

EXHIBIT 1.1 The Importance of Staffing to Organizational Leaders

"Staffing is absolutely critical to the success of every company. To be competitive in today's economy, companies need the best people to create ideas and execute them for the organization. Without a competent and talented workforce, organizations will stagnate and eventually perish. The right employees are the most important resources of companies today."^a

Gail Hyland-Savage, chief operating officer
Michaelson, Connor & Boul—real estate and marketing

"At most companies, people spend 2% of their time recruiting and 75% managing their recruiting mistakes."^b

Richard Fairbank, CEO
Capital One

"I think about this in hiring, because our business all comes down to people. . . . In fact, when I'm interviewing a senior job candidate, my biggest worry is how good they are at hiring. I spend at least half the interview on that."^c

Jeff Bezos, CEO
Amazon.com—Internet merchandising

"We missed a really nice nursing rebound . . . because we just didn't do a good job hiring in front of it. Nothing has cost the business as much as failing to intersect the right people at the right time."^d

David Alexander, president
Soliant Health—health care

"Organization doesn't really accomplish anything. Plans don't accomplish anything, either. Theories of management don't much matter. Endeavors succeed or fail because of the people involved. Only by attracting the best people will you accomplish great deeds."^e

Gen. Colin Powell (Ret.)
Former U.S. secretary of state

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