Kudzu Team,

Summer is finally over and our lives are getting back to normal. We all braved tropical storms, rain, an eclipse and are ready to take Q4 head on.

All offices have quite a few pending contracts in the works. Keep in mind, we all have the ability to sell so be aggressive and keep your teams engaged when you need help. Ensure new clients are properly coded from NCCI to verify our risks are being covered.

Let’s stay strong to finish the year and push hard through the holiday season. Our military support golf outing is scheduled for 10NOV17 so contact your manager if you are interested in helping out that Friday. If you can get some local clients or companies to sponsor, that would be incredible. Please contact Bethany or Kevin for more information if needed.

Lastly, congratulations to Mrs. Bethany Dorn on her wedding this past month. Wish you nothing but happiness and success!!

Thanks,

Will & Sean
Kudzu’s 3rd Annual Military Support Golf Outing

Friday, November 10th at Smithfields Country Club

All proceeds benefit The Honor Foundation

We will be hosting our 3rd Annual Military Support Golf outing in just a few short weeks. This year, all proceeds from the event will benefit The Honor Foundation (THF), a transition institute for Navy SEALs and Special Operators. THF was founded to help Navy SEALs achieve fulfilling and long-term careers after their service. The nonprofit organization relies on donations, grants and volunteer fundraising to carry out the mission of the program.

Zach and Bethany attended a networking event a few months ago where they learned all about THF. There were some startling statistics pointed out during the presentation that emphasized the importance of the program. In 2012, THF surveyed over 200 Navy SEALs and Special Operators across seven states in six months. All those surveyed were separated from active duty service and were within 3-5 years of their transition to civilian life.

- **97%**: Of those surveyed said they were unable to translate their skills effectively.
- **91%**: Stated their transition to civilian life was more difficult than a deployment.
- **94%**: Thought there was no comprehensive SEAL Alumni Network available.
- **99%**: Said there was NO transition program meeting their experience levels.

In 2013, THF also surveyed 150+ HR Leaders of Fortune 500 companies across 10 industries. All companies were rated “Military Friendly”.

- **86%**: Of employers surveyed said they were uncertain of where they would start them with their experience level.
- **89%**: Didn’t know how to translate the
“SEALs rarely fail at their jobs. Where they fail is inside a culture where extraordinary is not the norm.”
- THF Founder, Joe Musselman

skill sets of Navy SEALs effectively.

94%

Though there was no formal alumni network to recruit this talent directly.

97%

Were unclear as to how and when to approach, recruit or locate members of the SEAL community who are in the process of transitioning to the career field.

Our Navy SEALs and Special Operators are some of the most talented, selfless, brave and dedicated individuals in our country. They are the best of the best at what they do. To put things into perspective, one of the speakers at THF asked attendees to imagine asking the CEO of Google to quit his job after years of hard work, and start his career over in a completely different field. It would be extremely difficult for someone who put years and years worth of work and dedication into becoming the CEO of Google to turn around and try to make it big as a movie producer from the ground up. This scenario would never happen in reality, yet this happens to our Navy SEALs on a regular basis. Only 13% of transitioning Navy SEALs have a job lined up when they leave active service. The Honor Foundation was established to bridge this gap.

THF is a world-class career transition institute for Navy SEALs and Special Operators. They deliver tailored executive education, one-on-one coaching, and access to an exclusive professional network. The program is separated into phases over about 20 weeks.

The “pre-phase” focuses on finding strengths, emotional intelligence, and transition readiness assessments. “Phase 1” zones in on managing change, self-confidence, self-awareness, and self-direction. “Phase 2” starts professional development with networking, effective communication, resume design, mentorship, team presentation and developing new habits. “Phase 3” incorporates new skills learned through entrepreneurship, negotiation, company research, mock interviews, transition strategy and corporate culture. After graduation, “Phase 4” lasts for life and provides a mentorship network, access to alumni resources and continued education. The program costs $10,000 per operator and of the 235 graduates to date, has shown a 97% career fulfillment and success rate. For more information about The Honor Foundation, visit www.honor.org.
Kudos to Kudzu
Positive feedback from customers and employees is what we strive for every day. Read what some of our clients are saying this quarter!

“To whom it may concern,

I have been highly satisfied with the candidates that Kudzu has brought to work for us whether it is a temporary or permanent position. I will always refer to Kudzu when future help is needed.

Jessica Swiger
Human Resources Generalist
Kimura, Inc.”

“KUDZU
Logistics

‘To whom it may concern,

I am writing to recommend the services of Kudzu Staffing. I have been using Kudzu Staffing to employ staff for my office for the past several months, and selecting well qualified people for interviews. Len Harwood’s office staff is very friendly, and willing to help in any way possible. The services I receive from Kudzu Staffing are unbeatable. They handle all of the leg work. I’m happy to recommend the services of Kudzu Staffing.

Warm regards,

Lee Ervin
President
Odell Roy Management, LLC

Very sincerely,

Scott Campbell
Owner/President
Landmark Building Services
Edwards Piping and Machinery”

“To whom it may concern,

Kudzu Staffing is a reputable staffing company that Student Nutrition Services utilizes within the School District of Pickens County. The staff is professional and very responsive to all of our staffing needs. They conduct business in a manner that is conducive to our mission and goals. They handle each request with a personal touch. Mary Katherine and her staff will work one on one with you to make sure they understand your needs and are available at all times when needed. I highly recommend Kudzu Staffing for your staffing needs.

Sincerely,

Jenaffer Pitt
Director, Student Nutrition Services
School District of Pickens County”
A Kudzu Solar Eclipse

On Monday, August 21st, the Kudzu team got to witness a total solar eclipse! Our offices were prepared for the big day with everything from eclipse glasses to an informational mobile app keeping us updated on each phase.

2017 SC MGMA Conference

Len and Toni attended the 2017 Medical Group Management Association (MGMA) Conference in Myrtle Beach in August!
Employees of the Month

Congratulations to our 3rd Quarter Employees of the Month!

July

Mary Katherine was named employee of the month for July because of her exceptional hard work! The School District of Pickens County was gearing up to take off, which meant orientations, paperwork, overtime, extra one-on-one orientations, you name it! Mary Katherine scheduled everything perfectly and had several comments after the orientations that it was the best one they had ever attended! Misty, Bethany and Khaner played a pivotal role but it could not have been done without MK’s leadership. Not to mention, Watson Engineering was landed as an account and she successfully staffed for them as well during her busy end-of-summer activities. Congratulations, MK!

August

Sarah really stepped up to the plate in August and was named Kudzu’s employee of the month! With the Columbia office being down one recruiter, Sarah proved her ability to multi-task and take control of a situation. The Columbia office has been extremely busy trying to fill open orders. With tons of applicants coming through the door, Sarah did not miss a beat at helping get them processed and ready to go to work. Sarah is truly “growing” in her position and her hard work is greatly appreciated! Way to go, Sarah! Keep up the awesome work!

September

Congratulations to Tarah for being named our September employee of the month! A local staffing company recently went out of business and left their associates high and dry with no notice. Who came to the rescue? Tarah! Tarah developed great trust with our client and instead of the associates rolling over to another staffing company, our client recommended they come to us. That is the kind of personal touch that makes us different. Congratulations on this accomplishment, Tarah!

Happy Birthday!

Q4 Kudzu Birthdays

Bethany Dorn 10/17
Cynthia Brasington 10/17
Randi Knox 10/17
Jeff Carroll 11/06
Lindsey Miller 11/08
Arthur Williams 11/27
Chris Hall 12/20
Lindsay Ritter 12/28
Gordon Carver 12/30
Are your Halloween traditions a trick or a treat?

Halloween Safety Article from www.ESFI.org

The Hottest Costume
Costumes can catch fire! Avoid costumes with billowing or long trailing fabric. If you are making your own costumes, choose fire-resistant materials.

Mismatched
Never use electrical products outdoors that are marked “for indoor use”. You could get shocked!

Free and Clear
Never block exits or escape routes.

High and Dry
Dried flowers, cornstalks, hay and crepe paper are highly flammable. Keep them away from open flames and other heat sources— including light bulbs and heaters.

Connection Inspection
Always inspect each decoration before use and discard any with cracked, frayed or bare wires.

Certified Safe
Use only electrical lights and decorations that are approved for safe use by a nationally recognized testing laboratory such as UL, Intertek (ETL), or CSA.

Power Down
Always turn off electrical decorations and extinguish any open flames before leaving home.

Guiding Light
Use a flashlight or battery-operated candles in a jack-o-lantern. If you must use a real candle, use extreme caution as it can start a fire or burn someone.
Halloween Word Search

Fall is in the air!

October  Ghost  Costume  Halloween  Pumpkin  Treat  Monster  Witches  Goblin  Fun  Trick  Mummy

We Want Your Feedback!

Send in your ideas for the next issue of *The Kudzu Vine* to bethany@kudzustaffing.com