

Welcome to  
**Chameleon Tech News**



**In This Issue**

Staffing Highlight  
Labor Cost Savings  
Health Reform  
Link In  
Open Positions  
Billards Event  
Refer & Win

**COMPANIES turn to Chameleon when...**

\*  
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 do a quality search

**PROFESSIONALS turn to Chameleon when...**

\*  
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

\*  
They want to work with an agency who has quality processes

Welcome to the Spring issue of our newsletter. Read on to see benefits of hiring contract employees, how healthcare reform could change the workforce, and how Chameleon can be a key resource 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

**STAFFING HIGHLIGHTS**

Mike Luckenbaugh, co-founder, is a board member of the newly formed Seattle Rational User's Group or SHRUG. His position is Director of Finance. Other participating board members come from the following companies, T-Mobile, Honeywell, Group Health Cooperative, Costco and UST Global. Please contact Mike if you are interested in joining this group.

Chameleon Technologies welcomes our new recruiter, Justin Kim. Justin is a great addition to our recruiting staff and he is looking forward to working with our clients and contractors.

**ADVANTAGES OF USING A CONTRACTOR**

Employer payroll taxes can be a financial drag on your business. The ancillary cost of having full-time employees is higher than contractors due to payroll taxes, workers comp, health insurance benefits, and retirement contributions. The cost for an employee does not end when the employee leaves. Unemployment rates increase as former employees apply for unemployment benefits on your account and are awarded payment. In addition, there is the accounting for COBRA benefits that are not only time consuming but impacts cash flow.

Although these savings are an important part of our service, it is only one benefit received when using Chameleon Technologies to provide for your staffing needs. Chameleon Technologies provides excellent contractors to fill your positions as well as saving you labor dollars.

**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!](#)

#### Featured Article

Click  to edit

Double-click to **insert** an image

Right-click to **format** image

100 x 100 pixels

You can use this sidebar to communicate something other than the details of your event to your subscribers. It may be news in your industry, organization changes or the results of your most recent website poll. Inserting a link in your article lets you track which topics attract the most interest.

#### Featured Article

Click  to edit

Double-click to **insert** an image

Right-click to **format** image

100 x 100 pixels

You can use this sidebar to communicate something other

We are here to match top talent professionals with great companies. We listen carefully to you in order to fully assess and understand your hiring goals. Our interview process with prospective candidates is thorough in order to determine their skills and abilities and to bring the best qualified candidates to you and provide good fit for the contractor.

### NATIONAL HEALTH CARE IMPLICATIONS

Health care reform could make temporary/contract employment an even more attractive option for millions of Americans by making portable, cost effective health insurance available to those working on a short-term, temporary or project basis.

### 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](#)

### 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 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](#)

### CHAMELEON BELLTOWN BILLIARDS EVENT



Chameleon Technologies sponsored a company morale event on March 11, 2010 to show our appreciation for all employees. Fun was had by all and no one will tell who the real pool shark was!

than the details of your event to your subscribers. It may be news in your industry, organization changes or the results of your most recent website poll. Inserting a link in your article lets you track which topics attract the most interest.

## 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.

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

[www.chameleontechinc.com](http://www.chameleontechinc.com)

