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Executive Note

We are excited to dive into fall with some great news to share. As many of you already know, Chameleon Technologies was named a winner by both *Washington CEO* and the *Puget Sound Business Journal* as one of the area's Best Places to Work - a heartfelt compliment that we dedicate to our talented team. We were also recognized by *Inc. Magazine* as an Inc. 5,000 company, a national ranking of companies that have demonstrated consecutive growth and corporate success - an honor that showcases our commitment to our customers and the loyal relationships we've established.

The remainder of 2007 will continue to be ripe with opportunities for consultants seeking positions and clients looking for IT professionals, and Chameleon Technologies will remain a top choice for expertly matching the right person to the right job. Read on to get the latest Q&A from Chameleon employees and clients, find out why hiring right will help your business, and sign up for the upcoming "Turkey Trot," a benefit walk for HopeLink.

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.

Sincerely,

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

Employee Profile: Michael Kraft, Software Test Engineer, Bill & Melinda Gates Foundation

Michael Kraft has been working with Chameleon Technologies since 2004. He is a seasoned software test engineer that we placed in a contract position at the Bill & Melinda Gates Foundation.

1. What are three most important things a candidate can do to secure their desired position?

First, know what your core values are. If a potential position is attractive on many levels but looks as though it will require you to compromise any of your core values, wait for the next opportunity.

Second, know the qualities and skills you possess, and work to constantly improve those qualities and skills that are most important to you. Allow

yourself to be stretched and challenged in a new position, but in general, don't seek or accept a position that is completely beyond your abilities at any particular point in time.

Third, do your homework. Learn as much as you can about the client or employer and what their needs are. Be prepared to demonstrate - in one interview or many - how you can effectively meet their needs.

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

Committed, hard-working, resourceful, creative, and communicative.

3. Which of the Chameleon morale events has been your favorite thus far and why?

The Christmas party, because it's a chance to get together in a relaxed setting and share experiences with fellow Chameleon employees. (Note that for many of the same reasons, I might have chosen the Mariner's game back in July as my favorite, but unfortunately I couldn't make it due to a work commitment that fell on the same evening).

Client Profile: Peter Ceccarelli, Talent Acquisition, Onlineshoes.com

Peter Ceccarelli is in charge of talent acquisition at Onlineshoes.com, the first online shoe store, which opened in 1996. The company's continued growth keeps Peter on the lookout for potential new team members.

1. What is your role at the company?

I'm in charge of talent acquisition. Anything that has to do with hiring and retaining employees - that's my job. However, working for an Internet company means my role ends up being pretty much everything. It's up and down, left and right, fast and slow, but most of all, fun!

2. When and why did you begin working with Chameleon Technologies?

I began working with Chameleon in 2004, while I was working for a previous company. Chameleon was the existing agency, and completely impressed me compared to my previous experience with other like agencies.

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

I would have to say Beethoven. He was, music-wise, and still continues to be, amazing and I would love to know where his inspiration came from.

EASTSIDE BUSINESS



The Cost of Making a Bad Hire

Written by Melissa Acton and Mike Luckenbaugh
Wednesday, 15 August 2007

Employees are a company's greatest asset, its competitive advantage and often the source of its success or failure. Yet despite this common knowledge, many companies don't spend adequate time and resources to find the best candidate for every position. This is especially true in companies where time and resources are already stretched and the importance of finding the right person even more crucial. [Read more...](#)

What's New with Chameleon?

Summer Morale Event with Chameleon: Mariner's Game In July

An annual tradition, the Chameleon team attended a Mariner's game on July 26th, where despite a 6-2 loss to the Oakland Athletics, we enjoyed a beautifully sunny day and fun time with fellow Chameleon teammates. For those who could not attend, we hope to see you next year!



Alex Hallock, Oracle DBA, Seattle Times, and family say cheese.



Bill Harris, POS Specialist, Costco, and son smile for a quick picture.



Kyle Richey, Account Manager, Chameleon Technologies, and the Mariner Moose strike a pose.



Melissa Acton-Buzard, Principal, Chameleon Technologies, sitting next to Steve Attwood, Contractor, Safeco.

Internal Chameleon Company Morale Event: Whirly Ball

Also in July, Chameleon hosted a lively game of Whirly Ball at Seattle Edmonds Whirly Ball Center, bringing our team together for some fun outside of the office.



Chameleon Team from left to right: Melissa Acton-Buzard, Ryan Luckenbaugh, Andrea Estes, Keri Richards, Eric Heilman, Kyle Richey, Mike Luckenbaugh, Andrew Kipper, and Crystal Fulton.

Named One of Washington's Best Workplaces by the *PSBJ*

This year Chameleon was named one of Puget *Sound Business Journal's* Best Workplaces in Washington State. Our team attended the awards ceremony at Qwest Field where we enjoyed the festivities and accepted our award. We also had the pleasure of listening to Seattle's favorite Mariner, Edgar

Martinez, speak about how to follow your dreams and achieve your life-long goals.



Left to Right: Emory Thomas, Puget Sound Business Journal, and Former Seattle Mariner Edgar Martinez.

Ranked a "Best Place to Work" by *Washington CEO Magazine*

Chameleon was proud to be recognized on June 28th as one of the state's Best Places to Work by *Washington CEO Magazine*. Selected from more than 200 Evergreen State companies by a distinguished group of human resource professionals, Chameleon received this honor for its demonstrated value placed on employees and the contributions it makes to aid in their overall success.

Chameleon Sponsoring Turkey Trot in November!

Each year, Chameleon strives to sponsor or take part in a charitable event. Due to busy summer schedules, we are replacing the "fun run" planned for September, with the "Turkey Trot" in November, a fun 5k (3-mile) walk to support HopeLink <http://www.hope-link.org/takeaction/turkeytrot>.

The "Turkey Trot" will take place on November 18, 2007 at 1 p.m. at Marina Park (25 Lakeshore Plaza Kirkland, WA 98033).

Keep an eye out for "Save-the-Date" reminders!

Congratulations to Melissa and Ryan!



Melissa and Ryan were married on June 7, 2007 in Turks and Caicos, hence Melissa's newly elongated last name. Thanks to everyone for your warm wishes and congratulatory messages.

Crystal Fulton Promoted to Technical Recruiter



Crystal Fulton, Technical Recruiter, Chameleon Technologies

We are pleased to announce the promotion of Crystal Fulton to technical recruiter. Joining the Chameleon team in January of 2007, Crystal's professionalism and commitment to provide a high quality experience to every candidate that she works with make her an incredible asset to our growing recruiting team.

Changes at Chameleon

Andrea Estes, recruiting lead at Chameleon Technologies since 2004, has left the company to pursue her passion for work in the non-profit sector. Her ability to manage candidate relations with natural grace, and direct her team with clarity and professionalism will be missed.

Referral Program Overview and Date

THE GRAND PRIZE:

Please remember that Chameleon loves to reward referrals! The person that refers the most candidates to Chameleon during the 2007 calendar year will win an amazing Spa Retreat Package at the luxurious Woodmark Hotel.* Referrals must be placed within a position with one of our clients in order to qualify. Hurry, and send referrals today as 2007 is coming to a close. The winner will be announced on Monday, January 14th, 2008.

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. The Woodmark is prominently set within the Carillon Point waterfront community, 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, and reservations must be made in advance)
- Fresh fruit and sparkling mineral waters
- Raid the Pantry™ for complimentary late-night snacks
- Complimentary fitness facility usage

a minimum of two referrals placed in order to qualify

Know someone else that might want to learn about Chameleon Technologies, gain insight, or become a green business? We encourage you to forward this newsletter to co-workers, friends and family members.

425.827.1173 Fax **425.827.1174** Cell **425.761.1174**
We pay referral bonuses up to \$1000

www.chameleontechinc.com

