

Insights from our President



Cindi Filer, President of IO

Dear IO Associates,

Fall is here and it's so nice to have crisp, cool mornings and the beautiful color of the season!

I am happy to report that despite the downward revenue trends in the overall staffing industry, Innovative Outsourcing is continuing to experience an increase in our business. We know that

this is due to the excellent work that you guys are doing for our clients. They continue to tell others about how valuable you are to their teams, and we appreciate that so much.

There continue to be new things happening within IO. You will read more in this edition of our newsletter about the recent launch of our new Legal Division. We hope that this new focus area will provide many more flexible job opportunities for folks with experience in the legal arena. We also are excited to tell you that our new & improved website is only weeks away from being implemented. In addition to the new "look", our desire is that it will be easier to use and will provide more information for those checking out the services we offer. We will announce the new site in a separate communication when it is ready to roll out.

Thanksgiving is always a great time to reflect on all the blessings in our lives. I am grateful for you as our associates, and pray that this holiday season will provide some wonderful family times and special "memories-in-the-making" for you. As always, if there is ever anything we can do for you or your families, please let us know.

Cindi

Share the Limitless Possibilities!

Do you know a candidate or business owner who might benefit from IO's services? We'll pay you \$50 for each candidate we place and \$100 for each new client your referrals bring to IO! For more information, contact Juli Findling @ (678) 881-0023 x712.

Are you a member of a Bible Study group, Mom's club, playgroup, professional or business association? If so, IO would love to spread the word about our great company! If we are successful in scheduling a brief presentation about IO to your organization, we'll treat you and your spouse or a friend to dinner! To pass along your group contact information, please call Lindsay Baker, Marketing Manager, @ (678) 467-6988.

Reminder

IMPORTANT REMINDER!

If you are a current associate who is interested in additional work assignments, please watch our postings and respond quickly!

Meet Innovative Outsourcing Legal



*Pam Wetmore,
Legal Division Manager*

Innovative Outsourcing is excited to announce the launching of its new **IO Legal Division!** With it comes the offering of new alternatives and innovative, cost effective, and specific work solutions to legal companies in the metro Atlanta area! In an industry that, according to the U.S Department of Labor's Occupational

Outlook, is expected to grow "much faster than average," and more importantly is requested often by our existing clients, we knew the time was right to create this exciting new division.

To head it all up, we are pleased to introduce the newest IO Associate, Pam Wetmore! According to Pam, "I have been fitting people to jobs for very long time. As an HR Consultant in the Legal Industry, I came across many staffing companies that 'rolled out' legal departments, but essentially, they were the same old sweaters with new sewn-in labels. The intricacies and specifics of the legal industry are vast, but Innovative Outsourcing Legal is ready to approach it differently and provide a right fit."

Division details:

- **Target Clients:** small to mid-sized firms and legal affiliates seeking part-time and full-time associates.
- **Candidates:** range of candidates including, entry level paralegal and legal support candidates; experienced, seasoned paralegals; up-and-coming legal associates; and high level attorneys.
- **Areas of growing legal needs:** residential and commercial real estate, corporate, bankruptcy and foreclosure processing, e-discovery, and more.

Pam's vision for Innovative Outsourcing Legal:

- Provide the best fit for both IO's legal clients and job candidates.
- Identify cost effective staffing solutions for small to mid-sized law firms and legal support/ services organizations.
- Deliver creative & flexible work opportunities with market competitive pay rates for job candidates with legal experience.

More about Pam:

- Over 15 of Human Resources experience.
- Six years experience as an HR Consultant for large and small law firms and legal organizations.
- Married to Kelvin Wetmore for 19 years and mom to two children, Jakob and Emilie, and at last count 3 dogs, 2 turtles, and 4 fish.

Job Tip

Managing Difficult People and Situations in the Workplace

Conflict is inevitable in work situations. Most conflict is minor, causes little or no distress, and can easily be handled with no damage to the working relationship. However, sometimes those especially difficult issues, situations or people can begin to take a toll on our job satisfaction, and even our overall happiness. Discover some practical tips and strategies for tackling those difficult people and situations "head on", and ensuring the most positive outcome possible.

[read more](#)

Associate Spotlight

Debbie Park

A Work-From-Home Success Story

Debbie's background:

Debbie was born in London and educated in England where she earned a BTEC degree in Hotel Management. This landed her a position with a luxurious 5-star hotel in Jersey on the Channel Islands. "This job was a fantastic opportunity for me because, not only did I meet my future husband, I was also able to travel extensively throughout Europe to some of the best hotels in the world!" After branching into the field of technology, she worked installing systems and providing training to the staff in all the hotels at Disneyland Paris. In 1996, Debbie and Mark moved to Arizona to begin a 12-month temporary assignment. She shares, "Eleven years later, we are still here in the USA, now living in Georgia and feeling very much at home."

Her family:

Debbie has been married to her husband, Mark, for 13 years. They have three wonderful children; Oliver 7, Gemma 9 and Finley 12.

What circumstances brought her to IO?

Debbie shares, "As my children are now all in school full-time, I decided it was time to earn some pocket money, and my neighbor told me about the great opportunities at IO."

Her IO Assignments:

Debbie currently has 2 positions with IO; she maintains a client database, compiles literature for team-building sessions, and keeps Wayne Kurzen, in his words, "organized"! She also assists Laura Clynch with payroll, expense sheets and general clerical duties.

The IO Benefit:

Debbie explains, "Working with IO has been a great opportunity to get back into the work force and to earn some extra money whilst allowing me to still be a full time mother and not impact my family in any way. I think



Debbie Park and her family

the concept of IO is phenomenal, as I know there are so many mothers currently at home who have a skill set with impeccable work ethics who are eager to get back into the work force but do not want to jeopardize their home life. I thank IO for giving me this opportunity."

Harvest At Home

A pumpkin-filled porch front is a most-certain sign that fall has arrived and the holiday season is upon us!

[Click here](#) to read some fun pumpkin facts and find wonderful recipes to fill your home with great smells and your tummies with yummy treats!



Way to Go! **Rave Reviews** *Great Job!*

Over the past months, we've received some "rave reviews" about our associates from IO's clients:

- o **Mike Smith raves about IO's Jennifer Battles:**
"I am fortunate to have someone who is in tune with the business and is an asset. Because of her I am able to focus on the business. There is definitely a similar mindset – I know we are heading in the same direction, and I don't have to worry about the quality of the work."
- o **Ellie Byrd shares great comments about IO's Tara Jensen:** "I can't tell you how pleased I was with the quality of candidates IO presented. My assistant is super-qualified and seems to really enjoy the flexibility of working from home."
- o **Alicia Pierre relays wonderful news about Sandy Rudin:** "Working with Sandy is great! She is always responsive and willing to help out in whatever capacity possible."

- o **Lisa Duke notes:**
"You guys knocked the ball out of the park with your candidates!" Lisa has hired two IO associates, most recently, Jeanne Pearson who is helping to ramp up the sales effort and grow their business!
- o **Donald H. Bravaldo III, CPA, raves:** "IO has been a real life-saver for my business! I honestly believed there would be no way to find someone with experience in my industry that would be interested in a part-time arrangement. I am delighted to be proven wrong!" IO's Elizabeth Kunetz was recently hired directly!

Note: If you know that your manager is pleased with the work that you provide, have them put it in writing and email it to jfinding@Innovative-Outsourcing.com! We want to acknowledge all the great work our associates do.

New Resources for IO Bookkeepers

IO, in conjunction with the HLB Gross Collins CPA Firm, recently hosted two Lunch 'n Learn sessions for our bookkeeping and accounting associates. Some feedback we received at these sessions suggested that we provide a way for bookkeepers to get easy assistance when they have questions or challenges arise during their work assignments. In response to that feedback, we are excited to announce that we will be offering two new ways that our bookkeeping and accounting associates can get assistance when they need it.

Effective January 1st, one of IO's own associates, Kenda Meeks, will be available on an "on call" basis to handle any accounting procedural or process questions you may have. Kenda is a CPA and has worked for IO clients for about 13 years. She has worked both remotely and onsite, so she will be able to provide valuable suggestions as to how to most effectively and efficiently meet your clients' needs. We will send out a reminder announcement at the first of the year about this new resource.

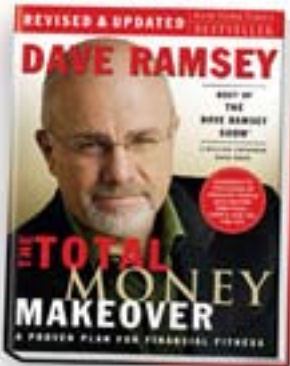
We are always interested in the ideas and suggestions you have as to how we can make your work experience with IO a more productive and enjoyable one. Please keep those suggestions coming!



Balancing Life and Work

SERIES

Achieving Financial Peace and Freedom



Do you feel as if you have full control over your money... or are your bills controlling you? 70% of Americans live paycheck to paycheck. Fewer than one out of three of us have SOMETHING set aside to allow us NOT to face a money problem if we miss ONE paycheck. These are

a few though-provoking facts from Dave Ramsey's book, The Total Money Makeover. This edition of our Balancing Work and Family section is intended to inspire you to move toward being one of the 30% - toward getting financially fit & healthy. Check out some of these tips and resources, and start working toward a life free of fiscal stress and strain. It can totally transform your life!

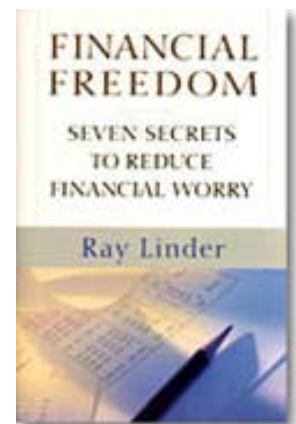
DEVELOP A FINANCIAL PLAN FOR THE NEW YEAR:

Do you want to end 2008 with your family in a better financial position than you are today? If so, NOW is the time to create the plan that will get you there. Here are some great resources that can lead you to the financial peace & security that you desire.

Getting Started:

According to Ray Linder, author of Financial Freedom: Seven Steps to Reduce Financial Worry, "When it comes to money, there are the haves, the have-nots, and those who haven't paid for what they have. There are 18 million U.S. households struggling with debt. For many families, debt is like getting buried in an avalanche – it quickly and easily overtakes you, but you can't see how to get out. Yet it IS POSSIBLE to dig out of debt – IF you are willing to change your lifestyle and have the determination and discipline to stick to a plan and make tough choices."

[Click here](#) to read about Ray Linder's 10-step debt reduction plan.



[IO also recommends](#) this list of links to feature articles by best selling author and nationally syndicated radio show host, Dave Ramsey.

Looking for a seminar or a one-on-one counselor to help you get started?

Check out Crown Financial Ministries at www.crown.org. This international ministry sponsors the Journey to Financial Freedom seminar at churches all over the metro Atlanta area. Regardless of your age and income, this seminar presents a concise, yet comprehensive view of money management based on the Bible. To find out when a seminar will be held near you or to be assigned to a volunteer "budget counselor", call 1-800-722-1976.



Balancing Life and Work

SERIES

Achieving Financial Peace and Freedom, continued

TIPS FOR SUCCESSFUL HOLIDAY BUDGETING AND SPENDING:



“For many families, Christmas comes not once a year, but lingers on for months! Credit card bills arrive shortly after season’s end, not to be paid off until the following summer. Grocery budgets groan under the burden of holiday meals and baking supplies. Nearly two-thirds of American families don’t know the true cost of their own Christmas celebration--and if they did, they’d be shocked.

That much ... for a single day? Fight the seasonal spending spree with the financial tool of choice: a Christmas budget.” [Click here](#) to read more from Cynthia Townley’s guide to a debt-free Christmas.

Track your holiday spending with free budget-friendly work sheets!

- holiday expenses
- Christmas gift list

Check out great advice on how to stretch that holiday budget:

- Tips for stretching your holiday budget



You’ll find lots more time and money-saving ideas to use this holiday and year ‘round at Cynthia Townley’s website: www.organizedhome.com.

TEACHING KIDS ABOUT FISCAL RESPONSIBILITY:

“Your job as a parent is not just to keep your child happy. You’re raising a future grown-up who needs to be able to deal with grown-up matters. If you teach little Timmy how to handle money responsibly, then grown-up Timmy will be better equipped for a richer life.” [Read more](#) from author, Dave Ramsey, about the importance of teaching your kids about fiscal responsibility.

We also recommend Ron Blue’s, [Money Matters for Parents and Kids](#) and [Your Kids Can Master Their Money: Fun Ways to Help Them Learn How](#).

Ron Blue is a former seminary chairman and overseas missionary as well as the founder of the financial services and investment management firm of Ronald Blue and Company, LLC. Dr. Blue has written numerous books providing millions with sound advice on managing money and obtaining financial freedom! To find out more about Ron Blue, go to:

www.ronblue.com .

