

The Thompson Wire

www.ttinc.net

Innovate Community Service Initiative Proves "AIMCO Cares"

CLIENT PROFILE

IN THIS ISSUE

AIMCO (Apartment Investment and Management Company) is a company that takes community responsibility seriously. In celebration of its 10th anniversary, the company launched AIMCO CARES, a program founded to promote corporate responsibility reflecting Aimco's core values of integrity, respect, performance, collaboration and customer focus.

The AIMCO CARES initiative includes the AIMCO Family Foundation, AIMCO Cares 4U and a Volunteerism program. The Family Foundation program rewards 25 college scholarships to family members of AIMCO employees. AIMCO Cares 4U provides financial support to employees facing an unexpected crisis. The Volunteerism program provides 10 paid volunteer hours for each employee which equates to roughly 70,000 hours of community service valued at over \$1,000,000.

AIMCO has become the nation's largest owner of apartment communities with residences in over 47 states and revenues exceeding \$11 billion. In 2006, AIMCO was named "one of the most admired real estate companies" in a Fortune magazine poll.

According to AIMCO VP of Marketing Sara Smith, "AIMCO is the only company I've worked for that gives back to the community in this way. AIMCO allows employees to participate in volunteer activities without taking away from family time. It's about finding a work/family balance."

AIMCO CARES allows the company to share its success in the communities it operates and encourages employees to have a positive impact in their community through volunteerism. To learn more about AIMCO and its service offerings and programs, please visit www.aimco.com.

For information on how to start a corporate social responsibility program of your own, visit www.nationalserviceresources.org.

By Elizabeth Peterson



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Tim Smith announced as President of Thompson Technologies

Thompson Technologies 2006 financial results are in and reflect over 50% growth in revenue and nearly double the number of active accounts from 2005.

Tim Smith, who joined the company last year as COO/EVP has been promoted to President in recognition of his significant accomplishments contributing to this growth.

David Thompson, CEO of Thompson Technologies, praises Smith, saying "Tim has mentored and developed existing internal staff, implemented process and training for all levels of the organization and hired over a dozen new members of the sales/delivery team. This past year has been unprecedented in terms of growth and infrastructure changes including a total reengineering of our business model. We are now even better positioned to meet our Clients' needs.

Tim's promotion to President of Thompson Technologies is in acknowledgment of his steadfast commitment to the goals and vision of the company, his unwavering ethics and loyalty, and the trust he inspires in his staff and his amazing abundance of positive energy and enthusiasm!"

In his new role, Smith will oversee day-to-day operations of the company and work closely with David Thompson to define and implement a successful business direction that will maintain double digit growth for years to come.

David acknowledges God as the CEO of the company, and will continue to function as "Assistant CEO", concentrating his efforts on developing and building C-level relationships, serving on executive councils and participating in industry and community service organizations.

"I am honored to serve under David's direction and build on the foundation he has built", says Smith. "Our successes are a result of the incredible efforts of the entire team. The staff at TTINC has a passion for excellence matched only by their unparalleled skills for delivering."

By Rachel Stamper

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The Power of Change - Becoming a "Perpetual Banana"

Over the past two years, I have experienced a significant amount of change in my life. I was blessed with my first grandchild, a beautiful little girl named Madelyn. I have lost over 100 pounds and feel incredible! Thompson Technologies, on the opposite side of the scale, has nearly doubled in size necessitating many changes including the recent appointment of Tim Smith to President and COO and Phil Stroud to Chief People Officer. About the only consistent thing in my life these days is change!

April 13th this year marked one of the most powerful changes in my life so far. I accepted a calling from God to begin a work place ministry. After making this commitment, God filled my heart in a fresh new way and my whole life kicked into another gear.

Phil Stroud shared with me recently that *"when you are green you are growing - when you are ripe you are rotting"*. While meditating on this, God gave me an image of a banana. When you buy bananas from the store, they are usually green. But as they ripen, they get more yellow and edible until they are perfect, sweet and delicious. That same banana, if not eaten right away, begins to get soft and mushy, develops black spots and eventually starts drawing fruit flies and must be discarded.



It is now my ambition to become a "perpetual banana"; one continually growing in God, but never fully ripening. At one end, very green and at the other end, almost, but not quite ripe or at that perfect, sweet and delicious place. It is at this end that I wish to keep taking bites. I pray now for God to help me become a "perpetual banana".



I also believe that in order to be effective in whatever God has planned for us, whether it be in ministry, or running a business, working for a company, or being a good spouse or a good parent or ... (you get the idea); three things must be in place in your life. First, there must be **faith** in God that He is capable of and wants to transform us so we can impact others. Second, there must be an understanding that we all need work in certain areas and **humility** to confess that we are nothing without God. And finally, the **obedience** to recognize and eliminate any obstacles in our path that would hinder change. If faith,

humility and obedience are operating in our lives, there is NOTHING that God cannot accomplish.

I pray you are all doing well, are blessed and are open to becoming a "perpetual banana".

David Thompson

Atlanta AITP Focuses on VMS and the Future of IT



The Association of Information Technology Professionals (AITP) has offered opportunities for IT leadership, mentoring and education via partnerships with industry, government and universities for over 50 years. AITP membership programs give its more than 70,000 members across the US and Canada a competitive edge in this increasingly competitive global IT workforce.

The Atlanta chapter of the AITP features top speakers from technical industries, specialists in software applications and web advancements, etc. Past speakers include Truett Cathy, Founder of Chick-Fil-A and Sidney Pike, creator of CNN International.

Recently, Atlanta AITP created a Special Interest Group (SIG) of Vendor Management Solution Professionals, an association comprised of end user companies networking to discuss best practices in the acquisition and management of contract labor.

The VMS Professionals SIG's core mission is to develop VMS Best Practices. Members include executives who want to improve their companies' contingent workforce plans. The VMS SIG focuses on developing best practices and cost savings ideas about Margin Percentages, Rate Cards, Disability & Diversity, Workforce VMS, Leasing & Procurement and Compliance & Documentation.

Membership in Atlanta AITP allows access to IT educational opportunities and forums for networking with experienced professionals, access to RFPs, whitepapers, conferences and discounts for certifications and courses.

Thompson Technologies is proud to sponsor the Atlanta AITP. To learn more, email the Atlanta chapter at info@aitpatlanta.org or visit their website at www.aitpatlanta.org.

The AITP Atlanta Chapter holds dinner meetings each third Thursday of the month excluding July, August and December. The VMS special interest group meets the first Wednesday of every other month and is open to procurement and sourcing professionals only.

Atlanta AITP VMS has introduced me to peers in my industry that have enlightened me to methodologies and processes.

Eric Smith,
Director, Procurement
Quality & Logistics

By John Kosar

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The Internet has undergone an immense evolution since its inception. Web 1.0, the first generation of the commercial Internet, emerged on the scene as a massive collection of content with limited interactivity. Today, our version of the Internet, Web 2.0, is packed with dynamic networking capabilities and user-created connections such as blogs, personal web pages, and XML taggings.

Web 3.0, the third generation of the Internet, is currently still in the early stages of research and development. It is a concept driven largely by a host of new technologies whose primary aim is to make online searching more intelligent and efficient for all users.

This idea, known as the "semantic" Web, would not only provide a way to classify individual bits of online data such as pictures, text, or database entries but would also define relationships between classification categories. In this way the Web would actually take on aspects of a database, or a web of databases.

"I call it the World Wide Database," said Nova Spivack, the founder of a start-up firm whose technology detects relationships between packets of information by mining the World Wide Web. "We are going from a Web of connected documents to a Web of connected data."

Developers of the semantic Web hope to revolutionize our current methods of querying. Their goal is to add a layer of artificial intelligence on top of the existing Web to provide the foundation for systems that can reason in a human fashion, eventually producing data-surfing computer servants that automatically reason their way through problems.

A recent article in *The New York Times* noted, "... the Holy Grail for developers of the semantic Web is to build a system that can give

a reasonable and complete response to a simple question like: "I'm looking for a warm place to vacation and I have a budget of \$3000. Under Web 3.0, the search would ideally call up a complete vacation package that was planned as meticulously as if it had been assembled by a human travel agent.

Realization of this concept would have exciting and far-reaching implications for industry and technology as a whole, but it may be years before the Web is populated by artificially intelligent software agents.

"However, their predecessors are already in use today. These techniques are helping developers unite complex applications and bring once inaccessible data sources online.

Semantic Web tools are now being used to improve and automate database searches across various industries, from helping people choose vacation

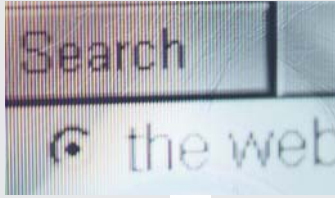
destinations to sorting through complicated financial data more efficiently.

Citigroup plans to use semantic technologies to help identify capital-market investment opportunities by correlating information from diverse financial-data feeds.

Semantic tools have also recently been incorporated into Oracle's latest, most powerful database suite, and Hewlett-Packard has produced open-source tools for creating Semantic Web applications.

At present, Web 3.0 remains a dot on the technological horizon and will probably take years to fulfill its promises, but it is almost certainly paving the way for a smarter Internet in the very near future.

By Sitafa Harden



TTINC Focuses on Human Assets by Appointment of CPO & HR Manager

In a move quite "out of the norm" for IT Staffing companies in America, Thompson Technologies has hired a new member for its executive leadership team in the form of Chief People Officer. Phil Stroud and David Thompson met over 10 years ago at a locally based networking group called "Job Seekers". Phil founded this outreach to assist those in the Atlanta job market that were unemployed or seeking better opportunities. David and other members of the TTINC team have been active volunteers in this program for many years. Phil Stroud has had an illustrious career in Atlanta since 1970 serving in a variety of corporate positions at Coca-Cola Enterprises and for the past 12 years at Equifax/Choicepoint.

"We are all about people" says David Thompson. "It makes perfectly good sense to have a Chief People Officer on staff to support the needs of our internal and external Associates as well as Clients and others we come in contact daily". Phil will be reporting to recently appointed President, Tim Smith and will be focused in several facets of the business including; training, mentoring, business development and other areas. Reporting to Phil will be the Human Resource and Relationship Manager for TTINC.

According to Tim, "Phil's addition to our team represents our genuine interest in supporting retention and development efforts for both our internal and external Clients. Our growth in business is a direct result of our incredible team- and we will continue to invest in them in every way possible."

Thompson Technologies is also pleased to announce that Diane Peet has joined the TTINC team in June as the company's new Human Resources Manager. Diane brings a wealth of experience from her career at Intercontinental Hotel Groups (IHG) that will be very applicable as TTINC continues to grow.

"We are truly fortunate to have Diane joining our team" says Tim Smith. "She has the balance of human resources and business experience a fast growing company requires. She also possesses a sincere passion for providing direction, knowledge, resources and support to everyone at every level".

Phil and Diane will work closely together to sharpen the "People Focus" at TTINC and to ensure both client and associate satisfaction.

Getting out to build with Atlanta Habitat for Humanity



Thompson Technologies HQ staffers recently volunteered at an Atlanta Habitat for Humanity project in South Atlanta. Atlanta Habitat utilizes volunteers for all types of construction duties over the six days it takes to complete a home.

The TTINC team was comprised of administrative team members, sales executives and technical recruiters who worked shoulder to shoulder with Atlanta Habitat project leader Angela Seals on a variety of tasks.

Atlanta Habitat for Humanity has partnered with low-income working families to build affordable quality homes since 1983. Since its inception, it has grown to be the second largest of the 1,700 US Habitat for Humanity affiliates.



"We would like to heartily thank the TTINC team of volunteers who helped build a house with Atlanta Habitat for Humanity."

Amy Macklin
Atlanta Habitat for Humanity

In recent years, Atlanta Habitat for Humanity has achieved several impressive milestones. In 1995-1996, they built 100 homes to honor the 1996 Summer Olympics in Atlanta and in 1997 created their first neighborhood made up entirely of "Habitat" homes.

To sponsor the construction of a Habitat home, \$75,000 and 35-40 volunteers are required. To share in the cost of a house, partner programs are available. Individual and corporate contributions of any size are always welcome and appreciated.

To donate time or offer financial support, call (404) 223-5180 or visit Atlanta Habitat for Humanity on the web at www.atlantahabitat.org.

By Rachel Stamper

Wellness Programs Benefit All

Currently, US employers spend over \$600 billion a year on health benefits with costs increasing 6% to 11% annually. Recent research indicates for every \$1 a company spends on a wellness program, they can anticipate saving roughly \$5 in healthcare costs. An ROI this significant explains the booming trend toward wellness programs. Additionally, some insurance plans offer premium discounts to companies who sponsor wellness plans.

PureWellness, a wellness consulting firm states, "Since 70% of all healthcare costs are due to preventable illnesses, changes to consumer habits can measurably reduce a number of health risk factors. Reducing these risk factors significantly reduces healthcare costs and workplace absenteeism."

Fortune 500 companies such as Merrill Lynch, Daimler-Chrysler and Motorola have all launched wellness programs. DaimlerChrysler works to encourage a more holistic approach to health and wellness for its employees.

Cindy Parker, a Daimler official, says the company "encourages increased participation in wellness programs, which will drive down disability and behavior risks, ultimately reducing healthcare costs and improving quality of life."

Motorola goes a step beyond by including employees, their families and retirees in their wellness program. As a result, healthcare costs at Motorola are rising at a minimal 2.5% rate for those employees who participate in the program, compared to an 18% increase for non-participants.

Thompson Technologies recently launched its own wellness program for their headquarter's staff. TTINC's plan focuses on both fitness and nutrition and incents employees with paid time off, gift certificates and other rewards for participation and achievement of goals.

Launched with a "Walking for Wellness" event, the company has planned other initiatives such as hydration awareness, a field day and an "Eat Your Veggies" month.

For information on creating a wellness program for your workplace, visit the Wellness Councils of America on the web at www.welcoa.org.

By Kim Rowley

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TTINC Staff walks with the March of Dimes



TTINC HQ Staff members teamed up to support the March of Dimes in WalkAmerica 2007. Through WalkAmerica, the March of Dimes raises money to fund research and essential care for premature babies.

Each year the March of Dimes' WalkAmerica is held in thousands of locations nationwide. Begun in 1970, the March of Dimes has raised over \$1.7 billion to help save babies through its Walk-America events.

Annually, over 7 million people participate in the walks. Family and corporate teams are welcome to register, walk and fundraise together.

The TTINC corporate team walked at the First Baptist Church of Woodstock. All of the team members, including one staffer's four year old son completed the entire walking course.

For more information about how you or your company can help the March of Dimes, please visit them online at www.marchofdimes.com. To learn more about WalkAmerica, please visit the walk site on the web at www.walkamerica.org.



By Candace Underwood

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