



Executive Note

With the arrival of spring and summer, Chameleon Technologies celebrates a plethora of newness and growth marked by the seasons we love most in Seattle. What's new at Chameleon? Like its name, Chameleon sees a changing environment in the Seattle area, where businesses can make a difference for the environment today and more significantly in the future. As a result, Chameleon Technologies was certified by the City of Kirkland as a green business and is working to exceed these guidelines by increasing recycling to 90% and reducing energy use at work and play. Green business is a trend that Chameleon views as 'here to stay.'

Additionally, the company was nominated as one of the area's "Best Places to Work" by both the *Puget Sound Business Journal* and *Washington CEO*, as well as being nominated and considered for the Ernst & Young "Entrepreneur of the Year" award (though we didn't win this year, we're proud to be considered). Read on to get the latest Q&A from Chameleon employees and clients, as well as to sign up for our upcoming 'Fun Run' in September.

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.

Enjoy the sun!

Sincerely,

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

Inside Tip: Chameleon's Top Five Tips for Hiring the Right Candidate

1. **Write a realistic job description:** Before you begin writing your ad, make a comprehensive list of duties. Prioritize this list in order of importance. Include at least three top job duties in your ad.
2. **Read resumes with a critical eye:** Do not just read the resume to ensure that the candidate has the experience that you require. Read between the lines: Do the dates of employment make sense, or are gaps?
3. **Check References:** One of the best ways to tell if your candidate will be a good personality and cultural fit is to perform a reference check. This will give you a feel for how they've worked with others. Also, prepare a list of 10 - 15 questions to ask each reference.
4. **Be a tough interviewer:** Ask open- ended questions, and let them talk. Use this opportunity to ask hypothetical questions about how the candidate will handle themselves in particular situations. Quality candidates will expect and be prepared for tough questions.
5. **Consider "temp to perm":** Using a temporary agency saves you a lot of the legwork in finding the right candidate. Contract-to-hire positions also allow you the time to see how the candidate fits in with your company, before hiring them on as a full- time employee.

Employee Profile:

Brian Benson, Corbis

We are pleased to feature Brian Benson in this issue of our newsletter. Brian has been working on contract with Chameleon as a Technical Writer at Corbis since February of 2007, and a previous contract before that. Brian's level of skills and work ethic, coupled with his all around good attitude make him a pleasure to work with.

- **What do you do at Corbis?**

As a technical writer contractor at Corbis, I work with process engineers and others to improve internal Information Technology documentation.

Corbis is in the midst of adopting lean and agile software engineering practices as it undertakes several major systems upgrades. To help formalize the changed processes and educate new and existing staff, I'm coauthoring Microsoft SharePoint-based information that includes a team wiki, as well as more- traditional shared documents and document libraries. In addition, I'm editing and publishing to the same site new internal development standards for Corbis's system architecture.

- **What do you like most about your job?**

Since Corbis IT includes over 20 teams supporting more than 20 locations world-wide and a growing, evolving business, better information sharing helps the team work and collaborate more efficiently.

- **Would you recommend Chameleon to others?**

What I like about contracting in general and about working with Chameleon is the chance to face new challenges, to learn new tools, and to work on a variety of projects. While I already have considerable tech writing experience, I appreciate the opportunity to expand my skill set even further.

Client Profile

As a staffing firm, we are fortunate to have the opportunity to work with great companies and corporate recruiters. Heidi Tobaben of Onvia has always been a favorite to work with! Heidi holds the role of Corporate Recruiter at Onvia. Founded in 1996, Onvia provides government business intelligence to companies that do business with the government. Chameleon has proudly been working with Heidi and Onvia for the past year.

- **What is your biggest challenge at the office?**

Managing my time and juggling all the different tasks at hand.

- **What is the hardest job to fill at your company?**

The most challenging jobs to fill at Onvia are the leadership roles. Fundamentally it is very difficult to find individuals who are dynamic, have great ideas and can handle details all at the same time.

- **Describe Chameleon Technologies in five words or less:**

Friendly, Responsive, Timely, Knowledgeable, Reliable

- **Would you rather be anywhere else then Seattle in the summer?**

I wouldn't dream of it!

Green Business Article

GREENING BUSINESSES NEW TREND FOR PACIFIC NORTHWEST COMPANIES

Chameleon Technologies Transforms Workplace to Create a More Efficient, Healthy Environment and Demonstrates Leadership as an Eco-Conscious Business

SEATTLE - May 22, 2007 - Staffing experts at Chameleon Technologies

(www.chameleontechinc.com), a technical staffing and professional services company, announced today that it has taken a series of measures to comply with citywide regulations for green businesses. The company was rated highly by the City of Kirkland Public Works department for its use of natural lighting (a.k.a daylighting), reduced electrical consumption and thoughtful recycling efforts. Chameleon will add several new initiatives to make it an eco-efficient business, and strives to increase its use of recycled materials to 90%, including electronic equipment and paper.

"We work with a number of well- known local companies, and feel that by setting an environmentally conscious example, we can help significantly reduce the use of resources by area businesses," said Melissa Acton, co-founder, Chameleon Technologies. "We're really excited to spearhead this campaign internally and exercise our ability to adapt in order to address environmental concerns. Being a green business sets us apart and affirms our profound interest in being a good community member as well as a successful company."

Chameleon Technologies will reduce its electrical use by incorporating a few simple measures, such as removing one of three fluorescent bulbs in every light fixture, ensuring lights are turned off when not in use, and providing natural daylight for every office with ample windows. The company is also adding a compost bin for recycling food waste, making notebooks out of used paper, and successfully recycling old electronic equipment and cell phones. Chameleon executives are researching bike racks, building showers and bus passes to help employees and consultants leverage.

Chameleon has Turned Green!

This year Chameleon Technologies has become involved in the Kirkland Green Project, which is a program through the Parks and Community Services department with the City of Kirkland. The Green Project focuses on preserving the city that we live in, conserving energy, recycling used goods, and providing for over-all protection of our environment. We have made some changes at Chameleon to fulfill these goals and are focused on keeping our environment safe. These changes include the addition of new recycling bins, utilizing more natural light when appropriate, and the maintenance of many office plants.

You can help too. Did you know?

- Recycling one aluminum can saves enough energy to run a TV for three hours, or the equivalent of a half a gallon of gasoline.
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a gallon of gasoline.

- If all our newspaper was recycled, we could save about 250,000,000 trees each year!
- Americans use 2,500,000 plastic bottles every hour, most thrown away.
- Every month, we throw out enough glass bottles and jars to fill up a giant skyscraper. All of these jars are recyclable.
- Every year, each American throws out about 1,200 pounds of organic garbage that can be composted.
- You can walk 1 mile along an average highway in the United States and see about 1,457 pieces of litter.

What's New with Chameleon

Upcoming Morale Event: Mariner's Game In July

Batter Up! It's that time of year again. In celebration of the beautiful Washington weather and to keep up with our annual tradition, Chameleon would like to invite you to a Mariner's game on Thursday, July 26th at 7:05 p.m. Come cheer on the home team as they play against the Oakland Athletics!

Save-the-date reminders will be sent out periodically from now until a week before the event. Directions and meeting place to follow. Stay tuned.

Please R.S.V.P. to Keri Richards at keri@chameleontechinc.com for more details and to reserve your ticket (families are invited).

Chameleon continues to be recognized by the community, and was recently nominated for the following awards:

- Entrepreneur Of The Year 2007 by Ernst & Young
- *Puget Sound Business Journal's* 2007 Washington's Best Workplaces
- Best Place to Work by *Washington CEOMagazine*

Sustainable September in Kirkland - Chameleon sponsoring "Fun Run"

The mission of Sustainable September is to educate the public about the role sustainability plays in our future. Sustainable September is an earth-friendly celebration that promotes businesses, educational institutions and governments that are engaging in sustainable practices or providing green goods and services options to the community. The month-long event is the culmination of several separate jurisdictions looking for ways to embrace sustainability in each of their organizations, delivering us incredible exposure to green practices in our area.

Learn more here: www.kirklandchamber.org/SustainableSeptember

Referral Program and Annual Grand Prize for 2007

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(sm) for complimentary late-night snacks
- Complimentary Fitness Facility usage