make any changes, additions or deletions to their coverage by calling (866) 798-0803.

Express Howell/Brighton Website & Social Media

Check out the Express Howell/Brighton website at www.Expresspros.com/HowellMI on a daily basis to see the latest news, "Immediate Needs" job postings, newsletters, upcoming events and staff information. Use our website to indicate your availability and any changes in your contact information. Follow Express Howell/Brighton staff on Facebook, Twitter and Linked In by joining our groups and sharing the opportunity with friends & family.

Express Employment T-Shirts Available for Work or Home

Order your Express T-shirt that can be worn while on an assignment or at home when relaxing. Sizes available in Medium, Large & XLarge for \$4.00 each and 2XLarge for \$5.00 each. Payroll deductions available for Associates on an assignment. Some shirt sizes available in our Express office. Stop by to pick yours' up today!

Veteran Friendly Employer

Express Employment Howell-Brighton has been recognized as a Bronze Level Veteran Friendly employer. This means we've made a commitment to employ Veterans and their spouses with skills earned in the service that's transferrable to local companies. Please contact us with any questions how we can assist with documentation and transcripts you made need. In 2017, we placed **26** veterans on an Express Assignment. Year to date, we've placed **9** veterans!

Express Howell/Brighton "Hot Job" Postings

If you or anyone you know has these skills, please contact Express:

- Shipping Clerk - Brighton
- Welders 2nd Shift - Fenton
- Assemblers - Chelsea
- CNC Machine Operators - Brighton
- Data Entry Clerk with MRP/ERP - Howell
- IT Tech - Webberville
- HR Clerk - Brighton