

## RECRUITING DURING SUMMER MONTHS

Summer is prime time to start filling your talent pipeline. Hiring during the summer months is not always a breeze. Candidates may not be aggressively job hunting and summer vacations make it hard to get in touch with candidates.

Be flexible with scheduling phone screens and interviews. This will allow you to work with candidate's summer schedules. Summer also means an increase of college grads entering the job market.

Passive candidates are not specifically looking for new opportunities, which means they most likely already have a job. However, these candidates are usually the most-qualified and worth the wait.

## LETTER FROM THE PRESIDENT

*Todd Pattison, President/CEO MaxSent*

Everyone;

Can you believe we are already half-way through 2019? It has already been an amazing year with the addition two new contracts; FPS New Jersey and Bechtel. In order to make it easier for our employees to have access to vital payroll information, there have been changes made to ADP to allow for that access. A new process has also been implemented to make it easier for an employee to have their employment verified. We have made a few vendor changes that will allow MaxSent to continue to grow. The goal with these changes and updates is to better serve the most valuable part of our company, you the Officer, working on any of one of MaxSent's contracts. With this we will be better able to ensure your needs are met, everyone is properly trained, uniformed and equipped. All while looking professional and maintaining our high grooming standards. This will allow our Officers to be fully prepared, attentive, and alert while on duty. We are all aware of the increased number of violent incidents taking place in our society. It is vitally important that every MaxSent officer always be at their very best, most alert, most observant, and always prepared to respond to any incident. In many cases, lives are counting on each of you to be at your very best! It is important that every day we are all "Exceptional Without Exception"! Thank you everyone for all of your hard work and efforts every day! They are all appreciated very much!

Thank you very much! -Todd

## FPS NEW JERSEY AND BECHTEL

MaxSent had the pleasure of welcoming two new contracts to the family so far this year. The FPS New Jersey contract commenced on June 1, 2019, after a successful and smooth 120 - day transition period. The FPS New Jersey management team is pictured to the right; Steve Fowles – Contract Manager, Fred Jefferson – Supervisor, Jim Sanders - QC/Trainer, Byron Hugee – Supervisor, Russell Scholl – Vice President (pictured left to right). MaxSent also welcomed Bechtel, a commercial contract to the portfolio. Bechtel consists of two locations, one in Reston, VA and the other in Frederick, MD. MaxSent welcomes our new employees!



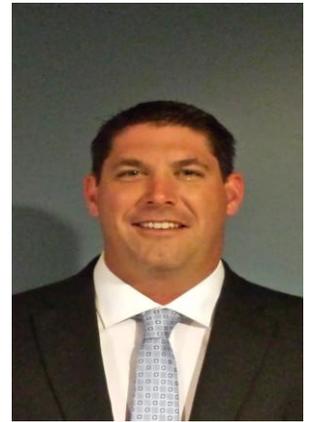
## IPAY AND THE WORK NUMBER

MaxSent is excited to announce the addition of two new perks for employees. IPAY is an employee self-service portal offered by ADP. IPAY allows employees to log in and have instant access to pay stubs and other pay information. Employees also have the ability to update tax, direct deposit, and address information as well. If employees have any questions, please provide them with the IPAY information you have received via email or direct them to the corporate office!

The Work Number is a great way for third party vendors to verify our employee's data instantly. For example, if a MaxSent employee is car shopping on a Saturday, a dealership could instantly verify their employment via the Work Number. This is a great perk for our employees who need employment verified quickly. The corporate office receives multiple verification requests weekly, so we have greatly increased the turnaround time of these verifications by using the Work Number.

## MAXSENT RECOGNIZES MICHAEL BLANCHETTE

Michael Blanchette is one of MaxSent's most tenured employees, he started with MaxSent in 2009. Mike has an undescrivable passion for his work that cannot quite be matched. Originally from Rhode Island, Mike got his start with MaxSent as the Manager at Legacy Place in Dedham, MA. He stayed at Legacy until 2015, when Todd moved him to Reston, VA to be the Director for what would be MaxSent's largest commercial account, Reston Town Center. Mike has used his skills and passion to grow the MaxSent operation and gain the clients trust. Mike has mentored many MaxSent Supervisors and Managers allowing them to further their careers. On his personal time, Mike enjoys golfing and spending time with his family and dog. Being from Rhode Island, to say Mike is an avid Patriots fan would be an understatement! It is truly a pleasure to work with Mike every day! Thank you Mike!



## SUMMER EMPLOYEE SAFETY

The summer heat has workplace accidents on the rise! The combination of heat and humidity is a serious health threat during the summer months. Since our employees mainly work outside, it's especially important to make them aware of the risks of heat-related illness. Follow these tips to help our employees stay safe during summer months.

- Be sure employees are staying hydrated at all times, especially when humidity and the temperature rise.
- Employees should dress accordingly for the weather (in accordance with uniform standards). Short sleeves should be worn where allowed. Layers should also be kept light.
- Proper footwear should always be worn to prevent slips and trips, especially when there is wet or stormy weather.
- Employees should eat small meals before work.
- Sunscreen should be worn to prevent uncomfortable sun burn later.
- Insect repellent can be used to prevent bites from mosquitoes and other pesky summer bugs.

Please help our employees stay safe this summer. They are our greatest asset!

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*Do you have a story or highlight for inclusion in MaxSent's newsletter? Email to [hr@maxsent.com](mailto:hr@maxsent.com) for consideration.*

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