

Employee Spotlight:

Sarah Simmons

In this edition of The Right Angle, Sterling Engineering Inc. would like to recognize Sarah Simmons in our Employee Spotlight. Sarah began her career with Sterling in July 2001. She was referred to us by her husband, Anthony Simmons, who was working for us at the time.



"In order to be successful, maintain your position, represent not only yourself, but Sterling as well. And don't forget - keep smiling!" — Sarah Simmons

Sarah's first assignment with Sterling was Coordination of Distribution of Projects for a leading provider of natural gas services. She spent a year and a half with this company. While working for them, she experienced the excitement of working alongside engineers using computers and programs such as AutoCad. The knowledge and experience gained in this assignment through Sterling helped her move into her next, and current, assignment.

In December 2002, Sarah joined a leading fast food restaurant chain as the Distribution Coordinator supporting their Restaurant Design Group. She coordinates the distribution of printed documentation, organizes electronic files, and performs record maintenance. For over four years she has worked with Architects, Structural, Electrical, Mechanical, and Civil Engineers to organize AutoCad documents, distribution and storage. Throughout her assignment, Sarah has been able to enhance her professional development through several training programs. "They have provided me with many wonderful opportunities that have ultimately helped develop my professional career," said Sarah.

Sarah does not only enjoy her job, she loves it! When we asked Sarah to share her thoughts on the assignments she has worked so far, she stated, "I am just so blessed, and I love it!" This is shown true by the fact that she works over fifty hours per week and the long hours do not seem to faze her. Recently, during Sterling's Annual Family Picnic at the 2006 High and Games & Scottish Festival, Sarah won the Recognition Award for Most Hours Worked Year-to-Date. For her outstanding work and devotion, Sarah also received recognition by Sterling's customer when she was awarded the 2006 Prototype Development Award.

Sarah not only manages her career, but a family as well! She is a devoted wife, loving mother of two children, and a grandmother of one. As Sarah's children get older and become more independent, she is pleased to find that she now has more time to devote towards her career.

When asked to comment on why she enjoys working for Sterling, Sarah referenced Sterling's benefit package. Sarah is participating in the 401K program and was very excited to share that since she has invested so much time being employed through Sterling, she is now 80% vested in the program. In addition, she receives holiday pay, paid time off, and still, to this very day, appreciates the fact that after ninety days of being employed with Sterling, she was offered insurance coverage!

Sarah would like to thank the individuals that have helped her throughout her career. First she would like to thank Mike Sury, Sales Manager at Sterling who placed Sarah in her first assignment. Sarah quotes, "He is just the nicest guy!" She would also like to thank Michael, Matt, and Roy, her current supervisors. "Each of these individuals has provided me with strong leadership, and really make you feel as though you are part of the family," said Sarah.

When asked if there was any advice she could give to our readers, Sarah responded, "Stay positive, keep your head up and work hard at your career. Sterling will work with you and try to place you in the position that is meant for you."

Sarah was nominated to be in our Employee Spotlight by multiple individuals because of her positive attitude and overall passion for life. She is a devoted worker, loving wife, caring mother and proud grandmother. If you were to ask anyone who has worked with Sarah, we are sure they would agree that she is a pure delight!

Sarah, thank you for your hard work and dedication over the years.



There's More Than Meets The Eye...

Many of our customers are familiar with our Staffing and Engineering Services. However, our service offerings go far beyond just that. Read below to learn more about our lesser-known services.

A: Workforce Management Service

This higher-end, creative approach to engineering support integrates a Sterling Engineering, Inc. workforce strategy with a customer's business strategy to increase organizational effectiveness and flexibility. While Sterling maintains a core on-site project team of engineers and designers, additional staff is provided on an as-needed basis to accommodate peak workloads and/or demand for specific technical expertise. In turn, as peak workloads are satisfied or workloads in general diminish, staff is reassigned to other customers.

Who should use Sterling's Workforce Management Services?

- Customers who may lack sufficient engineering management and/or technical resources
- Customers with large projects forthcoming
- Customers deciding to delegate essential, but non core functions
- Customers experiencing expected or unexpected business cycles

B: Payrolling Service

The payrolling service is an additional staffing service, in which Sterling provides payrolling of employees. In traditional payrolling situations, a customer has identified a candidate but prefers not to add them to their own payroll. Sterling, in turn, becomes a back-office provider and the legal W-2 employer of record for the employee, eliminating a variety of paperwork issues, benefit

considerations, liability and exposure for the customer.

Why should you use Sterling's Payrolling Service?

- To hire employees
- To hire candidates that may not necessarily be a perfect fit for a position
- To hire Interns
- To protect clients from 1099ers

C: CAD Licensing Service

To help customers better manage their costs, Sterling offers a CAD licensing service where each Sterling contract employee can bring a seat of CAD software and, if required, the hardware to run the CAD application, with them to a customer's location. Sterling's IT staff is available to support when necessary. Sterling can provide AutoCAD 2002-2007, Solid Works 2006-2007, and Cosmos Works.

Why should one use Sterling's CAD Licensing Service?

- No need to invest in new hardware or software
- Significant savings can be made as you only pay for what you use
- Instead of incurring capital purchases that must be depreciated or amortized over many years, the cost can be expensed when paid for

- All charges are billed on a single invoice
- All hardware and software is under the customer's control

If interested in learning more, please contact Mike Sury, Sales Manager, at 630-993-3407 or msury@sterling-engineering.com.

Holiday Open House

Sterling held our 2nd Annual Holiday Open House on December 7, 2006. With a strong turnout again this year, it was a great way to cap off 2006.

One candidate that we had placed with one of our Premier Customers was in attendance with his fiancée and mingled for a few hours. Andrew could not stop commenting about how happy he was in his new position and the exciting opportunities that lay ahead. It was rewarding to hear that the career change Sterling helped facilitate had made such an impact on his life.

It was nice to be able to show our appreciation to so many of our Customers, Employees and Candidates during the holiday season. Thanks for a great 2006!



1. Krissy Drozd & Ted Kulawik
2. Ken Czarnecki, Ken Ostensen, Bob Charz, Andrea Charz & Russ Glencoe
3. Dolores Connolly, Mykl Howard & Gene Bendersky
4. William Epler, Don Granzin & Janet Granzin
5. Krissy Drozd, Slavko Mihailovic, Branislava Mihailovic, Edyta Karna, Chris Polakowski, Dan Casey, Allison Peck & Valentin Ribarov
6. Greg Simutis, Patrick Flynn & Roger Jana
7. Steve Waszkowiak & Tom Kleinschmidt
8. John Sliwicki, Dave Hambro & Tom Sandberg
9. Marian Brady, Alex Davidson & Greg Simutis
10. Dave Thompson, Will Flowers, Tom Kante, Zahra Shah, Lily Li & Karin Flynn

Sterling's Corporate Responsibility Update

LOCAL COMMUNITY EFFORTS:

Sterling Engineering, Inc. strives to embrace the value of community participation both as a corporation and through the individual efforts of our employees. In December our in-house employees chose to bring a little joy to children who were unlucky enough to find themselves spending Christmas at the Sister of Berwyn Anti Hunger Foundation.

Instead of doing our usual 'goofy grab bag gift', Rama Kavaliauskas inspired everyone to bring in the gift they always wanted, but never got for Christmas! Everyone had lots of fun as they listened to endless tragic tales of childhood deprivation. Meanwhile, the Sister of Berwyn Anti Hunger Foundation children became the beneficiaries of some impressive gifts, which brought a little cheer to their holiday.



Jenny Pesek, Melissa Kautenberger, and Rama Kavaliauskas at Sterling's Internal Holiday Party.

GLOBAL COMMUNITY INITIATIVE:

In commemoration of World Hunger Day on October 16th, Sterling participated in the Concern Worldwide Hunger Campaign. Sterling joined efforts with a number of companies within Chicago which included: Molex, McShane Construction, Cook County Assessor Jim Houlihan's office, Club Metro, Steve Dahl, Kerry Foods, and many others. Through either fasting for 24 hours or sponsoring

someone who was fasting, Sterling raised funds that went towards the effort to help alleviate poverty. Sterling achieved this task by showing solidarity with the millions of people who struggle on a daily basis to find the food necessary for survival.



An example of Concern's work — Young girl benefiting from the innovative food product Plumpy'nut.

Patrick Flynn commented, "It was my first time to do something like this and I was amazed at how quickly the day passed! I made sure to keep myself preoccupied during normal meal times, mainly through work! Using email, I was pleasantly surprised with how responsive and generous people were when I was asking for donations. Once they understood the cause, they didn't hesitate to contribute."

Inspired by the extraordinary impact of Concern's work with the innovative food product Plumpy'nut, the campaign raised over \$150,000 in Chicago. Developed by world-renowned nutritionist Steve Collins and Valid International, Plumpy'nut is a highly fortified oil based food product that does not require water and is temperature resistant which is critical in the developing world. Plumpy'nut has helped in reducing child mortality rates by as much as 80%. For more information please be sure to visit www.concernusa.org. Concern has a four-star rating as an international charity as \$0.92 of every dollar raised goes to sustainable development projects with proven success.



Recently we have been experiencing a high volume of questions from employees regarding how to properly complete a Timesheet. Below please find the answers to some frequently asked questions.

QUESTION: If I take a vacation day, where do I report these hours and how many should I report?
ANSWER: Report the hours in the column labeled "H/V". You should always report 8.00 hours for a full vacation day, no matter how many hours you normally work in a day.

QUESTION: Do I need to report hours for a Holiday on my timesheet?
ANSWER: No. The 6 major holidays will be paid automatically to you once you work over 160 straight-time hours with Sterling.

QUESTION: If I work on a holiday, do I put those hours in the "H/V" column?
ANSWER: No. Any worked hours on a holiday should be listed in the "S/T" or "O/T" column, depending on how many hours you worked that week.

QUESTION: When are timesheets due?
ANSWER: Every Monday by noon.

QUESTION: What happens if I cannot fax my customer-approved timesheet to Sterling by noon on Monday?
ANSWER: You need to call Sterling and report your hours to extension 430 or email your hours to Accounting@Sterling-Engineering.com. Please note that you need to send in the customer-approved timesheet before we can release your check.

QUESTION: What happens if I do not fax my timesheet or call in my hours until Tuesday?
ANSWER: You have missed the deadline and your timesheet will be processed the following week.

QUESTION: If I take a vacation day, do I receive over-time if I work over 32 hours?
ANSWER: No. Over-time is not paid until you work over 40 hours in a given week.

Do you have a question about our Benefit Program? Do you need clarification on something you read in our Employee Handbook? Email us at rightangle@sterling-engineering.com and we may feature your question in an upcoming issue of The Right Angle.

Service Recognition

Congratulations to the following employees who celebrated 1+ year(s) with Sterling in 1st Quarter:

James Abrahamson	1 year	Robert Maggio	1 year	Ryan Zrni ch	1 year	Tony Parada	5 years
Douglas Bakshis	1 year	Jim Minich	1 year	Brian Dahl	2 years	Bashar Melhem	5 years
Brian Cyle	1 year	Peter Meserendino	1 year	Jennifer Pankow	2 years	Robert Wagner	7 years
Larry Dillard	1 year	Jennifer Medina	1 year	Kamlesh Pandya	2 years	Roger Hernandez	8 years
Christopher Echols	1 year	Robert Packer	1 year	Rajesh Patel	2 years	Stacey Pankow	8 years
Nichole Erhart	1 year	Nicholas Parkey	1 year	Sam Puzzo	2 years	Rudy Vabalatis	8 years
Elias Hava	1 year	David Rolan	1 year	Harold Taylor	2 years	Irena Novotny	11 years
Christopher Haslett	1 year	Lyle Rosire	1 year	Robert Grejner	3 years	James Olson	11 years
Valerie Jarka	1 year	Jay Schantz	1 year	Sheri E Hood	3 years	Jeff Trzaska	30 years
Betty Johnson	1 year	Michelle Spera	1 year	Jesse Jimenez	3 years	Ed Hoeksema	33 years
Jeremy Larson	1 year	Brian Steh	1 year	Joe Conway	4 years	Stephan Kozlowski	38 years
Garance Lott	1 year	Timothy Wrona	1 year	Kevin Flynn	4 years		

A special congratulations to **Bashar Melhem** and **Tony Parada** who are both celebrating 5 years, and **Jeff Trzaska** who is celebrating 30 years of tenure with Sterling this quarter!