



news Thomas

A brief look back.....



December 2008

Sales

Wow.... what an amazing few months for International!

November 2008

Malaysia had its 2nd best ever month

Norway had its 3rd best ever month whilst China had its 4th best month

October 2008

Belgium celebrated its BEST ever month

Namibia had its 3rd best ever month

Germany had its 4th best ever month and Brazil its 5th

September 2008

Canada, Germany Kenya and Namibia celebrated their BEST ever months

Vietnam and India had their 2nd best ever month

Florida and the Baltics had their 5th best ever month

August 2008

Indonesia had their best ever month

Germany had its 2nd best ever month

Gulf region celebrated its 3rd best month

India and Vietnam had their 4th best ever month and China had its 5th best ever month

July 2008

China had its BEST month

Brazil and Singapore had their 2nd best ever month.

Botswana, Germany and Switzerland had their 3rd best month.

Inside this issue

Sales summary	1
IT update	2
Looking forward	3
Article Extract	4
Sydney Summary	5

Well Done....



IT- update



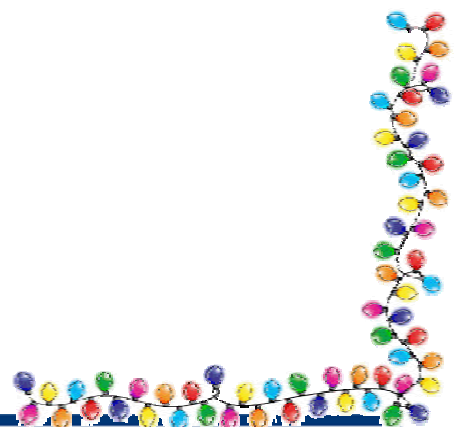
By Nigel Stratford-Way

As discussed at the recent BDG meetings in Barcelona and Sydney we agreed to keep you all updated more regularly with our recent developments for all Distributors worldwide, so below is a list of the most recently promoted items:

- Denmark - Removal of Greenlandic PPA Form
- ALL - Thomas Industry Classification / No Of Employees Company Fields
- Belgium - French (Belgium) & French (France) S&L subs corrections
- Kuwait - Revised Arabic PPA Assessment Option
- Denmark - New Icelandic PPA Plus assessment Option
- Denmark - New Faroese PPA Assessment Option
- AAP Malaysia - New Malaysian Assessment Option
- Norway - Revised PPA report paras for loading onto QA / LIVE
- ALL - FlexUI - UI Text and Date updates
- ALL - Whitepage Submits not working on QA / PROD
- UK / INDIA - Flex Live Comp&CostCentre missing from Search Candidate page
- ALL - Email Notifications for completed GIA's not being received on live accounts
- US / Canada - Custom report design for Whitepage Client - GDAIS (General Dynamics)
- AAP China - Chinese Browsing Language & DNN Portal now live

Thomas 360 – I am delighted to announce that Thomas 360 will be reintroduced to the new website in due course. We finally have, in principal, an agreement to take over the product and incorporate it into our site completely. Further updates will follow.

Competence based 360 – Launches for next year will also include a new competence based 360 assessment.





New team members

By Caroline Brown

I would like to put faces to the names of the newest members of the International team here at the Centre so that you know who you are corresponding with.



Jenni Bower joined us on the 11 August as International Co-ordinator.



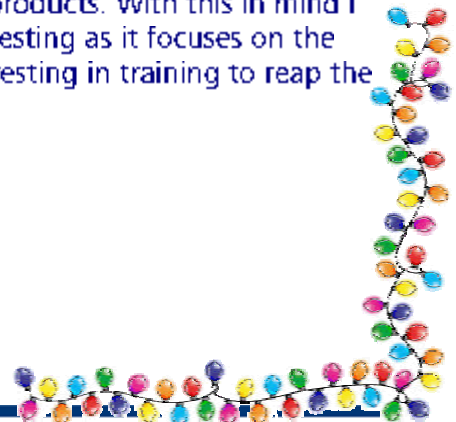
Debbie Ashmore joined us on the 4 June in the new part time position of International Administrator.

Looking forward

By Rod Cornwell

Martin's earlier correspondence talked about web delays and our investment into the project which so far is \$1million.

With the releases of new products and updates throughout 2009, this will create new revenue opportunities, but the emphasis is still on focusing on our core products. With this in mind I thought you would all find the following newspaper article interesting as it focuses on the need to keep training at the forefront of a business and keep investing in training to reap the future rewards.



Article extract

Open Letter to all UK Employers

This letter was published in The Sunday Times on the 26th October 2008 and signed by Sir Michael Rake Chairman UK Commission for Employment and Skills and Chairman BT Group Plc; Mervyn Davies CBE Chairman Standard Chartered Plc; Brendan Barber General Secretary Trade Union Congress; Richard Lambert Director General Confederation British Industry and Sir Stuart Rose Chairman Business in the Community and Chairman Marks and Spencer Plc.

Now is the time to invest in skills

As leaders of major businesses, business organizations and trades unions in the United Kingdom, we are absolutely committed to investing in training.

In an economic downturn, there is always a temptation for businesses – large and small – to cut spending on staff training. When times are tough, it looks a simple way to cut costs.

But it's a false economy. Research in 2007 confirms that firms that don't train are 2.5 times more likely to fail than those who do! Now is precisely the time to keep investing in the skills and talents of our people. It is the people we employ who will get us through. When markets are shrinking and order books falling, it is their commitment, productivity and ability to add value that will keep us competitive.

Investing now in building new skills will put us in the strongest position as the economy recovers. Skills to support the development of new products and services will shape whether we are ready to gain competitive advantage when growth resumes. From our experience in previous downturns, it was the businesses that did invest in their staff which saw the most dynamic recovery.

Even in these difficult times, there are real opportunities we should seize. In many businesses it will be easier to find the time to release staff for training. Larger businesses could strengthen their supply chains by developing training in partnership with suppliers. For individuals, committing to training is the best way to maximize future employment opportunity. And there is a wide range of training available now for businesses to use from colleges, universities and training providers, many of them publicly funded. Through the work of the UK Commission for Employment and Skills, employers are making sure that this training is simple to access, clear and easy to use, and adds real economic value.

The skills of our people are our best guarantee of future prosperity – and the best investment a business can make in challenging times. We must not pay the price of failing to invest in the talent on which our future will be built.



Messages from the executive team meeting in Sydney – November 2008

The following are the main points raised at the Sydney conference.

Back to Basics

- More cold calling
- Referrals (including from each other)
- Networking with each other

- Better Communication - Sharing Information. Making full use of the quarterly reports provided and received by you all
- Top Clients and what they spend money on
 - Possible Cross-Border Opportunities

Product Market Knowledge and Intelligence

- What business markets are we in, What do our customers need and are we meeting those needs?.. Remember we can do so much more than recruitment.

Thomas International is a very strong company with a strong International brand. We have weathered many storms in the past and I'm sure that together we will weather this one as well.

May I take this opportunity to thank you all for your support this year and to wish you, your families and teams a very **HAPPY CHRISTMAS** and a **SUCCESSFUL NEW YEAR**.

Rod Cornwell

