

## EMPLOYEE OF THE MONTH

> KALAMAZOO, MI <

### DAVID SYKES

“

What was supposed to be a 2-day sorting project for David, became a longer-term position. David is such a nice, young man and does a wonderful job, we are finding work for him to keep him around. He goes above and beyond and is here every day and on-time. We appreciate David and all of the hard work he has already put forth!

”



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

## LOCAL EVENTS

COUNTIES ACCROSS  
MICHIGAN AND INDIANA

CLICKABLE  
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](#)

**INVESTING IN YOUR FUTURE**  
**With the new year comes a**  
**new opportunity to win!**

**Attendance, Attitude and Safety are Key!**



Education Funds



Mortgage Funds



Brand-New Car

**WHAT WOULD YOU CHOOSE?**



## COMMUNITY RESOURCES



Food  
Resources



Shelters  
& Housing



Financial  
Assistance



Mental  
Health



Medical  
& Dental

## 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

# HERE ARE THE 2025 FINALISTS

Don't miss the "Investing in Your Future"  
Facebook Live Event — Saturday, January 31st at Noon



Robert Hibbard, our 2024 Grand Prize winner

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.

Investing in Your Future for 2025 Finalists:

- Bimbo Bakeries Elkhart, **Michael Kentgen**
- Bimbo Bakeries Topeka, **Christopher Fearing**
- Clerical, **Mellisa Visel**
- Drive & Shine, **Kyle Kammer**
- Elkhart, **Lizbeth Pantoja**
- Goshen, **Mica Timmons**
- Kalamazoo, **David Pogue**
- NSG, **Samuel Beach**
- South Bend, **Oneida Valdez**
- Voyant Beauty, **Herminia Oropeza**

**You cannot see, smell, or taste it,  
but it may be in your home right now.**

**Radon causes over  
21,000  
lung cancer deaths  
in the US every year.**

**Test for Radon.**



## 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)

