

Summer 2009

Newsletter

Welcome to Chameleon Tech News


CHAMELEON
TECHNOLOGIES

Technical Staffing & Professional Services Company

In This Issue

Value of Your Network
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COMPANIES turn to Chameleon when...

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Their internal staffing department is too small or overworked

*

They do not want to advertise positions and requirements publicly

*

They want to save on advertising costs

*

The skill sets of a position are very particular and difficult to find

*

They do not have the time to conduct a quality search

PROFESSIONALS turn to Chameleon when...

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They want to reduce their time on job boards

*

They do not have time to look for a job

*

They want to get ahead of other job board applicants

*

They want to be represented at no cost

*

They want to work with top companies in the Seattle area

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Welcome to the summer issue of our newsletter. Read on to gain insight from seasoned professionals on the value of personal and professional networks in today's environment, and how Chameleon can be a key resource in this network when you are experiencing staffing or job search difficulties.

Looking for an employment opportunity? Check out our current job postings. Seeking expert support to fill an open position? Draw on our decades of experience in recruiting, sales, human resources and management to boost productivity and profitability.

We hope you enjoy this issue and welcome input on ways we can be a resource to you.

Warm regards,
Mike Luckenbaugh and Melissa Acton-Buzard, Co-founders

The Value of Your Net 'Work'



How networked are you? Everyone has a network, but many don't realize how valuable building and maintaining them can be.

Find out from the experts at Chameleon how they utilize and benefit from their networks:

** Provide credibility to individuals or businesses **

"My network is the foundation for my success today. I tried working in another city, Phoenix, and not knowing anyone made it difficult to demonstrate credibility at the onset. To enhance my network today, I regularly use web-based tools for networking. It adds value to my personal network by presenting new resources and allowing me to easily stay in touch."

- Mike Luckenbaugh, Co-Founder

They want to work with an agency who has quality processes

About us
[Chameleon Website](#)

Chameleon's Values

Maintain the highest standard of business conduct

+

Create positive outcomes for stakeholders

+

Provide value in a timely, resourceful and professional manner

+

Regard every individual with the utmost respect & professionalism

+

Commitment to quality, honesty and integrity in everything we do

+

Welcome change as it contributes to our continual growth

+

Recognize and share credit for successes

+

Always have fun!

[Join Our Mailing List!](#)

** Avoid the "black hole" of job boards **

"Networks can help you connect to decision-makers and identify new opportunities. With thousands of applicants submitting resumes to every job posting, it's hard to stand out. Being well-connected lets you go directly to hiring managers. We also will ask our strong candidates for leads on other talented professionals, so, if you're looking, let everyone know."

- Andrew Kipper, Technical Recruiter

** Exchange information **

"My network is my sounding board and resource channel. I use it every day to get sales leads, collaborate on projects, receive HR input on internal issues/questions, gain advice from other parents, and to learn about others backgrounds."

- Melissa Acton-Buzard, Co-Founder

** Identify the right people **

"A solid network professionally and personally connected me with top level professionals in the IT industry, giving me the ability to identify and place candidates in the right position more quickly and effectively."

- Ryan Luckenbaugh, Technical Recruiter

Where and Why You Should Build a Network

Networks are established through friends, family, work, church, organized meetings, e-based discussion boards, business trips, social events, focus groups, and online mediums such as Facebook and LinkedIn, as well as a variety of other shared interests and groups.

Every person you encounter could be a potential network connection. Successful networking requires a high level of interaction, which can occur through online mediums, email, phone, in-person meetings, or by attending shared events or gatherings. Building and maintaining your network commonly comes in handy when looking for a new job, gathering information, or when establishing and growing a business or brand awareness. Utilize your connections and let your connections use you!

Are you  ?

Join LinkedIn and add our team to your network!

[Get LinkedIn to Mike Luckenbaugh, Co-Founder & Account Manager](#)

[Get LinkedIn to Melissa Acton-Buzard, Co-Founder & Account Manager](#)

[Get LinkedIn to Ryan Luckenbaugh, Technical Recruiter](#)

[Get LinkedIn to Andrew Kipper, Technical Recruiter](#)

[Get LinkedIn to Ashley Rose, Account Manager & Recruiter](#)

[Get LinkedIn to Terra Huffman, Account Manager & Recruiter](#)

OPEN JOB POSITIONS

We have several new positions to fill with multiple clients in the Seattle and surrounding areas. If you are a talented professional in the IT, Finance and Accounting, Energy, or Healthcare IT industry, let us help you find the job you're looking for.

For a complete list of current job openings, please visit:
[Chameleon Job Listings](#)

SAVE THE DATE

PICNIC IN THE PARK



Chameleon Technologies will be appreciating it's valued contractors and staff with a company sponsored picnic on Saturday, September 12th from 11am-2pm at the Kirkland Marina Park Pavilion.

REFER & WIN

We know you are our best source for finding candidates. With our referral program, every individual who presents us with a qualifying referral is rewarded!

1. Tell someone about our company. When they become a qualifying candidate*, you will receive: \$15 Starbucks gift card.
2. Refer a candidate who is placed with our client and remains employed for 90 days, you will receive: A referral bonus check for up to \$1,000.00.
3. Refer the most candidates that get placed within one of Chameleon's clients' positions during the 2009 calendar year** and win your choice of: An Alaska Airlines ticket, a new laptop computer or a Costco gift card.

* A qualifying candidate must be brand new and meet criteria to be entered into our database of talented professionals. And, don't forget to tell them to give us your name.

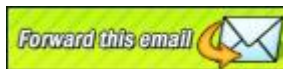
**The winning individual will be announced on Monday, 1/11/10. A minimum of three referrals must be placed in order to qualify. Prize to not exceed \$700.00 in value.

FORWARD THIS EMAIL



Forward this newsletter to five individuals and get a chance to win a **\$25 Starbucks gift certificate**.

Chameleon will track those that forward this newsletter to a new subscriber and enter them to win. In order to qualify, you must forward the email using the "Forward this email" button below. Four names will be drawn by August 3, 2009.



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

www.chameleontechinc.com

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