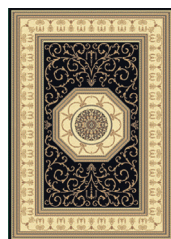


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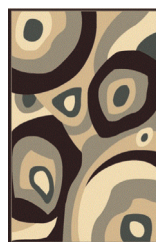
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 Modern Hand Carved \$399.99  
 Was \$699.99



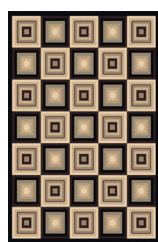
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 Was \$799.99



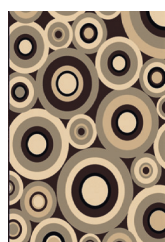
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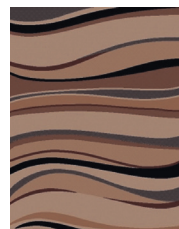
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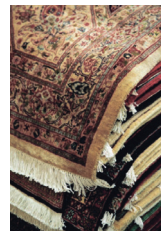
8x11 Rectangle  
 Modern Hand Carved  
 Was \$899.99



8x11 Rectangle  
 Modern Hand Carved  
 Was \$899.99



4x6 Rectangle  
 Poly (BCF) \$10.99  
 Was \$19.99



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 Starts at \$1.49



3x5 Rectangular Kilim  
 Starts at \$59.99  
 Was \$99.99



4x6 Rectangle Classic  
 Start at \$99.99  
 Was \$189.99



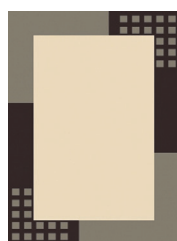
4x6 Rectangle  
 Start at \$249.99  
 Was \$399.99



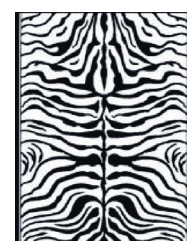
5x8 Rectangle  
 Poly (BCF) \$79.99  
 Was \$99.99



8x11 Rectangle  
 Poly (BCF) \$149.99  
 Was \$199.99



2x4 Rectangle  
 Poly (BCF) \$10.99  
 Was \$19.99



7x10 Rectangle  
 Modern Hand Carved  
 Was \$699.99



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# BUSINESS LINK

## Spotlight on Volunteer

By Andrea Lefebvre, Independent & Free Press

For Mary Ann Stockdale, volunteering is a way to give back to the community and have fun at the same time.

Mary Ann, a placement specialist at Express Employment Professionals, began volunteering at a young age. As a teenager, she was a candy striper at Burlington's Joseph Brant Hospital and that generous spirit continued into adulthood.

Mary Ann's involvement in Halton Hills began when she started at Express Employment Professionals' Georgetown office. She began attending the Halton Hills Chamber of Commerce's luncheons as a way to meet others in the business community and she soon found herself answering the Chamber's call for volunteers.

For many years, Mary Ann has been a familiar face at Chamber events. She recently completed a three-year term on the Board of Directors and helped organize the Home and Leisure Shows in 2007 and 2009. Mary Ann also acted as the Chamber representative on the Light up the Hills committee in its first year and continues to sit on the Economic Development Committee.

"It's not just giving back, it's getting involved in the pulse of the town," Mary Ann says. "I live in Burlington, so volunteering is a great way to get to know



Mary Ann Stockdale

the people in the Georgetown and Acton communities."

In addition to all of her work with the Chamber, Mary Ann canvasses for the March of Dimes, a community-based rehabilitation and advocacy charity for people with physical disabilities. She also participates in the Halton Industry Education Council's Women as Career Coaches event, an evening where women in business encourage local high school girls to follow their passion and plan for their future.

"I get so much from the community that I want to give back," Mary Ann says. "I feel like I accomplish something at the end of the day and at the same time I'm having lots of fun."

## Finding Top Talent

By Michael Bennett, CHRP, H3R Human Resources Services

One of the keys to developing and maintaining a high performance workforce is to hire people who are going to be a good fit with the culture and values of your organization. There are numerous candidates available who have the required skills and experience to perform any position. The challenge is to find the one who will fit with the organization and his/her peers and who will have the commitment and dedication to maintain a high level of motivation and contribution. We all seek employees who will go the extra mile and put forth discretionary effort beyond the required hours of the position. The challenge is finding those individuals and making them aware that an opportunity exists, and then ensuring that your selection process identifies them and inspires them to want to join your organization.

As in marketing the products or services that your organization offers, being one of your employees has features and benefits associated with it that should be marketed to potential employees.

While money is important, and you need to offer competitive wages, it is not enough to attract and retain top talent. Elements such as working conditions, training and development opportunities and career growth are considered very important by high potential candidates. You must be able to demonstrate how your organization values, recognizes, rewards and develops employees if you are to be successful in recruiting the best available talent.

As you seek to do with what you sell, you should look to differentiate yourself from your competitors when recruiting as well. You should invest in creating a recognizable employment brand that highlights the elements above. You may also find it helpful to have a strong careers section on your company website that discusses your mission, vision and values, as well as the positives of working with your organization, and includes profiles of successful employees and testimonials about their experience.