



Wednesday, March 12, 2008

VOLUME 1 NUMBER 24

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February 19, 2008

Sapphire Makes Strategic Executive Changes

Sapphire has many individuals to thank for making 2007 another successful year for the company. First and foremost, we want to thank all of our hardworking consultants. Without you we would be nowhere. We appreciate your dedication and loyalty to Sapphire. We know you have choices for which staffing agency you want to sign on with and are very grateful that you have trusted Sapphire to be your advocate in advancing your IT career.

We also want to thank all of our internal employees who work tirelessly to serve the needs of our consultants and clients as well as support the operations of the company. Numerous members of our staff were recognized for their efforts with well-deserved promotions. There are far too many to list them all, but we did want to highlight several of the more prominent ones.

We are pleased to announce the promotion of **Robert M. Dickey** to **Executive Vice President**. In his new role, Robert will be responsible for overseeing the daily operations of the company. He will manage all of Sapphire's sales branches including National Accounts as well as the key support functions of Employee Development and Operations.



Still under report to Sapphire President, Daniel J. Foley, this shift in roles will help **prepare Robert for his eventual evolution to the role of President**. The transition was prompted by the appointment of **Dan Foley** to **Executive Vice President of Vedio North America (VNA)**, the parent company of Sapphire. Though Dan will stay on as Sapphire's President, he will also supervise all of the other IT affiliates under the VNA portfolio including [B2B Workforce](#).

"I have worked closely with Bob for over 14 years and it has always been my belief that his genuine nature and sound principles make him the right individual to lead our company. Bob epitomizes hard work, strong character, and a commitment to family values, all of which have been critical to Sapphire's culture, and I believe an important ingredient in our ongoing success. He inspires respect from his peers and staff alike. I am looking forward to passing the baton over to Bob and watching him lead Sapphire to truly become the benchmark of IT staffing companies," stated Dan Foley, President of Sapphire Technologies U.S.

Sean Brady has been promoted to **Vice President** and will be responsible for the day-to-day business directives for Sapphire Technologies' **Northern Region** consisting of Massachusetts, New Hampshire, Maine, Rhode Island, and Connecticut.

John Stuart been named **Senior Vice President** for Sapphire Technologies. In his expanded role, John will be responsible for overseeing the daily operations and sales activities for Sapphire's **West Coast, Minneapolis and Ohio markets**.

There have also been many other regional promotions as well. Some of these are highlighted below:

- **Jeff Busby** has become the **Branch Manager** for Sapphire's new office in **Greenville, South Carolina**.
- **Erin Varnado's** promoted to **Branch Manager** of Sapphire's **Orange County office**.
- **Erick Zohn** becomes **Branch Manager** of Sapphire's **DC Metro and Government Divisions**.
- **Rose Jackson** promoted to **Branch Manager** of the **Philadelphia office**.
- **Kathryn Hennessy** has been appointed as the **Operations Manager** for **Payroll & Billing**.

As noted earlier, these represent only a small sample of the many individuals that earned advancement opportunities within the company. We want to congratulate these as well as all of our valued employees who have become integral members of the Sapphire Team. Together we hope that we can bring the best possible service and support to our customers—both consultants and clients alike.

March04,2008

SapphireOpensSouthCarolinaOffice

By TracyLynch

Expandingitsgeographicfootprintinthemid-Atlantic territory,SapphireTechnologieshasopenedanew officeinSouthCarolina.Thisnewregionalbranchwill providebothlocalclientsandnationalaccounts supportinfindingtheITtalenttheyneedtohelpkeep theirbusinessesrunning smoothly.HeadedbyBranch ManagerJeffBusby,theofficeofficiallyopenedits doorsonJanuary2nd.



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"WeanticipategreatsuccessfromtheSouthCarolinaoffice,"notedSapphireExecutiveVicePresident, RobertDickey."Thearea isboomingwithawidearrayofbusinessesinindustriesrangingfrom telecommunicationstohealthcare,insurancetofederalcontractors.Wealreadyhaveestablished relationshipswithkeyclientsintheregionandwillworktoexpanduponthesewhilepenetratingnew accounts."

LocatedinthenorthwesterncornerofSouthCarolinaalongtheI-85corridor,Greenvillehasathriving businessculture.Witheasyaccessibility,andapro-commerceattitude,manynationalandinternational companiesarechoosingtheGreenvilleregiontoopenandexpandtheiropérations.Thisarea,commonly referredtoasUpstate,isrecognizedforitspublic/privatepartnerships.Dedicatedbusinessand communityleadersworktogethertoencouragenewcommercialgrowthwhilemaintainingneighborhood, district,andenvironmentalobjectives.Greenville'sentrepreneurialspiritandstrongworkforcecreatesan incrediblemagnetforbusiness.Withmorethan250internationalfirms,theUpstateboaststhehighest internationalinvestmentpercapitainthenation.

DowntownGreenvillehasundergoneanawardwinningrevitalization.Recognizedasoneofthemost logistics-friendlymetrosinthenation,itisanexampleofa'state-of-the-art'communityinwhichtowork, live,andplay.Additionallythetemperatureclimateoffersresidentsabundantrecreationalactivities.Situated justthreehoursfromthecoastandonehourfromthemountains,opportunitiesaboundforleisure adventuresuchaswhitewater rafting,horsebackriding,mountainbiking,hunting,fishing,andhiking.

ConsistentlyappearingonExpansionManagementmagazine'slistofthe"50HottestCities" inAmerica whichranksthebestplacestoexpandorrelocateacompany,Greenvilleundoubtedlyhasabrightfuture ahead.Withgrowingcareerandbusinessopportunitiescoupledwitsbeautifullocationandaffordable housing,youjustmightwanttocheckitout.

YoucanfindoutmoreinformationontheGreenvilleareaanditsfuturegrowthplans,byvisiting [Greenville 2017](#).

[Greenville](#)

March04,2008

RaleighTechMarketEnjoysHiringSurge

AccordingtoDice.com,theladingcareerwebsitefor technologyandengineeringprofessionals,thelTjob marketissizzlingintheCarolinas.EachquarterDice assembleslocalmarketreportsfortwentyofthetop citiesintheU.S.tohelpjobseekersmaximizetheirjob searchopportunitiesbystayinguptodatewithmarket dynamics.

Intheirmostrecentreports,Raleigh,NorthCarolina wasfoundtohaveoneofthebestjobmarketsinthe country.Checkoutthefulldetailsat [RaleighLocal MarketReport](#).

Youcanalsoseewhatishappeninginotherareas acrossthecountrybyat [DiceLocalMarketReports](#).



February27,2008

By BreannaCrowley

In November 2007, Sapphire launched a revitalized website; Sapphire.com. When we designed this new site, our top priority was to create a different portal for each type of visitor we might have. The new site aims to keep not only the working consultants ease of use in mind, but also those who are actively seeking new IT opportunities. The layout of the site has been redesigned in order to give visitors an easy way to navigate to each of the portals and offer only the information that is most important to a visitor at any particular phase of a relationship with Sapphire.



As a working contractor of Sapphire, you will want to pay particular attention to the "Current Consultants" tab where you will find insightful career advice, online tools, resources, and information on the benefits and offerings available to you. Once you go to the site all working consultants are able to login, as you already have a login and password based on the email address we have on file for you! Contact your local recruiter or email us at consultantservices@sapphire.com if you are unsure of the contact information with which you have provided us.

From a job seeker perspective, you will be able to utilize many tools such as job agents, career advice, and will have the ability to not only search for jobs by keyword, but browse jobs by title, industry, and state. Because the "job board" contains over 1200 new and viable opportunities at any time, it is extremely important that we extend the ease of use to this search application. This part of the website also allows you to view our most popular jobs across the country and refer a friend to us in participation of our competitive referral program. Additionally, upon application to a job, your submission goes directly into our pipeline of possible job matches on an Account Manager's desktop.

The site also contains many other great benefits. Once the system recognizes you as a user, and knows what your general job interests are, it has the functionality to find job matches based on your application history. For example, once you view a job description, at the bottom of the screen there will be a list titled, "If you applied to this job, view these other jobs that are similar." In addition, if you promptly change to your profile, it will automatically update our database records so we will always have your most up-to-date information.

If you haven't visited us at our new online home yet, **stop by today! Or visit and add us as a friend on our newly launched MySpace page** at myspace.com/sapphiretechnologies.

February 29, 2008

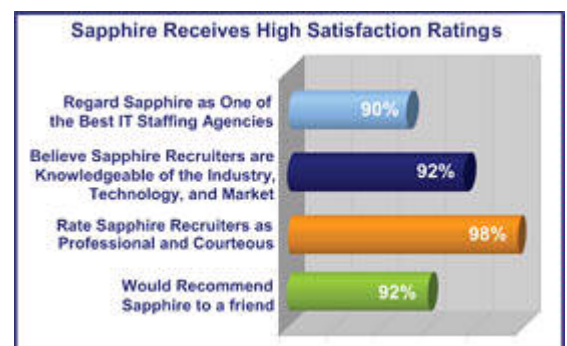
Contractor Survey Results Are In!

Sapphire Responds to Consultant Feedback

By Russ Watson

Last November, Sapphire Technologies surveyed our contractors to take the pulse of our most valued resource, our employees! Our goal was to see how healthy we are as an organization. We are excited to share our findings with you and present how we will respond to your feedback.

Overall the survey results were very positive and for that we thank you. However, after carefully reviewing all of the feedback we received, we did note some key areas where we can improve our performance.



High Satisfaction Ratings

One number that really jumped out of us from the survey was 92%! That is the percentage of Sapphire contractors who said they would recommend us to a friend. Obviously this is great news for us, but it can be good news for you too! If you are happy with the service and job opportunities that Sapphire has provided you, tell a friend. Not only can you help them advance their career with an exciting IT job

placements, you can earn cash through our [Referral Program](#). You can earn up to \$1000 by referring your IT colleague to Sapphire Technologies for challenging career opportunities.

Ability to View All Available Job Opportunities

Eighty-five percent of respondents consider Sapphire Technologies an important partner in managing their careers. That same percent also thought we offer great opportunities at the best companies. However, only 77% of contractors felt that we provided a sufficient number of potential job opportunities to from which to choose. In looking to improve this number, we are placing 100% of our open jobs online and making them completely searchable via the new [Sapphire.com](#) website. Additionally, you can also register for Job Agents that will notify you of positions that match your specific search criteria, the moment they are posted to the website.

Quality Recruiters

An outstanding 98% of contractors thought Sapphire's recruiters conducted themselves with courtesy and professionalism. Ninety-two percent felt our recruiters were knowledgeable of the industry, technology, and market for their skills. Ninety percent of contractors felt that recruiters provided sufficient follow-up while they were on assignment. However, only 89% were confident in our recruiters' abilities to find them the best opportunities in their areas of expertise. To improve your confidence in our recruiters, we are streamlining our recruiting process and increasing our focus on staff training. We hope this will create a better experience for you and better relationships with our clients, resulting in increased opportunities.

Regarding the Consulting Experience

Ninety percent would recommend Sapphire Technologies as one of the best IT staffing agencies. However, many of you expressed interest in additional benefits such as paid vacation and holiday time. We are looking into the possibility of adding these and other benefits to our current offerings. One startling result showed that only 47% of contractors were aware of many of the current programs and benefits available to them while they were on contract with us. Some of these programs include:

- Extended Stay Hotel Discounts
- L.L. Bean Gift Card Program
- Referral Program
- Time Flies Frequent Flyer Program
- Leading Star-Renewed Contract Program
- New Horizons Training Discounts
- Kaplan University Discounts
- Verizon Wireless Discounts
- Bank of America's-Bank at Work Program
- 1-800-Flower Discounts

Communication of Programs and Offerings

Sapphire consultants can now review all of the Contractor Advantage Programs on the My Sapphire section of our website. Just log on at [Sapphire.com](#) to explore details on these great programs. If this is your first visit to the site, you can access your account by entering the email address we have on file for you, then simply click the "send me my password link" and we will forward you your password. If you want to re-confirm what email address we have on file for you, contact your local recruiter.

Online Tools for Easy Information Management

In addition, via your Sapphire.com account you can update your personal information, enhance your resume, and apply to positions online.

Watch the website for even more updates in the coming months as we continue to add further functionality to the site.

Lastly, we want to thank you for contracting with us. We value your feedback and are looking for even more ways of improving your experience with us. Your opinions are very important to us. If there is anything else we can do for you, please let us know. Send us an e-mail at consultantservices@sapphire.com.

March 11, 2008

Two New Offerings From New Horizons

By Russ Watson

Sapphire provides its W2 contractors a **50% discount** on application, internet, and technical classes through New Horizons Learning Centers. We are excited to announce that New Horizons has won new course offerings: Project Management and Business Analyst Training.



Project Management Training

Are you part of a project team or do you manage multiple projects within your organization? New Horizons' Project Management curriculum is designed to help enhance the success of projects within organizations by training employees to become skilled in project management best practices. Their curriculum is compliant with PMI industry standards and helps students prepare to become industry certified and recognized as a PMP - Project Management Professional.

Project management is a critical skill that can be applied to any industry, at any level, within a small, medium or large organization.

Project Management Training will help you:

- Learn to reduce project time and improve market responsiveness
- Control costs
- Achieve greater customer satisfaction
- Increase morale and team building
- Enhance productivity
- Increase organizational effectiveness

[Learn more](#)

Business Analyst Training

Are you looking for training that shows you practical tools and techniques on timely business analysis topics such as effective requirements elicitation, process mapping, and stakeholder relationships?

This course work is focused on the perspective of the IT Business Analyst and what he or she needs to know in order to improve interviewing, requirements analysis, testing and documentation skills.

Business Analyst Training will help you:

- Cut development costs for new business applications
- Streamline the introduction of new products and services
- React quickly to new regulations
- Improve quality assurance

[Learn more](#)

For dates and pricing information, contact Sapphire's New Horizon Account Executive:

Bill Mote
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Email: BMote@nhboston.com

February 29, 2008

Sapphire Provides Insight on IT Job Market and Career Development

Representatives from Sapphire Technologies are regularly sought out by business editors and reporters for their expert knowledge and understanding of the IT job market. Below is a listing of some of the recent press coverage we have received.

Sapphire in the News

[Inc. Technology - Hiring: IT Certifications vs. Real-World Skills](#)

Matt Colarusso, branch manager of Sapphire Technologies' national recruiting and strategic accounts team was interviewed for a story that discussed the increasing demand for workers with strong business acumen.

[Network World - Tip on Using Salary Survey Data During Performance Reviews](#)

Sapphire Technologies' Regional Manager, Sandi Henrikson, offered sage advice to a Network World reader who asked about using salary survey data during performance reviews.

[NetworkWorld-HowTechiesBroadenSoftSkills](#)

Now more than ever, employers are demanding that their tech hires have strong communication aptitude and business knowledge. This timely article provides continuing coverage from Linda Leung of an interview with Jeremy Hill, Sapphire Technologies' Senior National Accounts Manager, on strategies IT professionals can employ to help improve their soft skills.

[Boston Business Journal-Hot Tech Jobs for 2008](#)

Terry O'Leary, Branch Manager for Sapphire Technologies' regional office in Boston, Massachusetts, detailed the hot tech jobs anticipated in for 2008.

[ASA Staffing Success Magazine Features Sapphire Consultant, Agapito Soto.](#)

Staffing Success, the bi-monthly magazine of the American Staffing Association, featured Sapphire consultant Agapito Soto as the cover story in their January issue. The article honors Agapito, who was named the National Staffing Employee of the Year for 2007. Amy Roos, the Sapphire recruiter who placed Agapito, expounds on the many reasons why he deserves this distinction.

To view all of Sapphire's press coverage, go to theMediaandPressPageonSapphire.com.

April 06, 2005

We welcome your feedback!

Feel free to contact us with any comments, questions, or suggestions you may have. We want to know how you think we are doing. Have any suggestions for new or improved benefits or incentive programs? Let us know. We value your opinion.

Sapphire Technologies is the leading worldwide provider of innovative IT staffing solutions. For over two decades, Sapphire has helped thousands of consultants find rewarding IT jobs.

Sapphire Technologies is an EOE-M/F/V/D and a member of the Vedior Group of companies, the third largest international staffing firm with over 2,400 offices in more than 50 countries.

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