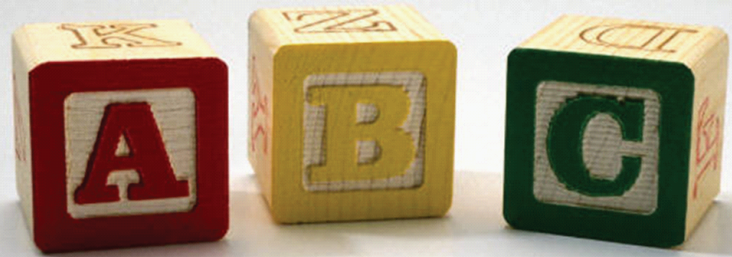




Firststaff

Above & Beyond Employee Recognition

It's as simple as



Firststaff recognizes that its most important asset is its people. That's why we created the "Above & Beyond" program. This program enables Firststaff to work with our clients in order to reward our employees for a job well done. Employee recognition keeps morale high and turnover low. The "Above & Beyond" program is based on an earned points system that can be redeemed for gift certificates, merchandise, and other such rewards.

IT'S AS SIMPLE AS ABC..."Above & Beyond Credits"

Employees can earn "Above & Beyond Credits" for any number of reasons.... attitude, attendance, extra effort. "Above & Beyond Credits" can be accumulated and redeemed for the employee's choice of reward. "Above & Beyond Credits" are distributed from three sources: Firststaff managers, Client managers, and fellow co-workers. Firststaff will reward employees for attendance and positive actions they observe. Each employee's attendance will be tracked and rewarded for each week of no missed work (scheduled or otherwise) and no late arrivals or early leaves.

Firststaff would also like to reward employees for going "Above and Beyond" at the work place. In order to keep track of this, Firststaff will work closely with each client in order to communicate any actions the client feels should be rewarded. "Above and Beyond Credits" are given in 10-point increments. Example levels of "Above and Beyond Credits" are:

10 Points - Actions that Meet Expectations

One week of perfect attendance or Working 1-5 hours of overtime

20 Points - Actions that Go Above & Beyond

Helping the team to make an aggressive quota or Training a co-worker

30 Points - Actions worthy of Major Recognition

Process Improvement or Working 5+ hours of overtime

Please note, this is an example list of reward-worthy actions. Firststaff encourages clients to use their own discretion in order to reward behavior as they see fit.

Lastly, employees can also earn credits from fellow co-workers. When a Firststaff employee observes a fellow co-worker putting in extra effort or helping another co-worker, they have the option of acknowledging this good deed. The reward-worthy action will be reported to a Firststaff manager, and Firststaff will reward the employee with the appropriate level of "Above & Beyond Credits."

As the Firststaff employees earn "Above & Beyond Credits," they have the opportunity to redeem the points often or save up for a larger reward from our variety of prizes - it's their choice!

ABC Rewards

100 Points - \$10 Gas Card

200 Points - Firststaff T-shirt

300 Points - \$20 Gift Card

400 Points - Firststaff Sweatshirt

500 Points - Firststaff Jacket

The "Above & Beyond" program sets Firststaff apart and provides clients with service that truly goes "ABOVE & BEYOND!"

www.firststaffworks.com