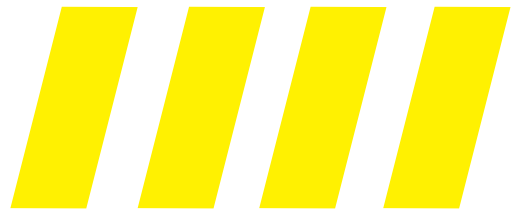


THE EXCEL HI-VIZ

Spring 2011



Welcome to the Excel quarterly newsletter



Christmas Preparations

Yes, it's hard to believe that we're talking about Christmas already but the silly season is gaining ground quickly. Many of you will have permanent staff wanting leave during the holiday season so remember to call us and book your temp cover early. Some of our Clients have already confirmed that their sites will be working through this period and have already been booking temps - a great way to make sure that business ticks over smoothly when key staff are away recharging batteries.

We will be operating during this time except for statutory days so feel free to call us if you need staff, we'll be ready to go with guys who are keen to work through this period.

As the next quarterly Hi Viz won't be out now till early next year Bernie, Michelle and the team would like to take this chance to say Merry Christmas and thank you all for your support over the year.

Bernie's ten cents worth

Well the talk in the smoko rooms is rife with the rugby world cup in full swing and from the safe comfort of the couch, cold beer, great rugby action, the lawns can wait! I might add its great to see so many kiwis getting in behind it with flags and banners etc on their cars and at work places. It's all great encouragement for our boys in black.

How this has affected the workforce in general is that on game days and the day after there seems to have been an awful lot of "sicknesses" and as a result temps brought into to cover the gaps. We may even see a bigger swing in this towards the finals. Still it's only another few weeks now so don't miss out and in the mean time GO THE AB's!

On somewhat of a more somber note and of real concern is the Rena marooned on our Astrolabe Reef. Without getting into the politics of how it

got there, this couldn't get any closer to home and with oil hitting the beaches and containers in the water I am getting in behind the clean up by personally volunteering my time as a clean up helper and would encourage you to do the same. If you're keen to help out in this project I'd be more than happy to have you on the team. Contact me to find out more details.



Oil on the Mount Beach - photo taken Tuesday 11 October nearly 1 week after the grounding

Why you need to use Excel' Temp Team

1. Pre-employment checks completed
2. Safety inducted staff ready to go
3. Free transport to and from your worksite
4. Free standard PPE supplied with staff
5. Free drugs testing
6. Driver license status checks
7. Motivated and rewarded staff
8. And, if we get it wrong we don't charge you!

FREE LABOURERS & Referral Reward \$

We are extremely keen to get more work to expand our business therefore we are offering with any successful business referral received we will give you \$100 worth of free labour to be used how you decide! Clear the section, paint the roof, clean out the basement, water blast the paths... whatever and all from the comfort of your favorite deck chair.

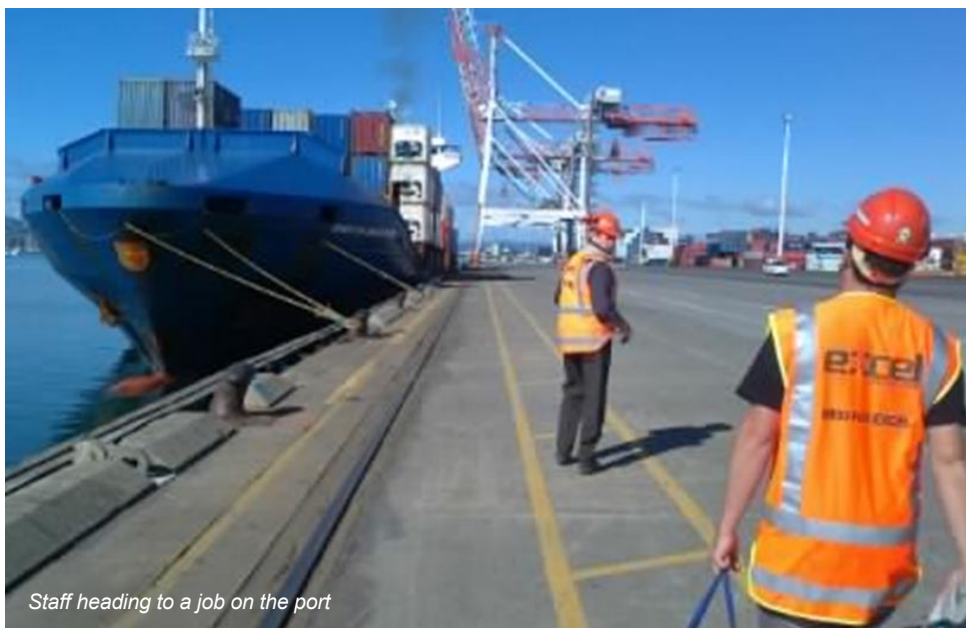
What's happening in the market?

Unemployment still remains on the high side, similar to the last quarter and whilst this is frustrating for a lot of job seekers, employers out there are getting the "cream of the crop" of staff available.

This doesn't mean that recruiting is easy pickings mind; at best it means there are more candidates to sort through until you find the

really good ones. So, it's fair to say it is still largely an employers market.

I have heard recently of a few companies going down the road of employing their own staff under the new "90 day trial period" with mixed response. Although the logic behind the scheme is sound, there are still some pitfalls employers can fall into with not following the correct "processes". So if that applies to your situation ensure you get some up to date advice before proceeding further if things aren't working out.



Staff heading to a job on the port

Health and Safety

Summertime is on the way and a good time to remind everyone about the importance of hydration and protection from the sun. Don't forget the water bottles and sunscreen along with the boots when working outdoors especially between the hours of 11am and 3pm.

Employee participation

Any successful company needs their employee input, Excel is no different. We need more feedback from you guys to learn and continually improve going forward. This means if you have any close calls or if you believe something can be improved please let us know. What's in it for you

I hear you ask? Well we still have hats, T-shirts and Hi Viz to give away, but more importantly a safer working environment for everyone!

Further information

In the past quarter we had just 2 accidents, both involving foreign objects in the eye – a reminder to ensure everyone has (and wears) eye protection in hazardous work areas. If you believe eye protection is appropriate in the area you work yet is not a client requirement - you have a personal responsibility to look after yourself – let us know and if you need any PPE just ask.



Staff Feedback

Dave Wilkinson – “Thanks so much for all the extra effort you put in finding me the right man for the job! Adrian has fit in very well and is getting on great with the team, Cheers.”

Reece Harlan – “Excellent worker”
“Another awesome soldier”

Jayden Moran – “Great worker” “Awesome soldier”

Alby Broughton – “Awesome to work with”

Alan Moore – “Awesome to work with”

Rory Pearson and Jessy Ingau – “Great workers”

Jayden Moran – “Great worker!! Employee of the month!”

Desmond Murphy – “Excellent worker happy to have Des again”

Win a work shirt!



Get one now! It couldn't be simpler... All you need to do is come up with a simple idea to improve safety and a work shirt will be on its way out to you! Easy and free! It costs you nothing so give it a go!

Temp of the Month

Christopher Taylor *(pictured left)*

Temp of the month for August

Chris is displaying a great attitude when out on the sites working. We are getting awesome feedback and he is always keen to get in and give things a go.



Ray Heke *(pictured above)*

Temp of the month for September

Ray is proving to be a great worker and has been very busy on project works for the last 4 months. Keep up the great work Ray.



Reina Schmidt *(pictured above)*

Temp of the month for October

Reina has been temping for us on the same site since May and is proving to be a valuable asset. Reina is working for a civil construction company and loves the variety his job allows him to have. Since then he has also gone on further and obtained his truck licenses.

All temps nominated as temp of the month receive a certificate and prize. If you have staff working on your site that are doing an excellent job let us know, they could be well in line for a pleasant surprise too.



Christopher Taylor - Temp of the month for August

Excel are proudly associated with:



On the lighter side

An Australian teacher asks her students if they're Wallabies fans.

Everyone raises his or her hands except for one little girl.

The teacher says to her "Why aren't you a Wallabies fan?"

"I am an All Blacks fan" the girl replies.

The teacher asks why.

"Because my mum is an All Blacks fan, and my dad is an All Blacks fan, so I'm an All Blacks fan too!" the girl replies.

The teacher says "That is no reason. What if your mum was a moron and your dad was a moron, what would you be then?"

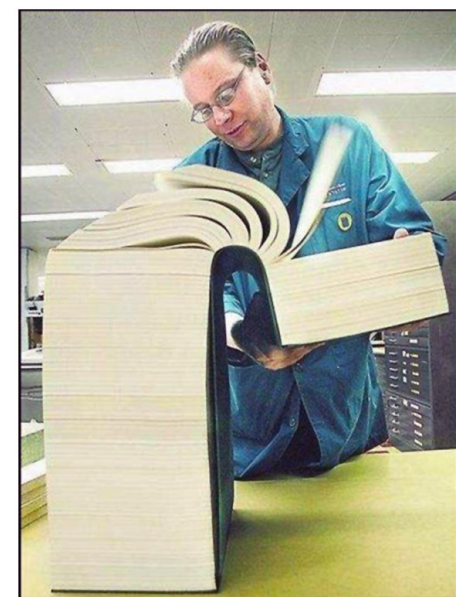
"Then I'd be a Wallabies fan!"

Well things seem to be back to normal for the New Zealand rugby team again... half the population are again thinking about Dan Carter's groin!

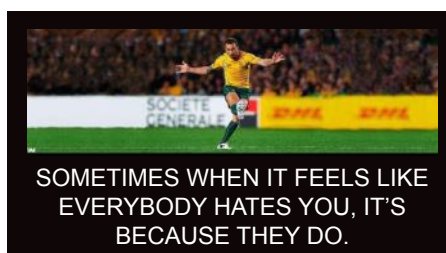


"Mutilate, mangle, crush, pound, slam, bash, plaster and pulverize. That's rugby ... Now get out there and have fun!"

The book "Understanding Women" has finally arrived in bookstores...



...and after talking to my wife I think this may only be the contents chapter...



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