

# FirstSource STAFFING

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Welcome to the Summer 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).

## The Source

### **FirstSource Customers: Receive Up to 100% of Salary and Fringe Expenses for New Hires**

Imagine this scenario: you hire a new entry-level employee, and pay them \$10/hr, also paying another 20% in fringe costs. At the end of the month, a non-profit organization sends you a check for 80% of your total expenditure on that employee for the month, over \$1,300. This happens again the following month, and the following month.

At the same time, this non-profit organization is providing follow-up support to help the new employee succeed. After three months, regular subsidy checks stop. Then another three months pass, and the employee is still thriving, and has become an invaluable part of your team. You receive a check for the remaining 20% of the employee's salary and fringe from the first three months, (over \$1,000).

This scenario sounds too good to be true, but it could happen to you. FirstSource Staffing's closest partner, Brooklyn Workforce Innovations (BWI), recently received a state wage subsidy contract. This means that for FirstSource customers and other employers, BWI will be able to subsidize up to 100% of the salary and fringe expenses of new hires for up to 3 months, as long as the new hires meet the Wage Subsidy Program's eligibility criteria.

The program eligibility criteria are relatively simple: the prospective employee must be currently unemployed, respon-

### TIPS FOR THE INTERVIEWER

Do not interrupt candidates when their replies to your questions go on for too long or appear to be irrelevant. A candidate's misinterpretation of your question or irrelevant ramblings often reveal more about their character and personality than anything else in the interview.



sible for financially supporting a minor child, and must meet the income eligibility criteria for public assistance. (For example, a family of four must have a monthly household income of less than \$3,225.)

The program is operated by New York State and is designed to provide an incentive for employers to hire individuals from this population in situations where they might require some on-the-job training. The program also builds incentives into the contract with BWI to encourage them to provide ongoing support to the newly hired individual. So employers can be confident that BWI is providing the support their employees need to succeed.

Where does FirstSource Staffing fit into this picture? As always, FirstSource accepts referrals of job-seekers from BWI and other community-based non-profits. As always, FirstSource provides top quality screening, testing, and matching so that you hire the individual who is the right fit for your organization. FirstSource charges its standard fee for entry level positions (15% of annual salary.) But the fee usually works out to be substantially less than the subsidy provided by BWI.

It is not too good to be true. All you need to do is give us a call the next time you are hiring.

### Movin' On Up

FirstSource Staffing moved its offices in June, just around the corner to the new FAC Center at 621 DeGraw Street between 3rd and 4th Avenues in Park Slope in Brooklyn. The new office is beautiful, brand new construction, fully wired and leaves us room to grow. We also have access to a computer lab in the FAC center which will enable us to provide additional training opportunities to our associates. Finally, sharing a building with the Fifth Avenue Committee and Brooklyn Workforce Innovations will enable us to strengthen our partnerships with these great organizations. If you are not sure why that is important, read the article on the wage subsidy program above!

Our fax number, telephone number and email addresses all remain the same.

### Top Temps



**Cliff S: Driver Laborer**  
(\$16.75/hr)

Mature hardworking individual with clean driver's license, 5 years maintenance experience and 10 years of military experience.

**Sherry J: Bookkeeper**  
(\$24.75/hr)

Over 7 years bookkeeping experience, knowledgeable in Quickbooks, Great Plains, Peachtree, and ADP payroll.

**Gilbert D: Executive Assistant/Paralegal**  
(\$26.75/hr)

BA, over 5 years paralegal experience, 2 years general admin experience, bilingual in Spanish, knowledge of Windows, Westlaw, Lexis, Saga, Sessions, and other software.

**Athena M: Administrative Assistant**  
(\$16.75/hr)

Over 6 years of administrative experience, knows Windows, types 35+ wpm, very professional phone manner.