

THEROuter

Increased Business = HR Headaches

Whether you are a small, medium, or large shop, using high-tech or low-tech machinery, manufacturing custom build to order products, or stock size RTA components, there is always one common thread between them all, and that is people work there. And when business increases beyond your present capacity you typically run into some production woes. The longer production tries to fulfill order demands at maximum speed you start to see decreased quality along with

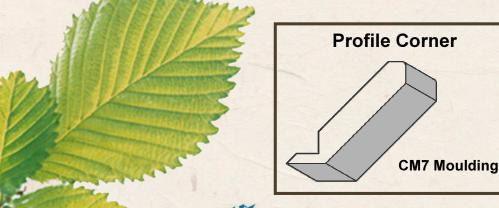
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increased employee unrest. And the unfortunate truth is that, most times when you are busy, so is most everyone else in your industry.

So, when you go to hire someone, it seems impossible to find anyone good. When faced with this situation in the past there was two things I took full advantage of, an Independent HR Manager, and Co-Op Students. You can hire someone to come in and manage your HR needs on a temporary basis. Once they come in and learn what your needs are they can help you in the areas you need it the most. That frees up your time to get the quality back in line and the Customer retention work required at these times. Co-Op Programs are offered at most Universities and Technical Institutes. This allows you to bring in the fresh, exuberant, and eager help you need, and again, it's on a temporary basis. It's also a good way to find some potential future full time workers. More often than not they are more focused on the practical experience than the wage which could save you a bit of money, but don't tell them that.

Our current Production Manager came from the Co-Op Program at UBC, and some of the Marketing Materials we use now was developed by a Co-Op Student out of the Sauder School of Business. And both of them were hired by an Independent HR manager. I really like the marketing materials, while the PM we have... well, that's another story. So, you can see it's really a crap shoot on what you get. But both options are worth exploring if you have exhausted all your regular avenues.

All the best to you, in your HR battles!



September 2014

"One machine can do the work of fifty ordinary men. No machine can do the work of one extraordinary man."

~Elbert Hubbard

New Sorento Program

We are very excited to announce the launch of our Stream-lined Sorento door program.



Featuring a Step Bevel Profile in a textured Linear Ash finish.

No staining or finishing required and the laminate contains an antimicrobial additive to help protect against bacteria, making it perfect for commercial, health care and residential use.

Flex Friday Closing Schedule

September 12th (Friday) September 26th (Friday) October 10th (Friday) October 13th (Monday) **STAT** October 24th (Friday)

For further details please contact sales or customer service

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We Appreciate Your Business!











