

CSS CELEBRATES 25 YEARS

—CELEBRATING—



—YEARS DEDICATED TO OUR LATE—
FOUNDER DONNA PEARSON

ContemporaryStaffing.com



LEUKEMIA &
LYMPHOMA
SOCIETY

**TOP
WORK
PLACES
2019**

The Inquirer



 **CONTEMPORARY**
STAFFING SOLUTIONS
Where People & Opportunity Meet



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INTRODUCTION

Contemporary Staffing Solutions (CSS) is celebrating **25 amazing years** of impacting more than **87,579 families** nationwide! The path to success has been an adventure full of building relationships.

This magazine is dedicated to **honoring our founder Donna Pearson** and to thank everyone who has participated in **building and shaping CSS!**

SOCIAL STATS

20k followers on LinkedIn

2k+ followers on Facebook, Twitter & Instagram

Engaging with **THOUSANDS** of new job seekers on a weekly basis.

"CSS FOUND ME A POSITION IN MY EXACT PROFESSION WITHIN 1 WEEK. PLEASE, IF YOU ARE ACTIVELY LOOKING FOR WORK OR NEED TEMP TO HIRE, THESE GUYS CAN GET YOU A FULFILLING POSITION."

TESTIMONIAL



Success Built on Putting People First

To understand the success of CSS, you must understand the passion of our founder.

Donna was a remarkable woman, achieving great things in life as a mother, community leader, and entrepreneur. Widely respected as one of the most successful and philanthropic businesswomen in the Greater Philadelphia Area, Donna laid the foundation that would allow CSS to grow from a local staffing and recruiting agency to a firm with a national footprint and 93% retention rate. Donna is sorely missed, but her unfailing dedication to hard work, team spirit, impeccable service, honesty, and fair play remain the core of CSS today.

Donna passed away from Acute Myelogenous Leukemia in January 2001, but her memory and legacy live on every day. The CSS team took her lessons to heart and built upon her monumental successes. Donna put her employees and candidates first, rolling out the red carpet and treating everyone with respect. A masterful problem-solver and relationship-builder, she was the heartbeat of the organization and her passion and commitment were contagious. CSS lives and breathes the values of our founder. Our business has grown exponentially over the last several years for one simple reason: we put people first. Every member of the team mirrors Donna's values and lessons, and our success is built upon her original vision of helping people and businesses succeed – and having a little fun while we do it.



Contemporary Staffing Solutions is a company that exudes unwavering *results with urgency*, honesty and integrity. We respect our clients and candidates equally while keeping each *client's best interest in mind*. Everyone at CSS operates with *pro-active pipelines*, the highest business ethics, a winning spirit in our approach, a team-oriented workflow, and with real cross training. The CSS team *coaches you* with current business intelligence so that we can manage your expectations. All of this is what makes CSS great and, most importantly, FUN to work with!

"It's the people – it always has been. I am successful because of the people surrounding me, not because of me," said Donna Pearson, the late founder of CSS.

"CSS lives by this philosophy and continues to strive for a great culture that focuses on developing employees. Great employees make our clients and candidates feel like they are #1 and nothing else is a priority but them," says [Sharon Tsao](#), CMO of Contemporary Staffing Solutions.

"CSS is honored to have been recognized as a 2019 Top Workplace. Knowing that our employees expressed such positive feedback is a rewarding feeling but also motivates us to make sure CSS is always improving and evolving to be the best we can be," says [Steve Pearson](#), COO of CSS.

"Becoming a Top Workplace isn't something organizations can buy," Claffey (CEO of Energage) said. "It's an achievement organizations have worked for and a distinction that gives them a competitive advantage. It's a big deal."

"We are unique because of our workforce in the field, coming to you every day to help your accelerated growth plan. We represent the passive and quality candidate that has a specialized skill set of the required and behavioral attributes needed for success! We are hiring! [Apply to our openings here](#)" says, [Mike Pearson](#), President of CSS.

WHY CSS



Our Proven Success.... across all our niches!

- 98% Direct Hire success
- 82% of our candidates convert to full time hires
- 77% of our talent comes from referrals
- 83% of our openings are filled with quality candidates within 48 hours (contract) or 2 weeks (direct hire)
- 95% of our client base chose us as their primary vendor within the first year of the relationship
- 94% retention ratio of our placed talent

What Sets Us Apart

1. Continuously invest in technology and resources to attract and engage in this war for talent
2. Nationally built client partnerships on a direct, contract, and contract to hire basis
3. Successful in placing 82% of contractors that converted to full time employees and impacting the growth of our clients
4. Focused on the middle market in healthcare, technology, legal, finance, banking, ecommerce, education, transportation, utilities, automotive, and construction industries
5. Customizable solutions that include technical screenings, skills assessments, and custom interviews per client request/need
6. Client-driven: CSS listens and ensures we understand your culture, what you do and your specific marketplace differentiators.
7. Dedicated Recruiters: Our vetting and hiring process minimizes bad hires and saves customers valuable time with our three-point touch system by the Sourcer, Recruiter, and Account Manager.
8. Candidate-focused: Candidates are qualified for and have the soft skills needed to exceed expectations.

CANDIDATE TESTIMONIALS

"CSS reaching out to me was the best thing that could have happened. I had been applying for positions nearby for 4 months without luck. It was hard for me to get hired when I was only seeking work for a few months before grad school started. CSS ended up placing me at the main office I had been applying to. CSS gave me the foot in the door I needed to advance in the organization. This is my third contract with CSS and I love it. My recruiters are SO kind every time we talk. They are always professional, helpful, and patient. They really care about how you are doing in your position and help you when you need it." -Kristen

"My recruiter has made my experience at Contemporary Staffing a wonderful experience – along with the other team members at the office." -Leslie

"My recruiter was very thorough in evaluating my background for her client while considering my professional goals. I was particularly impressed with her interview preparation suggestions and timely follow up through each step in the hiring process. Shortly after I started my assignment, she thoughtfully followed up to ensure the placement was a good fit for my goals. I would highly recommend working with CSS for quality career placement and personal guidance navigating the interview and hiring process." -Amanda

CLIENT TESTIMONIALS

"They take the time to meet every potential candidate, review their skill sets as it pertains to your business, and perform all of the proper vetting. Quality customer service agents who enjoy customer interaction and welcome the challenges of problem resolution are the candidates we look for. I cannot speak more highly of the staff and the account reps that continue to service our needs. They have proven that in order to build a successful partnership, they need to get to know your business and the quality of candidates you need, and more importantly, that you deserve." -CSS Client

"It is my pleasure to highly recommend the services of CSS to assist you in your staffing needs. Over the past 2 years our company has been working with CSS to help prepare and staff our national customer service team during our busy holiday season. During this time, we have appreciated their professionalism and enthusiasm in building a sound partnership with us!" -CSS Client

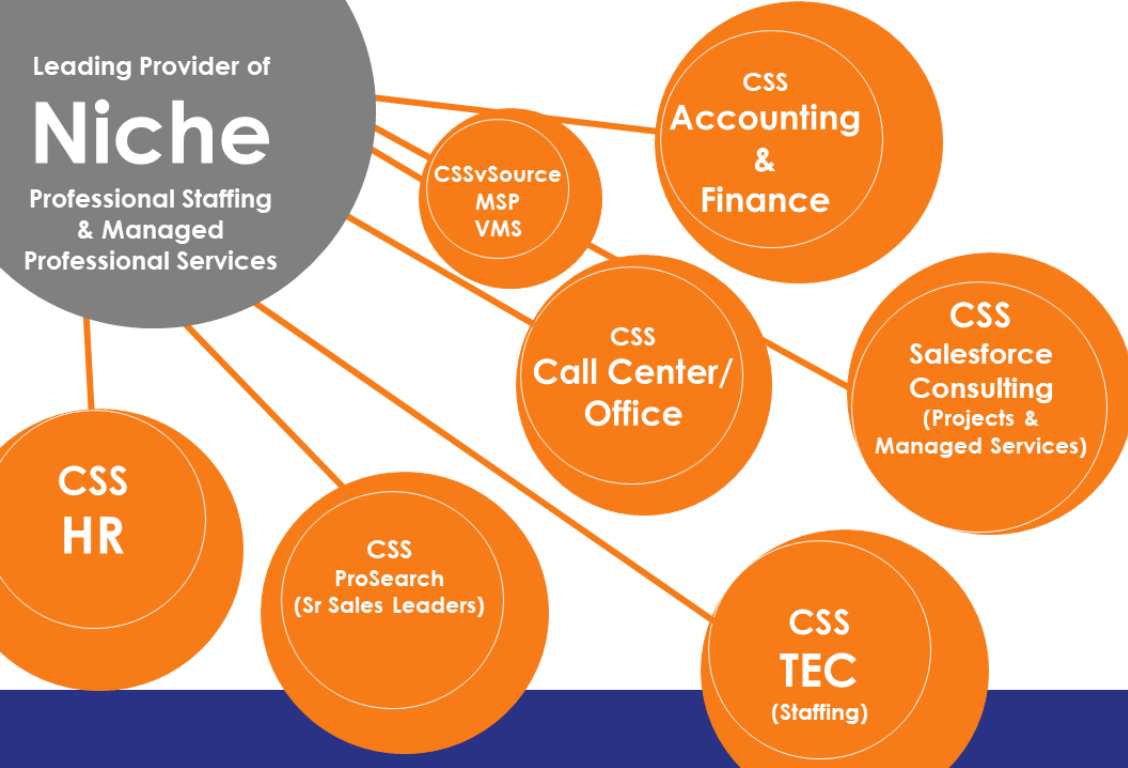
"I want to make it known what terrific service we have received. CSS has been extremely responsive and supportive of our West Coast hours; the fact that they operate three hours ahead of our time zone has not once been a factor. They have provided excellent candidates for our openings and their diligence and follow-through are superb. I have observed that my account manager, Stephanie, sets a very high standard for professional behavior and ethics; she is trustworthy, and wonderful to work with. I would recommend her in a heartbeat to anyone seeking a good recruitment partner. Just wanted to say thanks from a happy customer."

-CSS Client

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HUMAN RESOURCES NEEDS?



CSS CULTURE

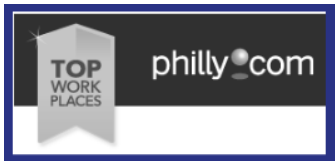
Fun, Integrity, Winning Spirit, Honesty, Coachable & Respect are the six core values that CSS is proud to have embedded in our culture. The core values have derived from the foundation Donna Pearson built for CSS. At CSS, we have a work hard, play hard culture full of innovation and fun.

CSS OFFICE LOCATIONS | SERVING NATIONWIDE

Philadelphia, PA
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Phoenix, AZ

Mount Laurel, NJ (HQ)
New Castle, DE
Jacksonville, FL

CSS AWARDS





INTERVIEW TIPS

FOR CANDIDATES & HIRING MANAGERS

Performance-Based Interviews

An increasingly common style of interviewing is performance-based interviews. It is closely related in style to behavioral interviewing but seeks to elicit more tangible cause-and-effect style responses that showcase achievements and results rather than attitude and traits. With this style of interview, you should be prepared to highlight successes that you have had in previous positions with concrete and tangible results.

For example, if interviewing for a sales position, an interviewer may ask you to give an example of a time when you hit a high sales goal or made a suggestion that resulted in increased sales. When answering, you should keep in mind the “S-A-R” (Situation-Action-Result) methodology of behavioral interviewing but focus more on how your actions benefitted the company. Employers love to see candidates who not only have shown success in the past, but also have the initiative and drive to achieve those results consistently. Framing your responses to highlight your ability to identify opportunities and attain positive outcomes will help show the interviewer that you’re qualified to not only succeed in the position, but to also help the company achieve their goals.

Emotional Intelligence Evaluations

Another assessment that has grown in popularity among interviewers is emotional intelligence (EI) evaluations. Unlike personality and skill assessments, these tests and questions seek to determine your overall emotional stability and attitudinal approach to different situations.

One of the most common assessments is the TalentSmart Emotional Intelligence Appraisal, which reports a candidate's overall EI in two core competencies. The first, Personal Competence, is measured by a combination of Self-Awareness and Self-Management. Social Competence is the second and is measured by evaluating a person's Social Awareness and Relationship Management.

People who have a greater degree of control of their emotions are often categorized based on their EI. For example, people may be perceived as being a great listener if they are patient and welcoming of others' input, while great influencers are effective speakers who can help identify the strengths of others and help build their skills and expertise.

Learn more about TalentSmart's EI tests by visiting their website.

Read more at ContemporaryStaffing.com/blog

Top Grading for Top Performers

As in any competition, whether it's a sports rivalry, an academic contest, or a job interview, the goal is to come out on top and win. Unlike the former two where having more points on the scoreboard is the clear indication of your level of success, interviews are far more abstract and require a different approach. So how do you "score points" in interviews?

Unfortunately, there is no definitive rule that holds true 100% of the time. Whereas a competition has clearly defined rules to govern success, interviews require that you perform well, effectively convey your abilities and merits, and build a case on your past experiences to show that you are the most qualified candidate for the job. Beyond preparing a powerful and compelling resume and wearing formal attire, success in an interview relies mostly on you – your successes, your experience, your knowledge, your story.

When assessing candidates, most interviewers are looking for an "A" player – someone who not only looks good on paper but offers a track record of success at setting and achieving goals, working with others, increasing productivity or achieving sales, and more. As interviewers work to find the best talent, you may hear questions during an interview that are designed to get a better look at your current or past achievements and ability to work as part of a cohesive group. Some examples include:

1. Who did you report to at your company and what do you think of them professionally?
2. What would your manager say about you and what do you think they think of you professionally?
3. How would you describe the team you're working with and what do you think of them professionally?
4. How would your team describe you and what do you think they think of you professionally?

All of these questions are designed to have you look in the mirror and think about not only how your experiences have helped you to grow and develop as a skilled employee, but also how your team has grown with you and how you have helped them, in turn, become a more productive and efficient group. Recognizing feedback and lessons learned from your current team members and managers – both ways that they have positively helped your development and negative aspects that you have seen and learned from – shows that you are a highly capable and adaptable candidate who can identify opportunities and succeed as a part of a team – which is exactly the kind of A player that the interviewer should want to join their organization. *Read more at* ContemporaryStaffing.com/blog

Panel Interview

Just like phone interviews, panel interviews are becoming increasingly popular. The need for this type of interview mainly comes from the need to shorten the time to hire and make that critical decision faster. The process and procedures of holding such a meeting are also modified so that all those people who are involved in the recruitment process can meet, judge, discuss, and take notes to compare with their peers when the final interviews have been completed.

A panel interview can be one of the most stressful types of interviews. The candidate is often pitched several questions from different people who have different responsibilities and backgrounds within the company, meaning that the candidate has a tough job in pleasing all the judges in the interview panel. Relating to the interviewers can become nearly impossible in these interviews, removing the opportunity for a candidate to lighten the mood or find a comfortable balance in their answers.

Here are some tips from Contemporary Staffing Solutions' experts that can help you to prepare for a panel interview:

- Prepare a cheat sheet to bring with you as part of your preparations. This sheet should contain the highlights of all the different things that you want to mention in your interview. It should mainly focus on your key assets and strengths – the things that make you stand out and will help to differentiate you from other candidates. Remember that when asked to mention your key elements; don't write an essay on it – just give an outline on what needs to be mentioned and fill in with in-depth details as it relates to the questions asked.
- It is a known truth that people like hearing their name during a conversation. When you arrive for a panel-type interview, remember to pay attention to each interviewer's name. Take note of who's who and refer to each person by name during your conversation and while asking or answering questions.
- During your interview, the panel of interviewers may mention things that are worth remembering, so be sure to always carry a note pad with you to jot down important facts or figures you do not want to forget. Taking notes of the important details mentioned by the interviewers will help to make them feel important while also giving a visual impression of you as a responsible and careful person.

- Making proper eye contact is very important in an interview, but a panel interview has more complexity than a face-to-face conversation between two individuals. In these group situations, the candidate has to be much more careful to strike a balance between looking only at the person actively asking questions and also casting glances at each person. When someone asks you a question, don't just stare at him/her while answering. You must make more eye contact with the person who asked you the question, but you should also look at other people in the panel while giving your answer – especially if any aspect of your response relates to questions asked by others earlier in the process.

One of the major drawbacks of a panel interview is that it can be quite stressful for the job seekers. Sometimes these situations make the candidate feel a bit outnumbered, but the important thing to keep in mind is that you are viewed as a prospective asset to their business. The people assembled feel that you are important and qualified for the position they need to fill, otherwise they wouldn't have all gathered here to interview you. Therefore, the key to success is to stay as calm as possible, take your time to think through your responses, and answer all the questions effectively.

Lunch Interview

Many employers select this method of interview to assess how you will interact in social settings. These interviews may happen at a lunch destination or may just be done over food at the employer's office. This kind of interview is may be set up if both parties are friends or former colleagues, but typically a candidate may be invited to a lunch interview as a final test before extending an invitation for employment to the selected candidate.

However, there is a disadvantage when it comes to confidence in this setting. Some people get nervous when there are people watching them eat. A confident eater knows that they can handle all sorts of situations over a meal, and if there is a mess, simply grabbing a napkin and clearing it off can handle any temporary awkwardness. However, a person with a nervous character would find it difficult to concentrate on anything else other than the dining experience, which can distract the candidate from responding and engaging fully during the mealtime discussion.

While on a lunch interview you need to take extra care on how you handle food and the finer nuances of dining as this may reflect your personality and style. You may need some practice for this beforehand, but these helpful tips from can aid you in having a successful lunch interview:

1. Order something simple to eat, like bread. You can break down the bread into smaller pieces and more conveniently sized bites.
2. Try to avoid having anything other than water that can spill. More importantly, remember to never order or suggest any kind of alcoholic beverages – even if the person interviewing you does.
3. Try to order a similar dish as your interviewer. This puts the two of you on a relatable level and should ensure that you have a similar waiting period between ordering and eating.
4. Always wipe your mouth using a napkin and try to avoid eating anything for which you may have to use your picking teeth, like wings or ribs.
5. Be careful to not use your fingers while eating and avoid sandwiches or finger foods.

Commonly the company pays for the lunch during these mealtime interviews, but if you are invited to such an interview, be sure to bring enough money to pay for both your and your interviewer's meal – along with the tip – if you must.

You must thank your interviewer with a firm handshake after the lunch. Many times, people do not send a “thank you” note after the lunch interviews. This is an opportunity for you – make yourself stand out from the rest of the candidates and send out a “thank you” note or email.

JOB SEEKER QUESTIONS & MANAGER PREP

Seven Critical Interview Questions

When you're interviewing for a job, you spend so much time under the microscope that it's easy to forget that you have an opportunity to ask your own questions. The questions you ask should serve two purposes. First, they should help you gather more information that will help you determine whether the job is right for you. Second, your questions should reinforce to the interviewer that you are the ideal candidate. Here are seven thoughtful questions to ask your interviewer to prove you are the right one for the job.

“A lack of questions during the interview process shows little desire to learn more about a company, which translates negatively to a hiring manager. The more questions asked, the more you learn and draw up a better picture of what your day to day will look like in the position. Questions create clear communication and place you ahead of other applicants. During my interviews for a Digital Marketing Leader role, I brought ideas that would improve the brand at CSS. I waited until it was my turn to ask questions to fold in my ideas. Be strategic and customize your questions to sell yourself as the best candidate!” says Marybel DiScala, Digital Marketing Leader at Contemporary Staffing Solutions.

One: What Types of People Succeed Here?

This question shows that you are thinking about your long-term success within the organization. The answer to this question will help you determine if you're truly a good fit. If you pay close attention and read between the lines, you can also glean more information about what the culture is like.

Two: How Would You Score the Organization In Terms of Living Up To Its Core Values?

This is a rather bold question, but the answer can tell you a lot. Most companies can state their core values, but not all can live up to those values. This forces the interviewer to talk about organizational shortcomings that might not otherwise come out in an interview setting. It also shows that you want to understand more about how the organization as you consider joining it.

Three: If I Am Chosen for the Position, What Are Goals You'd Like Me To Achieve In the First Month, Three Months, and Six Months?

Asking this question shows you're very interested in the job and want to fully understand expectations. The answer will tell you whether leaders have set clearly defined goals for the job. If goals have been set, do they seem to align with the job description? Do they seem realistic? If goals have not been set, take this as a red flag.

Four: What Are This Team's Best and Worst Working Relationships Within the Company?

This question demonstrates your interest in learning the good, the bad, and the ugly about your potential future colleagues as well as the working culture within the organization. The answer will provide you with insight into some of the challenges you may face if you land the job.

Five: How Did You Get Your Start Here and What Makes You Stay?

People like talking about themselves. Asking this question shows a genuine interest in the interviewer and builds rapport. The answer can give you some insight into the good things about working for the company.

Six: What Is Your (Or My Future Boss's) Leadership Style?

This is a very important question for both you and the interviewer. It demonstrates that you are interested in learning more about the person you will report to and the answer will give you much-needed detail about your future boss.

Seven: When You Think of Your Ideal Candidate, Do You See Any Gaps in My Skills or Experience?

This is a very bold question, but it can be a game changer. First, it will let you know what the interviewer thinks might be some potential weaknesses in your background. However, it also gives you the chance to address their concerns before you leave. Finally, it shows that you are a confident person who isn't afraid to solicit feedback.

Bonus Closing Question: What Are the Next Steps in The Interview Process? Are you recommending me?

Job seekers shouldn't need to be reminded to ask this question(s), but it's an easy one to overlook especially if you've got to hurry back to work or if you're riding high on a slam-dunk interview. Never leave without asking this question to show your interest in continuing in the process.

If you are seeking out new opportunities to grow your career, [contact the recruiting team](#) at [Contemporary Staffing Solutions](#) today. Read more at [ContemporaryStaffing.com/blog](#)

What Can A Bad Hire Co\$ Your Company ?



COST

Average Cost of a Bad Hire Decision
can cost **30%** of Individuals
First Years Earnings



CULTURE

37% of employers said a
Bad Hire negativley affects
Employee Morale



TIME

6 months to **1** year
to **RECOVER** from a
Bad Hire

75% of the demand for **NEW HIRES** is to replace **BAD HIRES**

HOW TO FIX IT!



Create a
CHECKLIST

of questions for interviewers
to choose from in each
interview phase



Have a Consistent
INTERVIEW STRATEGY



Implement a
PROTOCOL

for which recruiter, first-line
supervisor, manager, director,
VP, etc. should conduct the
interviews at each stage



Partner with
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TESTIMONIALS

"I must admit, I was a bit hesitant to start a new role without a contract. However, it resulted in one of the best decisions of my life. I was brought in as a long-term temporary employee nine weeks ago and I just became a permanent associate two days ago. This is the company that I have always been looking for and I can't thank Contemporary Staffing enough for connecting us!"

-Bridgett W.

"We've used CSS ProSearch for 10 years! They've assisted us with all levels of recruiting and have been the best partner ever. They get to know the hiring managers, our business, and work so hard on every opening. Abby Prince has been our lead contact and she's phenomenal to work with! I'd highly recommend CSS!"

-Mary

"Having been in HR for 25 years, I've worked with several recruiters. Abby and the CSS ProSearch team function like a great band in perfect harmony. Abby was ALWAYS available and with a three-hour time difference that meant some late nights. The service raises the bar for all recruiters."

-Phyllis

"Liana from CSS was outstanding from the first phone call to the completion of the project. She was in touch throughout and managed expectations perfectly. She listened to what we needed and delivered on the solution that was prescribed. I hope to have a need for their services again in the near future."

-Chris L. (Salesforce Client)

"Nicholas has been with me right from the very first step and until I got the offer letter from the client. I had many questions related to my work status and process followed by the company I got the offer from. I was not sure whether I should accept the offer or not due to the questions I had, But Nick was very patient with me throughout this process and did whatever it took from his end to get this done. It was a pleasure working with CSS."

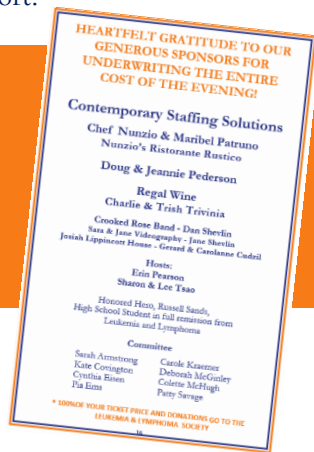
-Job Seeker

"My experience from start to finish with the team of CSS located in Philadelphia has been very professional and exceptional. Communication was fluid and on time, it took no time to find a position for me. My recruiter helped me every step of the way and made sure everything went smooth. Thanks CSS!!!"

-Larese



Thank you to all our **Sponsors for the Leukemia and Lymphoma Society** fundraiser event in honor of Donna Beck Pearson. **On March 9, 2019, Sharon & Lee Pearson-Tsao raised \$38,500 for the Leukemia and Lymphoma Society on behalf of Donna Pearson**, whom we lost January 1, 2001. Our motivation and efforts were **to support Erin Pearson**, granddaughter of Donna Pearson and candidate for “**Student of the Year, Leukemia and Lymphoma Society.**” On March 16, 2019 after a 10-week limited timeframe, **Erin Pearson** and a co-runner won first place and the official title of “**Student of the Year,**” **raising a grand total of \$93,500.** This is the highest amount raised ever – the bar is so high that saving people is in our **BLOOD!** Our sponsors have made a **GREAT impact** and we are forever grateful for their support!



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Create Opportunities

Working with a team lightens the load. Together we perform better.

We are proud to be a strategic partner of Contemporary Staffing as they celebrate 25 years in business and honor the legacy of founder Donna Pearson.

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to raise much needed funds for the
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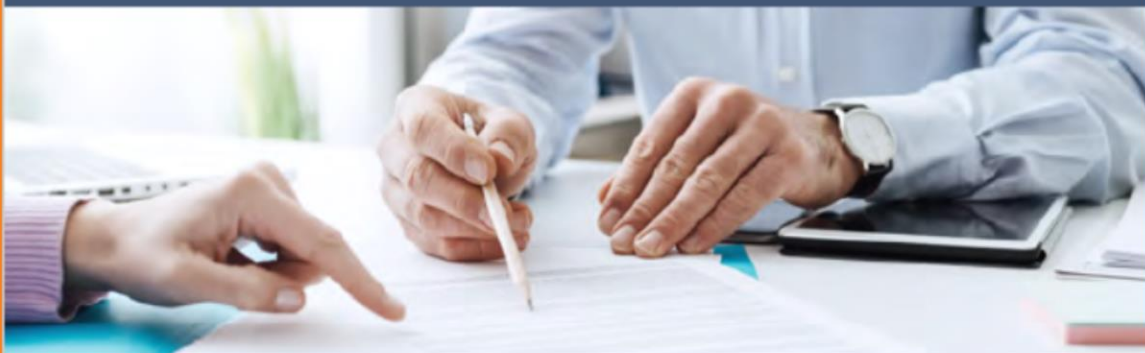
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Mission Voice is hosting a 5k at Moorestown Friends School. the race is to raise funds for the Moorestown Recreation Department's Special Needs Programs including 16th Summer Camp in July.

The Recreation Department's programs benefit 200+ children and young adults with special needs and welcome families from Moorestown as well as surrounding communities.

Mission Voice, is a 501(c)(3) organization founded to help children and young adults with special needs find their voice and place in the community. This year we became aware of a funding gap for the Moorestown Recreation Department's Special Needs Programs

For more info email Jay O'Donnell
jay@jayodonnell.com or go to
www.missionvoice.org/5krun



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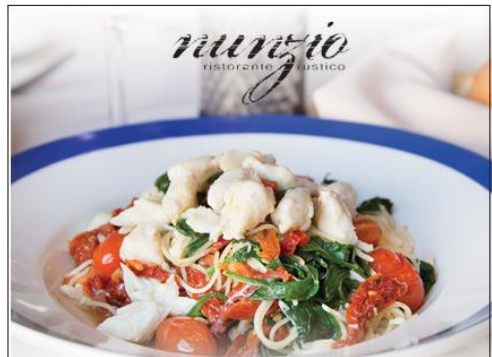
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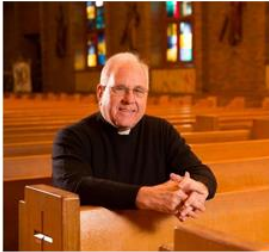
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Mother Teresa



**Both Donna and Father Bob were pioneers
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**Thank you
Dan Shevlin
&
Crooked Rose Band
for an evening of great
music!**





MESSAGES TO DONNA

MY MOM... MY EVERYTHING BY SHARON PEARSON TSAO

“I am blessed and honored to be a part of Contemporary Staffing Solutions 25 years later and to be able to help to drive her legacy as a person that just kept giving to everyone else. We were in Sloan Kettering Hospital on the L&LS Floor and they didn’t have enough TVs for everyone. Donna stopped and ordered TVs to be shipped immediately for everyone’s comfort. I pay very close attention to our internal employees at CSS and am passionate about their career paths and development because I know they are taking great care of our clients and candidates with white glove service. As the CMO, I work to improve the experience that every employee, client, and candidate have when they touch our company. I know that would make her happy.”

MY MOM... MY MENTOR BY MIKE PEARSON

“She was not only an incredible mother, but an incredible leader with an endless work ethic. One of my first lessons in working with her was, ‘If you make a mistake, be honest with the customer and have a solution ready to fix it.’ It was Donna’s strong values, character, and integrity that naturally allowed her to build so many personal relationships with her customers. Donna was a great mentor to me at CSS and in life and taught me that no matter how tough things get in life or at work, you don’t ever give up...because it will all work out in the end.”

MY MOM... MY ROCK BY STEVE PEARSON

“Donna Pearson was my mother and she was my rock. She gave me love, unbelievable values, and the work ethic I have today. I am so lucky to have Donna as my mother. She gave me and our family a business that provides for many and unbelievable employees who focus on the business as much as we do every day. While I miss my mother every day, the impact she made on my life and many others lives on. We think of Donna as person who always did the right thing, loved her family and truly cared about other people. Her legacy lives on in our hearts very strongly at CSS. Donna is the reason ‘Why CSS’ is in existence and continues to grow. Thank you for remembering my Mom & giving back to the Leukemia & Lymphoma Society!”

MY MOM... MY TEACHER BY DAVE PEARSON

“As a tribute to my Mom and the examples she set, when I opened my company in 2005, I decided to name 215Secure after the birthday we both share (February 15). It was very symbolic to me that it also was Philadelphia’s area code. Since then and moving forward, I always share this with the 215Secure team. 215Secure has always strived to operate by the high standards she set, focused on customer service, sense of urgency, and honesty. I will always be thankful for having a Mom who taught me so much.”

MY SISTER... MY BEST FRIEND BY UNCLE “MIKE” BECK

“Donna Pearson was my sister and one of my best friends. I very much miss all the “windshield time” phone calls we used to have. Solving the world’s problems, sharing personal stories as well as business stories was something I cherished and miss every day. She was not only my sister but what you may not know is that my company, DVL, was integral in the founding of Contemporary Staffing. As a divorced single mother of five, she decided to start her own staffing business, but did not know how to start a business. I introduced her to my mentor and DVL’s founder Kyle Will and he helped her write a business plan, get a banking relationship, and an accounting firm. She had a great mentor, as many of us did, in Kyle. As you might expect, Donna and her company placed many associates at DVL over the years. Seeing these people at DVL has been a beautiful daily reminder for me of my sister. Congratulations to Sharon, Steve, and Mike and all the Contemporary Staffing folks for celebrating 25 years in business and keeping my dear sister Donna’s legacy alive. She would be so proud.”

HONORING MY GRANDMA BY ERIN PEARSON

“I feel so incredibly blessed to be able to give back to an amazing nonprofit in honor of my grandma, Donna Pearson. Although I was born 8 months after she passed, I’ve always known her through the countless stories I hear about her resilience and compassion. I am so grateful to be able to grow closer to her and to honor her life by saving the lives of other blood cancer patients. Because of life-changing organizations such as The Leukemia & Lymphoma Society, I believe in a future where blood cancer no longer stops someone from meeting a loved one. Lives are being saved everyday due to the groundbreaking research and patient support that LLS funds, and I am honored to be a small part of this impact. Our Students of the Year fundraising competition ends on March 16th, and as a team we are working hard to reach our ambitious goal of \$75,000 to fund life-saving cancer research. Getting involved with LLS through the Students of the Year Campaign has truly been one of the best decisions I’ve ever made.

I want to sincerely thank everyone for joining our efforts to beat blood cancer! Together we can find a cure.” **Note from Aunt Sharon:** On March 16, 2019 Erin Pearson raised \$93,500 for Leukemia Lymphoma Society and won “Student of the Year” with a friend. Everyone is so proud of her, and I know that Donna would be also!”

DONNA INSPIRES ME BY JOHNNY GARDNER

“Donna Pearson inspires me to work to be a better person – perhaps the best person that I can be. Donna Pearson was one of the “Tribal Elders” in the village that raised me. I grew up in that amazing era when any neighborhood parent would intervene to straighten out the wayward. Mrs. Pearson didn’t have to say much to me to straighten me out although she would not hesitate to do so. She had a profound impact on me by the example that she set and the way she chose to live her life and care for the many that she loved. A beautiful woman inside and out, she absolutely refused to surrender to adversity, and she was remarkably resolute in developing solutions to problems. On her own, with five kids, and few resources, she embarked on a remarkable journey that would change the lives of many people and have a strong impact on the business world. Donna Pearson built Contemporary Staffing Solutions into a multi-million-dollar industry giant while juggling the upbringing of five very different children and helping to care for aging parents. Each of her children held jobs as they were growing up. Each is a college graduate. Each is a highly successful family-oriented person. Collectively they have a deep appreciation for philanthropy and giving back. They have never forgotten where they came from. I am indeed fortunate to know and love them all. This amazing woman modeled for each of them and for me the importance of a dogged work ethic, an appreciation for open minded collaborative problem solving, and a dedication to integrity in all your relationships. I miss Mrs. Pearson terribly as I know we all do. If I were sitting in her kitchen right now, I would say, “thank you for the profound impression that you left on me.”

LEGEND BY ED WARCHOL (CEO, CHERRY HILL PROGRAMS)

“I had never used a staffing agency prior to starting with Cherry Hill Photo (now Cherry Hill Programs) 30 years ago. But luckily for me, I was introduced to Donna Pearson. Donna felt that the best way to find the right temporary staff for our company was to know as much about our company as possible. She wanted to know about our company culture as well as the individuals who the temporary associate would be working with. Sometimes I thought that she knew more about the employees of our company than I did! Her goal was always to find the “perfect person” to fit the job, and luckily for me, she always did.

Donna was also very big on following up. With something called “email” just becoming part of the business landscape, Donna favored calling to make sure that the temporary staffer was working out well. It wasn’t just one call at the beginning, but frequent calls during the time that the temporary associate was working for us. If that individual wasn’t great, she wanted to know! She would call me and profile a great candidate even though I didn’t have an opening! I would try to find an opening. I love how proactive she always was and her incredible work ethic! She made the “new guy” at Cherry Hill Photo look good by providing me with a great temporary staffer whenever I made a call to her. And best of all, she made my job easy. Who knows, without Donna’s help, I may have never made it to 30 years with Cherry Hill Programs!”

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CSS founder, Donna Pearson was a single mom of five children returning to the workforce after staying home for 19 years. After tremendous success, she advocated for all parents trying to return to the workforce and supported clothing drives. As CSS moves officially into celebrating 25 years of impacting communities in the Greater Philadelphia Area and nationally, we are thrilled to support her legacy by collecting and supporting all parents trying to return to work after raising their children or needing to go into the workforce to support themselves. #DPLegacy25



THE PROCESS

CSS has found, that as long as a clear, concise communication plan & process is in place, recruitment results can be fulfilled successfully.

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Screening

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Submittal to VMS/Hiring Manager

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