



## Executive Note

*Mike Luckenbaugh and Melissa Acton, Co-founders of Chameleon Technologies*

Chameleon Technologies begins 2007 with a bang. We've hired a new full-time Recruiting Coordinator, Crystal Fulton, as well as added four new contractors and four new clients. We are also undergoing a significant website update that will feature a slight change to the look and feel, and the addition of new content. Co-founder Melissa Acton was recognized by the national Stevie Women in Business Award as a finalist in the categories of *Best Entrepreneur*; *Best Overall Company of the Year*; *Employer of the Year*; and *Community Involvement Program of the Year*.

The economy in the Seattle area remains strong, driving the continuation of a candidate-driven marketplace. Read on to get the inside scoop from satisfied employees, check out the festivities from recent events, learn more about local trends, and help celebrate new milestones at Chameleon. If you are interested in submitting items or answering a few questions for our next email newsletter, please email Keri Richards at [keri@chameleontechinc.com](mailto:keri@chameleontechinc.com).

Thanks for your ongoing support.

Sincerely,

Mike Luckenbaugh and Melissa Acton, co-founders of Chameleon Technologies

## Employee Profile

*Steve Attwood, Safeco*

We are thrilled to feature Steve Attwood in this issue of our newsletter. Steve has been working on contract with Chameleon as a Software Test Engineer at Safeco since September of 2004. Steve's level of professionalism and skills, coupled with his great sense of humor make him a joy to work with!

- **Tell us about your role at Safeco:**

I work in QA supporting partner projects. Like other insurers that advertise buying insurance on the Internet, Safeco has a presence there too. We work with our "partners" like Answer Financial, Comparison Markets and CarInsurance.com to let consumers get quotes and purchase Safeco insurance online. I'm responsible for checking the accuracy of the information our partners send us and making sure the data is correctly interpreted by us so Safeco can provide an accurate quote. I've also written automation to run a variety of scenarios against our partners' test sites to generate meaningful test data.

- **How did Chameleon Technologies help you secure this position?**

Chameleon has had a successful relationship with Safeco for a number of years, and the Chameleon employees working at Safeco are well respected. I was up against three other quality candidates but I think it was Chameleon's experience with Safeco that gave me the competitive edge.

- **What are the three most important things a candidate can do to secure their desired position?**

1. Show interest and enthusiasm in the job you're interviewing for by asking pertinent questions and being positive!
2. Provide specific examples from your past experience and relate how that experience will help you in this position.
3. First impressions count. Dress appropriately and remember your manners. You're going to be working in a professional environment and you'll be judged on how well you might fit in.

- **What are five words that describe your at-work persona?**

Positive, friendly, detail-orientated, analytical, and responsible

- **How do you establish a good work/life balance?**

This is very important to me and it's one of the things I like about working at Safeco. Because of the Agile/XP environment Safeco has implemented, I feel it creates a greater sense of camaraderie and the ability to get more work done in a shorter amount of time. When I leave work I know I've put in a full day and accomplished something. This means I'm not worried about work when I'm on my time.

- **Which of the Chameleon morale events has been your favorite thus far and why?**

All of the morale events have been good so far but because I'm a big baseball fan I really liked the Mariner game we went to last year – not to mention the appetizers at the Pyramid Ale House before the game. It also didn't hurt that we won with a walk-off homerun in the bottom of the 11th inning.

## Client Profile

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### *Darrel Perry, Getty Images*

As a staffing firm, we are fortunate to have the opportunity to work with great companies and managers. Darrel Perry of Getty Images has always been an all time favorite. Darrel is admired by many of us at Chameleon and holds the role of Quality Assurance Manager at Getty Images. Founded in 1995, Getty Images creates and distributes the world's best and broadest imagery collections. Chameleon has proudly been working with Darrel and Getty for the past six years.

- **What's a day-in-the-life like at Getty?**

A day-in-the-life at Getty really varies depending on what job you have. A day in the life of one of our on-location photographers is so totally different than my day. There are many days where I wish that I could go on location for a photo shoot or to one of the live events that we cover. While I wouldn't want to be one of the photographers assigned to cover the war in Iraq, it would be fun to cover a major sporting event like the Olympics or one of the award shows such as the Academy Awards.

My job is not nearly as glamorous as that. I manage a group of nine full time and 12 contract Software Quality Assurance engineers. Arriving between 7:30-8:00, I catch up on email - ignoring the ones I don't want to address at the moment (I will catch up to them later if I have time). Usually starting around 10:00, I spend several hours each in various meetings - project updates/reviews, staff one-on-ones, management coordination, etc. Currently we have several projects, each with different needs. We have good project leads in our QA group who can handle most of the project work themselves. As the QA manager in charge of coordinating our entire contract needs with

the various agencies, I spend a lot of time communicating with them - soliciting/reviewing resumes, setting up interviews, etc. Some days, that takes the full day. Throughout the day, there is always time to check in with my staff - taking a few minutes to laugh, joke, find out the current status of their project, or just hide in their cubicle so I cannot be found - some days that is my favorite activity. The day typically ends around 5:00 depending on what phase of the project we are in. Like most of us some days are fun and exciting; full of new challenges, and other days are drab and seem to never end. Fortunately for me, the fun and exciting days far exceed the drab and boring days.

- **What attracted you to Getty Images?**

To be honest, I had no idea what Getty Images was or what they did when I interviewed with them more than six and a half years ago. I had never heard of the "stock photography" industry. I was intrigued by employment opportunities for a company named PhotoDisc, which became the core for Getty Images, but after researching them, I determined they were "too risky" to work for (thinking what kind of business could you build based on libraries of digital images).

I laugh about that now. When I did interview with them, I was impressed with the people and the environment. The people are friendly, but focused and that bled over into the overall environment. It was a typical .com environment – everyone worked hard and played hard – and there was always a focus/intensity in everything. That is what attracted me to Getty in the beginning and what continues to keep me here now. Obviously I have learned that there is a huge market for digital imagery of all types, but it is the environment, the people that I work with, and the leadership of the company that keeps me here.

- **When & why did you begin working with Chameleon Technologies?**

We have always augmented our QA staff with contract personnel and when the hiring of those people fell into my area of responsibility I was given Chameleon's name as one of the agencies we were working with. I contacted Melissa and we met over lunch to talk about our current needs. We have built a good working relationship since that time.

- **How is Chameleon different from other staffing agencies you've worked with?**

We have been working with Chameleon Technologies for several years now. While agencies have come and gone from our list that we work with, Chameleon has remained the entire time. While they are not the largest, nor do they submit the highest number of candidates to us, the people that they have submitted to us and who we have selected are top notch. We have hired some and wanted to hire others.

Unlike some of the other agencies, the people at Chameleon take the time to really get to know who we are, what our business needs are and what we are looking for in the people that we hire. They have a very focused screening process by which they can identify those people who would be successful at Getty. I believe it is this combination of really getting to know your customer and then screening based on that information that has made Chameleon as successful as they are. I know the people at Chameleon, I have met several of the staff, I know whom I am talking with on the other end of the line, I have confidence that they know what I need and are working hard to fulfill that.

- **If you could have lunch with anyone in the world, who would it be and why?**

This is a tough question to answer because there are so many people that I would like to spend time with and to talk with. There are great government and religious leaders in the world, there are some great athletes, and there are some great teachers -- all of whom would be very interesting to talk with. I recently went to see the movie "Freedom Writers" with a friend. It is the story of how one idealistic teacher, Erin Gruwell, influenced the lives of many of the students at Woodrow Wilson High School in Long Beach California where she was teaching. As a newly certified educator, she had to face the challenges that come not only from the diverse ethnic make up of her class but fight a faculty who had dubbed these students as unteachable and at-risk. Based on the success of her work at that school, she, along with several of the students from that first class have started a national foundation to continue the work she started.

# In the News: 2007 Press Release

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## CANDIDATE-DRIVEN MARKETPLACE REQUIRES COMPANIES TO UNDERSTAND HOW TO COMPETE

*Kicking off 2007, Chameleon Technologies Sees the Continuation of a Candidate- Driven Marketplace and Offers Area Companies Simple Tips to Capture New Hires*

SEATTLE – February 20, 2007 –

Staffing experts at Chameleon Technologies ([www.chameleontechinc.com](http://www.chameleontechinc.com)), a technical staffing and professional services company, confirmed today that the Seattle-area job market continues to be driven by candidates. Emphasizing continued growth in the region, these findings suggest that companies will need to aggressively compete for top-notch talent, especially around benefits and pay.

“As we kick off 2007, we continue to find a very competitive market for good candidates,” said co-founder of Chameleon Technologies, Mike Luckenbaugh. “In order for companies to be able to secure the talent they need, they’ll have to outperform their competition in key hiring areas. Candidates are interested in high quality benefits and want, to some extent, to be courted. Slow hiring managers or employers will suffer a loss of desired candidates to those companies that execute swift hiring action.”

Chameleon revealed a complete set of tips for employers looking to hire top- notch talent in today’s job market:

- Offer family health plans at low or no cost to the employee
- Compensate adequately for the higher cost of living now prevalent in Seattle
- Match employee retirement plans
- Increase vacation for employees after two years to, at a minimum, three weeks
- Act quickly when sending offer letters

“It’s challenging for companies to keep up with the growth in the greater Seattle area marketplace,” adds Melissa Acton, the other co- founder of Chameleon Technologies. “The number one priority for many of our area businesses is to add talented team members, and the only way they’ll be successful is to understand what candidates want and offer it to them as best they can. Even we must compete in the same way when hiring our own employees. Interestingly enough, we find that many candidates prefer the same flexibility.”

Chameleon Technologies released its 2006 trends last December emphasizing the need for flexible, contract-status candidates, remote-office employees, candidates with refined skill sets, specifically related to Java technology, an interest in diverse workplaces, and an increased effort in finding the perfect match for positions. The company will continue to report on the status of the job market using quarterly and annual findings.

For more information on these trends or to speak with Chameleon Technologies executives about these trends, please contact Jennifer Karkar Ritchie our Public Relations Advisor at 206- 932-2454.

### **Promotions and New Hires** *Kyle Richey, Account Manager*

We are proud to announce the promotion of Kyle Richey to Account Manager. After working in a recruiting role for one year with Chameleon, Kyle moved into a sales position. As an Account Manager, Kyle is now responsible for procuring new clients and managing existing client accounts at Chameleon.

### **Eric Heilman, Technical Recruiter**

We are also proud to announce the promotion of Eric Heilman to Technical Recruiter. Previously Chameleon’s Recruiting Coordinator, Eric moved into this new position with ease, successfully driving recruiting efforts.

## **Crystal Fulton, Recruiting Coordinator**

In addition to promotions, we've added a new member to our internal team. Crystal Fulton was hired as our new Recruiting Coordinator. Crystal is responsible for assisting the recruiters with reference checks, sourcing efforts, managing resumes, reformatting job descriptions and much more. A fast study, she has already become a huge asset to our team.

## **Awards**

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In 2006, Chameleon Technologies was selected as a Top Diversity Owned Business, Top Small Business and Top Woman Owned Business in Washington by DiversityBusiness.com. The company was also named one of Washington's fastest-growing private companies by the *Puget Sound Business Journal*, securing the #23 position out of 100 companies listed and was recognized as #5 in the top 25 fastest-growing Minority Owned Business by the *Puget Sound Business Journal*.

## **Nominations**

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Chameleon Technologies kicked off 2007 with continued award recognition...

Honored by the 3rd Annual Stevie® Awards for Women in Business, Chameleon's own Melissa Acton was named a finalist in four categories. These include Best Entrepreneur – Service Businesses up to 100 employees; Best Overall Company of the Year – Service Businesses up to 100 employees; Employer of the Year; and Community Involvement Program of the Year.

## **Events with Chameleon**

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### **Recap of 2006**

Chameleon takes a great deal of pride in getting to know our employees—whether they are internal staff or contract employees. In doing so, we plan quarterly morale events to get our entire team together- away from work- to have some fun! Here's a snapshot of a few of our 2006 events: In May, we hosted an open house and charity silent auction at our office in Kirkland. In June, we went on our annual evening out with the Seattle Mariners at Safeco Field. In October, we had a huge spaghetti feed luncheon. For the 2006 holiday season, we held our annual holiday party at the BluWater Bistro; where we enjoyed good food, company, gifts and recognition awards.

On the philanthropy front, Chameleon continued to support many great organizations such as the Make-A- Wish Foundation, Children's Hospital, Friends of Youth, and the Center for Career Alternatives. Andrea Estes, Recruiting Lead and Melissa Acton, hosted a workshop on resume writing and interview tips to a packed audience of King and Snohomish County residents. During the 2006 holiday season, Chameleon set up a giving tree in our office to sponsor Friends of Youth. Chameleon purchased an assortment of items that these families needed to make their holiday season a special one. In addition to these efforts, Chameleon sponsored two King County families to meet their holiday "wish list" needs.

***Thank you note received from one of the members of the families we sponsored in King County last holiday season.***

### **Events in 2007**

2007 is finally here! Chameleon has several new events planned for this year.

We are excited to announce that we participated in the St. Patrick's Day Dash on Sunday March 11, 2007. This day consisted of a 3 ½ mile jaunt between the Seattle Center and Safeco Field to celebrate the arrival of spring and of course, St. Patrick's Day! We completed the dash and met at a local restaurant for appetizers and drinks afterwards. A portion of the proceeds for this event will be donated to the Detlef Schrempf Foundation. We have included some fun pictures from the Dash below for you to enjoy.

***The Chameleon crew and friends participating in the St. Patty's Day Dash.***

***From Left to Right: Jessica Corbin, Keri Richards, and Crystal Fulton***

***St. Patty's Day Dash 2007. Can you pick out the Chameleon Team?***

***Enjoying the festivities at Pyramid after the dash.***

## ***Upcoming Events***

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### **SAVE THE DATE!**

In an effort to provide more value to our employees, Chameleon Technologies will be hosting a financial seminar at our Kirkland Office on May 1, 2007 from 8am- 9am. Amy Woodruff of Edward Jones will be discussing the road to your financial future. We will be providing an assortment of breakfast items and juices during this presentation. We look forward to seeing you there. A "Save the Date" reminder will follow via email.

### **More Events at Chameleon**

We are also planning a Mariner's game outing for this summer. The date is set for the July 26th game. A "save the date" invitation will be sent out at a later date. Keep an eye out!

## ***Referral Program and Annual Grand Prize for 2007***

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Chameleon is always seeking talented professionals. We offer up to a \$1,000 bonus for referrals that are placed through us at one of our clients. Please let your recruiter know if you have anyone you would like to refer. We would be more than happy to contact them to set up a time to meet. Chameleon also offers an annual grand prize.

### **THE GRAND PRIZE:**

The person who refers the most people to Chameleon that get placed in a position with one of our clients throughout the 2007 calendar year will win a Spa Retreat Package at the luxurious Woodmark Hotel.

This lakeside hotel and world class Spa embraces travelers with the charm of a private residence. Combining intimacy and elegance, The Woodmark Hotel is the only hotel located on the picturesque shores of Lake Washington and showcases shoreline views of the Seattle skyline and Olympic Mountains. Prominently set within the Carillon Point waterfront community, the Woodmark is just 15 minutes east of Seattle and minutes from shopping, galleries, the high-tech Silicon Forest of Seattle's Eastside and tourist destinations.

### **The Spa Retreat Package:**

- Overnight stay in a luxurious Lake Front Guest Room
- Spa Welcome Gift
- \$125 Spa credit for massage or other treatments (may be used by 1 or 2 people)
- Spa Reservations must be made in advance
- Fresh Fruit and Sparkling Mineral Waters

- **Raid the Pantry<sup>SM</sup>** for complimentary late-night snacks
- Complimentary Fitness Facility usage