

# FirstSource

## STAFFING

June 2005

621 DeGraw Street  
Brooklyn, New York 11217  
718-636-7350  
[www.firstsourcestaffing.com](http://www.firstsourcestaffing.com)

Welcome to the June issue of *The Source*.

Please don't hesitate to send us your questions and comments at [temps@fssny.com](mailto:temps@fssny.com). Or take a look at our web site for further information: [www.firstsourcestaffing.com](http://www.firstsourcestaffing.com).

### **FirstSource Fights Discrimination While Other Staffing Companies are Investigated for Civil Rights Violations**

An investigation by the New York State Attorney General's office found that eight employment agencies screened candidates for domestic positions based on race. Clients were routinely asked if they had racial preferences regarding their domestic help. Some of the agencies made notes in the client files such as: "No Blacks" or "Prefers Europeans."

The only shocking aspect of this revelation is that there were only eight agencies involved, and they were confined to the domestic niche within the staffing industry.

Every day, all across New York City, businesses call staffing companies and request illegal screening based on race and ethnic background. Sometimes it is explicit and sometimes it is in code, such as, "could you send us someone more clean cut, all-American looking?"

At FirstSource Staffing we have only one response to these unethical and illegal requests: "We can NOT help you."

As a staffing company created by community based non-profits, we have a clear mission: to provide companies with a socially responsible alternative to typical employment agencies while providing our associates with a ladder of opportunities that challenge them to improve their skills and advance their careers.

*(continued in next column)*

### **Top Temps**



Crystal L.: **Administrative Assistant**  
(\$16.75/hr)  
Recent college graduate, 2+ years admin. experience, proficient in Word and Excel.

Michelle L.: **Office Manager**  
(\$29.75/hr)

Great people and logistical skills, proficient in MS Office and Quickbooks.

Raymond H.: **Driver**  
(\$17.75/hr)

10+ years moving/driving experience, clean driving record, knowledge of all 5 boroughs.

Phyllis R.: **Bookkeeper**  
(\$29.75/hr)

8+ years bookkeeping/accounting experience, proficient in Quickbooks and MRI.

# The Source

## **TIPS FOR THE INTERVIEWER**

Don't shy away from "classic" interview questions such as, "Please describe a problem or conflict you have faced in your past work experience and how you resolved it."



Candidates are usually not as well prepared for these questions as you might expect. So asking them to describe a specific situation weeds out meaningless, generic answers and requires them to demonstrate their thought process to you.

*(continued from first column)*

For anyone who read our mission statement in the past and asked, "what does it mean to be a "socially responsible alternative to typical employment agencies?" -- this investigation by the attorney general's office provides one very clear answer. But there is more.

Not only does FirstSource avoid practicing illegal discrimination, we aim to correct it. We have a pool of hard working, skilled job seekers many of whom are unfairly denied opportunities elsewhere -- because of their race or ethnic background, because they are recent immigrants, because they are single mothers, and for many other reasons.

And we do much more than just try to find people a job. We begin by understanding their long term career goals and assessing the skills, experience and education that they need in order to achieve their goals. Then we place job seekers in temporary and permanent jobs that will help them build their skills, and their resume.

What does this mean for employers? It means skilled, motivated employees who perform well because the job makes sense for them and they are excited to be there. We know many of our clients work with us because they need the well motivated employees we provide. But we also hope our clients want to support our mission.