

## EMPLOYEE OF THE MONTH

DRIVE & SHINE

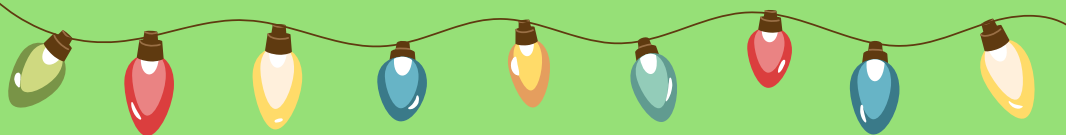


### ROBERT "ALTON" MCCULLUM

“ He has helped influence positive culture and is willing to complete any task assigned to him. If I may add, he also doesn't need to be told what tasks need to be done. He reports with a completed task rather than waiting to be assigned one. ”

Every month, each branch of Specialized Staffing Solutions recognizes and rewards an outstanding associate, Employee of the Month, that exemplifies our core values.

## HAPPY HOLIDAYS!



### YOU ARE THE REASON WE SHINE!

As we celebrate the holidays, we want to thank YOU. Your hard work and dedication made this year a success. We are grateful you chose us for your career journey.

*From our family to yours, wishing you a joyful, restful holiday season!*

### Important Year-End Dates:

12/17—Insurance CareBasic Deadline

12/31—ICHRA & 401K Deadline

1/9—W2s Posted

YEAR END VIDEO

Watch our **YEAR END VIDEO** for information on the annual associate contest, W2s, and Open Enrollment for Health and 401(k) benefits.

## LOCAL EVENTS

COUNTIES ACCROSS MICHIGAN AND INDIANA

CLIKABLE LINKS



### Parks & Recreation

[St. Joseph County IN Parks](#)

[Kalamazoo County Parks](#)

[Lake County Parks](#)

[Porter County Parks](#)

[Allen County Parks](#)

[Berrien County MI Parks](#)



### Attractions & Events

[Visit South Bend & Mishawaka - Events](#)

[Discover Kalamazoo - Events](#)

[Southwestern Michigan Tourist Council](#)

[Visit Fort Wayne - Events](#)



### Zoos

[Binder Park Zoo](#)

[Potawatomi Zoo](#)

[Fort Wayne Children's Zoo](#)

[Washington Park Zoo](#)



Click to see all the resources in one location!

[sssresource.com](http://sssresource.com)

# COMMUNITY RESOURCES



# FINANCIAL WELLNESS PROGRAM

As our associate, you can earn incentives as you improve your financial knowledge and reach your goals.

**PARTICIPATE & EARN UP TO**  
**\$250**

### Program Guidelines:

- Complete each module, which includes a webinar and self-study modules.
- Modules must be done in order.
- All modules must be completed in person at a Specialized Staffing office—schedule in advance.
- Only one module can be completed per month.
- Earn \$25 per completed module, for up to \$250 total.
- A Savings Account must be on file with Specialized Staffing to receive payments (any bank is acceptable).
- Payouts are processed monthly.

### Who Qualifies?

Must be actively employed with Specialized Staffing at the time of each module completion.

Past participants, friends, and family can review webinars and modules but will not receive payment.

Our Financial Wellness Program is brought to you in partnership with:



## EMPLOYEE REFERRAL PROGRAM

Thank you for referring someone worthy of hiring into our organization!

Upon completion of the referred team member's first day, the associate that referred that team member...

**RECEIVES**  
**\$100**

After 6 months of service, and team member still in good standing, the referring associate will receive an...

**+ ADDITIONAL**  
**\$250**

## REVIEW REWARD



Leave a review on **Google, Apple Maps, Yelp, Facebook, Indeed, or Glassdoor** & receive a \$10 Gift Card. Leave 3 and receive \$20!

## STAY INTERVIEWS— REQUIRED

Your Feedback is a Gift!



We value your experience during your assignment and are eager to hear about your progress. Expect text notifications from us regarding your feedback at key assignment milestones. Your feedback will be shared with the management team with a goal to continuously improve. For your participation, you will receive.

**2 WEEKS:** Water Bottle & Goodie Bag

**45 DAYS:** \$5    **80 DAYS:** \$10

# WILL YOU BE OUR NEXT WINNER?

THIS YEAR'S AWARD WILL BE HELD ON JAN 31, 2026

Since 2005, our "Investing in Your Future" program has celebrated one outstanding associate who consistently demonstrates great attendance, performance, and attitude. It's our way of saying thank you for your incredible dedication.



Last January, we were proud to honor **Robert Hibbard** as our **2024 Grand Prize** winner. Robert chose the \$20,000 mortgage contribution, a prize that made a real difference for his family. **Now, with the January 31st deadline just weeks away, the question is: Who will we be celebrating next?**

Every day is an opportunity to stand out in this final stretch. Keep up the fantastic work, and you could be the one choosing between a new car or a life-changing cash prize to kick off 2025!

## Winter Safety

DECEMBER—Walk Like a Penguin

- Keep your feet flat
- Bend your knees slightly
- Take short steps
- Lean forward
- slightly
- Arms free and extended to the sides.



## CONTACT OUR LEADERSHIP TEAM

If you have questions, comments, or concerns, please contact the SSS Leadership team at

[corpmgr@specializedstaffing.com](mailto:corpmgr@specializedstaffing.com)

