



NETconnect



NetEffects Clothing Drive Proves Highly Successful

Numerous NetEffects employees took advantage of spring-cleaning time to clear out their closets and donate gently used clothing, as well as shoes and accessories, for kids and adults. Michelle Zipfel collected the donations that could not be dropped off.

NetEffects passed the donations along to the NCJW Council Shop located at 8612 Olive Blvd. in St. Louis. NetEffects had enough clothing and accessories to fill a full size cargo van. Kirk Tsiaklides (Chuck-lid-es) from Greece is the manager of the Council shop. Kirk told us that once the clothing is at the store it is sorted, hung up and then donated to people in need or sold at their shop. Prices range from \$5 to \$6 for jeans and khakis to \$25 to \$35 for designer suits. Proceeds from the clothing go towards sponsoring multiple programs including Crown Center Apartment complex for Seniors that are eligible

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Jack Bader named E & Y Entrepreneur of the Year Finalist for Missouri/Kansas

Information from a supplement to the *Business Journal*, June 27, 2003, "Entrepreneur of the Year"

Jack Bader, President of NetEffects, was nominated for the Ernst & Young Entrepreneur of the year award and became a finalist. Qualified nominees must be an owner or manager of a public or private company, primarily responsible for the recent performance of the company and an active member of top management. All nominees had to submit a written profile, including information about their business, management team, innovative approaches, and people philosophy. An independent panel of judges reviewed all nominations to select the finalists and award recipients.

During the process, three judges came to the

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Jack and Anne Bader at the Ernst & Young Entrepreneur of the Year awards ceremony.

More Than 140 People Enjoy Good Food and Good Times With an International Flair at Fifth Annual Picnic

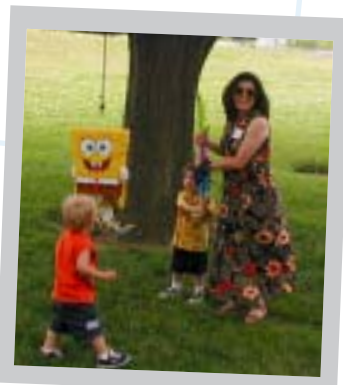
More than 140 people enjoyed food, fun, and games at the NetEffects Fifth Annual Picnic on Saturday, June 28, at Faust Park in Chesterfield.

In addition to traditional picnic food and vegetarian dishes, the cuisine included Indian, Chinese, Mexican, Italian, German, American and French food. Dessert included a variety of cookies and brownies.

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Amelia, Apoorva and Abby.



Jack (back to camera), Shawn and Coco Delgado.

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How NetEffects Came to Be

Article reprinted with permission from *Business Journal*

NetEffects is a lean and mean, information technology and telecommunications consulting machine. At least that's what Jack Bader wants his competitors to know. To its Fortune 500 clients, the Chesterfield, Missouri-based company is a versatile, cost/effect business partner that provides highly qualified consultants in almost every IT and telecom discipline, and can place them just about anywhere in the world. "We actually focus on a company's hard-to-fill consulting positions – something many of our competitors shy away from," notes Bader. "Our staff of consultants is so skilled and diversified, and our recruiting network so extensive, we usually have no trouble finding the right people for the most difficult jobs."

Bader founded NetEffects in 1995 to provide companies with highly-qualified IT consultants able to meet "today's needs and tomorrow's changes" without missing a beat. Bader added a telecom division in 1998 to provide telephone companies with similar consulting services. NetEffects would be a culmination of Bader's already successful track record of capitalizing on niche emerging-technology opportunities.

Beginning as a programmer, Bader quickly jumped into the emerging world of micro-computers and created financial systems that powered his clients' significant growth. Caught up in corporate downsizing in 1979, Bader was out of a job but not out of ideas. He launched right into

his own IT consulting company and landed AT&T as a partner in the early 1980s. By the mid 1990s, the company was sold and Bader was again in the hunt for his next niche opportunity.

Watching the computer industry race from product generation to generation in literally months, Bader saw that companies' IT staffing needs were changing as fast as their hardware. Bader knew that keeping up with the emerging technologies required new staff skills that full-time employees might not have. NetEffects was born. Profitable since day one and now debt-free, the company has 170 employees worldwide and a client list that includes mostly Fortune 500 firms.

Bader was able to grow NetEffects quickly and cost effectively by pioneering the use of e-mail, Internet newsgroups, corporate Web sites and search engines to find customers and consultants. He single-handedly landed his first clients and recruited employees in three different cities and one foreign country without any face-to-face meetings. Bader still uses the Internet as a key recruiting tool and has refined a hiring process that involves in-depth screenings and interviews. "Our people are our product," says Bader. "I am very careful when matching consultants with companies. There not only has to be the right skill set fit but good client-consultant chemistry as well." 🌐

Two New Members Join the Core Group

Please welcome Jane White and Venu Vennum to the NetEffects Core Group. The Core Group was created to help NetEffects address the ideas and issues of the consultants. Current members are Michelle Zipfel, Director of Operations and Philanthropy Chairperson, Matt Loveland, Consultant, Alesia Harvey, Consultant, and Kathy MacNicholas, Consultant.

The group is always interested in hearing any of your ideas. Please forward any thoughts or ideas to Michelle Zipfel at mz@neteffects.com or any Core Group member listed on the Intranet site.



Jane White

Jane White Strengthens NetEffects Consulting Team

Jane White has made important contributions to the NetEffects team since joining the company just over 18 months ago.

Jane has 14 years experience in the IT field in a variety of positions. Most recently, her career has focused on HP-UX system administration.

She first got involved in IT while working for a major defense contractor. Jane later worked for a leading computer manufacturer and a well-known e-business infrastructure provider. NetEffects is her first consulting job, and she currently enjoys her assignment at a top chemical manufacturer.

Jane earned her bachelor's degree in business administration, with an emphasis in human resources, from Southern Illinois University at Edwardsville.



Venu Vennum

Venu Vennum Joins the NetEffects Core Group

Venu Vennum brings a wealth of valuable consulting experience and an extensive knowledge of Software Quality Assurance Automated tools, such as the Mercury Products and SQL, to his new position with the NetEffects Core Group.

Venu has eight years experience in software testing and development. He has worked as a consultant for six of those years. Venu earned a bachelor's degree in electronics and telecommunications at Bangalore University in India. 🌐

Shalyn Gregory Supports Key Client's Engineering Department

Shalyn Anderson (until her recent marriage) usually writes the articles that appear in this newsletter. However, we decided to give her a break this quarter because she was getting married. We also thought you might enjoy having an opportunity to learn a little more about her.

When Shalyn Gregory began her career with NetEffects more than two years ago, she never could have imagined her role as a technical writer would lead to her current position as a consultant in the Information Systems Support Group for a local Fortune 500 Firm. Although some of her day-to-day duties still encompass technical writing functions, Shalyn's primary focus is now on supporting the client's engineering department with anything from computer hardware issues to account creation permissions.

"I came into this position with no extensive background in computer science," Shalyn said. "However, during my time in

this capacity I have been given the opportunity to learn so much while becoming extremely familiar with not only the backbone of the network, but also the way the client runs its business."

Shalyn, a native of St. Louis, attended the University of Missouri in Columbia, but eventually earned her bachelor's degree in English with an emphasis on technical communication from Southwest Missouri State University in Springfield in December 2000. She then joined NetEffects shortly after graduation.

As a result of the highly positive working experience she has had in the client's working environment, Shalyn is now entertaining the idea of returning to the classroom to pursue a master's degree in business administration.

Shalyn also tied the knot in May and is happy to report that she lived through a wedding planning process that, at times, posed more challenges than a typical day on the job. She and husband, Darren,

spent their honeymoon in beautiful Montego Bay, Jamaica, at the Sandals Royal

Caribbean Resort. While they spent most of their time enjoying the resort's many amenities, they did venture out long enough to enjoy a day cruise and some horseback riding. Now that the couple has returned to the "real world," they enjoy spending their time away from work with their core group of friends, as well as hitting the gym for nightly workouts.

Shalyn feels that each workday presents her with new and exciting challenges and she envisions a very strong future with NetEffects. "NetEffects is a great organization and they really place an emphasis on the needs of their consultants," she said. "They truly go above and beyond to ensure total employee satisfaction." 🌐



Shalyn Gregory

Jack Bader named E & Y Entrepreneur of the Year Finalist for Missouri/Kansas continued from page 1

NetEffects office to meet Jack and the staff. Jack also had to go to Kansas City for an interview. The 19 finalists were invited to Kansas City for the awards ceremony where The Entrepreneur of the Year award recipients were announced on June 24 at a black-tie Celebratory Cocktail Reception/Awards Program at the Hyatt Regency in Crown Center.

The competition was strong and varied, including some companies with billion-dollar revenues and others that manufactured equipment for medical research. Of those 19 finalists, only nine were award recipients who now move on to the national competition. National finalist

and award recipients in all categories will be announced at the Entrepreneur of the Year International Conference in Palm Springs, Calif., in November 2003. Similar programs are held in 38 cities and 30 countries worldwide.

While Jack does not get to make the trip to California this year...there's always next year. We salute his achievements and also all of the clients and consultants who have helped make NetEffects so successful. 🌐

Referral Fees Paid for Hot Skill Sets!

Referral fees are paid to anyone, employee or not, who refers someone to NetEffects and that person works for a minimum of 90 days.

Our clients often have very specific needs that cover several skill areas.

If you have the following skill sets, or know of someone with these skill sets who would be interested in working as a consultant for NetEffects, please send us an e-mail to: referrals@neteffects.com

SAP Business Warehouse
Java Oracle PL/SQL
SAP Security Development
Testers
ASP VB.NET
Business Analysts
Project Manager

Trivia

Trivia Questions

Prize: We will be giving away two movie tickets to any movie at AMC theatres.

Questions:

- What were the orange-haired workers called in the movie “*Willy Wonka and The Chocolate Factory*?”
a. Loompa Oompas b. Oompa Loompas c. Munchkins
- What star played the villain in the original “*Lethal Weapon*” movie?
a. Gary Busey b. Raul Julia c. Joe Pesci
- Who was the leading man in the 1985 vampire movie “*Once Bitten*”?
a. Rick Springfield b. Jim Carey c. John Cusack
- In “*Independence Day*,” what does Will Smith yell as he blasts off in the space ship?
a. “Yeeaaaaaaaahh!!!!!!!”
b. “I’m talkin’ lightspeed baby!”
c. “I gotta get me one of these!”
- What was the license number on the “*Ghostbusters*” car?
a. GB-ER b. What tag? c. ECTO-1

Send answers to Michelle Zipfel at mz@neteffects.com. All correct answers will be put into a hat and one winner will be drawn.

Winner From Last Newsletter:



Peter Chang-

NetEffects Consultant

Peter won baseball tickets to see the St. Louis Cardinals.

Question:

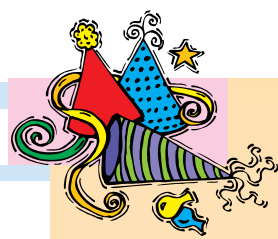
Who was the first Cardinal to obtain 200 hits in a season?

- a. Joe Medwick c. Jesse Burkett
b. Rogers Hornsby d. Stan Musial

Answer:

The correct answer is Jesse Burkett. All names listed have broken the 200-hit barrier. Burkett was the first in 1901 when he hit 226 for the Cardinals. He batted .376 in that season. Hornsby broke Burkett’s team record with 235 in 1921, and broke it again with 250 in 1922. This 250 mark would carry until the end of the century. 🌐

Birthday Employee Name



AUGUST

1	Sumana Roy
3	Shashank Davangere
4	Nilesh Saratkar
9	Ed Yang
12	Teresa Awalt
12	Matt Hager
13	Naveen Korutla
16	Karie M. Sheils
16	Joe Lewis
21	Angela Caver
22	Sirish Kumar Desetty
25	Paul Vinson
27	Jimmy Brown Jr.
29	Brad Felmlee
30	Glenn Hopkins

SEPTEMBER

1	Vimal Giri
2	Sree Krishna
4	Brian Winkeler
6	Vikram Aedula
8	Arun Bondali
10	Gary Rondeau
12	Kishan Bagam
24	Sue Schwertel
25	Michelle Zipfel
27	Kurara Mergu
28	Jane White
30	Jim Bower
30	Greg Berchelmann

OCTOBER

4	Andrea Spray
6	Chris Krull
7	Shalyn Gregory
10	Eric Harris
11	Deborah Eidenshink
13	Ajitha Vasireddy
16	Regina Engelken
16	Nagraj Bhatsoori
18	Matthew Lecocq
18	Sandi St. John
21	Doug Pentz
23	Joseph Thebeau
26	Paul Ke
29	Terry Tolen

Birthday's - Birthdays - Birthdays - Birthdays - Birthdays

Excellence in Performance

NetEffects recognizes employees that have received recognition from the client. Our consultants receive an Excellence in Performance Certificate, movie tickets, acknowledgement next to their picture on the NetEffects Family Wall and recognition in the newsletter, *NetConnect*. If you have a consultant that works for you that deserves recognition please contact your account executive or Michelle at mz@neteffects.com.



Thanks to everyone for the excellence in performance. You are the best!
— Michelle Zipfel

Dustin Anders
Franki Stull
Sree Krishna
Gary Rondeau
Kathy MacNicholas
Stephanie VanGilder
Dilip Chavan
Sai Narasimhan
Pat Bowden
Chris Krull

New Employees

NetEffects Welcomes New Staff Member

Kelly George Strengthens New Business Development Initiatives

NetEffects' newest Business Development Executive, Kelly George, wasn't hired to play this role when she joined the company in April 2003. Kelly was initially brought on as a Senior Technical Recruiter, but in three short months moved into her new position, where she manages several large St. Louis clients and develops new federal business opportunities.



Kelly George

In this role, Kelly spends her time meeting with employees and managers to determine which job opportunities are available. She is also responsible for identifying the technology needs of the NetEffects customer base. "There is really no such thing as a typical day for me," says Kelly. "Each day presents me with new and unique sales opportunities for NetEffects."

Kelly is a Missouri native — born and raised in St. Louis, as a matter of fact. Kelly didn't stray far from home after earning her bachelor's degree in human resource management at Lindenwood University in St. Charles. Kelly's background in human resources has netted her positions in corporate recruiting with several well known IT and technical staffing firms.

With human resources near and dear to her heart, Kelly says she is extremely impressed with how NetEffects treats and values its employees. "The level of respect given to staff members is truly remarkable. I'm pleased and excited to be a part of this incredible team."

When she's not busy tackling the many challenges of her new position with NetEffects, Kelly enjoys spending time on the links with her husband of eight and a half years, Kevin. The couple also devotes a lot of time to their two golden retrievers, Milo and Mandy. Nightly walks with these four-legged family members give Kelly and Kevin the opportunity to focus on something else they enjoy — keeping in shape.

Milestones



Shalyn Anderson and Darren Gregory were married on May 10, 2003. The ceremony took place at Immaculate Conception Church in Arnold, Mo., and was followed by a reception at Orlando Gardens in St. Louis. The couple spent their honeymoon in Montego Bay, Jamaica.

Christopher Calvin and Aimee Black were married on May 3, 2003. The ceremony took place at Saint Charles Presbyterian Church in St. Charles, Mo. and was followed by a reception at the Bear Creek Country Club in Wentzville, Mo. The couple spent their honeymoon in Riviera Maya, Mexico.

NetEffects Clothing Drive Proves Highly Successful

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for government assistance, legal assistance for battered women, meals on wheels for the blind, back-to-school store, mentor St. Louis and many more.

The NCJW Council Shop is run by the National Council of Jewish Women (NCJW), a volunteer organization. For nearly 110 years, NCJW has brought together people of conscience committed to the Jewish principle of *Tikkun Olam*:

repairing the world. NCJW works through a program of research, education, advocacy and community service to improve the quality of life for women, children and families and strives to ensure individual rights and freedoms for all. For information you may contact them at (314) 692-8141 or visit their web site at www.ncjwstl.com.

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NetEffects and NACCB Lobby Government on IT Issues

NetEffects' Claire Nottingham joined colleagues from throughout the IT Services industry in addressing key legislative issues at the National Association of Computer Consultant Businesses (NACCB) Lobby Day, which took place May 7-8 in Washington, DC.

NACCB began in 1987 to represent the IT Services industry in order to:

- Encourage the highest professional standards in the industry
- Support members as they grow and develop their businesses
- Provide members with timely vital information about industry trends and public policy issues
- Work with legislators to develop policies that reflect the realities of the 21st century
- Expand the high-tech educational opportunities

NACCB is a selective organization that embraces the highest of business principles and has grown to nearly 400 companies with over 12,000 offices

across the United States and more than \$15 billion in combined revenue. Prospective members must support the associations' Statement of Business Principles and be voted into the association by the current members.

Lobby Day represents the NACCB's premiere public policy event. The two-day event encourages members to get more directly involved in the legislative process in an effort to shape public policies that affect the IT Services industry.

In addition to lobbying on behalf of specific legislative issues (This year the issues were H1B Visas and workers' compensation), Lobby Day provides a superb opportunity to educate members of Congress and their staff about the IT Services industry. Through Lobby Day, NACCB has developed and maintained relationships with a number of members of Congress.

This year's Lobby Day attendees:

- Participated in meetings with members of Congress and their staff about many

issues that we and our clients face.

- Enjoyed dinner and remarks by Rep. Rob Portman, one of the government's most influential policymakers.
- Learned about legislative issues affecting the IT Services industry.
- Networked with other NACCB members, Members of Congress and their staffs.
- Attended optional workshops on vendor management systems.

The dinner provided an especially valuable opportunity for the NACCB to strengthen its relationship with a powerful leader in Washington. Congressman Portman expressed his support for NACCB's legislative efforts and his enthusiasm about participating in our Lobby Day activities. Representative Portman who is a trusted advisor of the Speaker of the House, J. Dennis Hastert and a close friend of President George W Bush, serves as the official House of Representatives liaison to the White House. 🌐

Operation NetEffects Cares Provides Welcome Care Packages to U.S. Troops

Thousands of U.S. troops were deployed around the world in Operation Enduring Freedom. Many remain actively engaged in post-war peacekeeping missions. The United Service Organizations (USO) recently came up with a way to help "bring a touch of home" to the men and women in uniform.

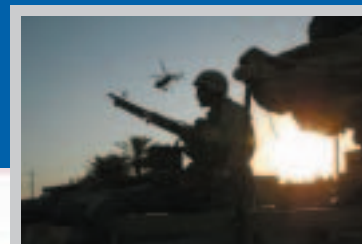
It only took \$25 to sponsor a care package. The entire \$25 went toward the cost of the care package, which actually cost more than \$25. Whether they supported the war or not, NetEffects consultants and employees definitely supported the U.S. troops by donating more than \$700 to the

USO effort. With NetEffects matching this amount, we were able to send more than 29 care packages.

The care packages contained items recommended by the military, including (individual items could not be accepted due to the anthrax scares):

Travel-Size Personal Items

- Disposable razors
- Toothbrushes
- Toothpaste
- Tissues
- Shampoo/conditioner
- Shower gel
- Sunscreen
- Baby wipes
- Hand lotion
- Lip balm
- Cotton swabs
- Sewing kits

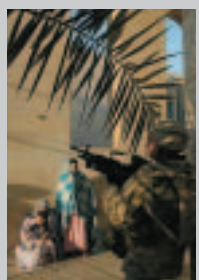


AP Photo/John Moore

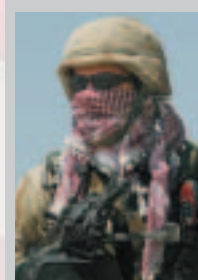
Miscellaneous Items

- Playing cards and board games
- CDs
- Current movies on DVD
- Crossword puzzle books
- Disposable cameras
- Pre-paid global calling cards
- Stationary and journals
- Sunglasses
- Small footballs and softballs
- CD/DVD cases with zipper
- wrapped snack items
- Shoe polish kits

Participants in the effort could also have personal greetings forwarded with the contributions. The greetings had to be on paper or e-mailed, because the USO transcribed them on to



AP Photo/John Moore



AP Photo/Saurabh Das

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Picnickers also enjoyed games, such as egg and spoon races (with divisions for age 6 and under and age 7 and up), a water balloon toss, a three-legged race, and a piñata smash. Each participant in these events won a prize.

Many others received attendance prizes:

- Andrea Spray — movie tickets
- Prasad Bopardikar — movie tickets
- Matt Lecocq — huge blue whale
- Sridhar Nanjappa — washers game
- Sanjay Bhagat — washers game
- Marv Morrison — washers game
- Charles Sulcer — washers game
- Angela Caver — movie tickets
- James Dodson — movie tickets

NetEffects extends special thanks to Rachel Stuart for all of her hard work in getting everything prepared and ready — especially for arranging the perfect weather. 🌍



Jan Goldman, Janice Haupt, Carrie Haupt, Heather Haupt, Coco Delgado, Sharon Lowenthal, Rachel Stuart, and Kelly George get ready for the highly competitive three legged race.



Children enjoy taking turns pummeling “Pinata SpongeBob SquarePants.”

Don't Skip Breakfast!



Did you know that eating breakfast will help keep off the fat? According to Boston Children’s Hospital researchers, people who eat breakfast everyday are almost one-half as likely to become obese than those who eat breakfast only two times a week or less. Breakfast eaters also had a lower risk of developing insulin resistance, which is often linked to heart attacks, abdominal obesity, high cholesterol, diabetes, and blood clotting problems.

The kind of breakfast you eat also matters. People who eat whole grain cereals (like oatmeal) are slimmer than those who eat cereals high in refined sugars. Try to include protein in your breakfast. The liver converts amino acids from protein into blood sugar, which will prevent you from becoming hungry throughout your day.

It is also extremely important to eat healthy at the office. You will often find that it’s approaching noon and your stomach’s been growling like a rabid dog since mid-morning. A voice from the cubicle next to yours beckons, “Hey, we’re going to Burger Biggie, want anything?” You think to yourself, “Want

anything? Yes, get me the whole left side of the menu with a Diet Coke!”

So begins the battle of good versus evil. Evil says, “Yes, gimme some grease!” Good proclaims, “No! I’ve got to eat healthier, drop some pounds, and start taking care of myself.” Besides, you’re sure this summer’s fashions will all have less coverage than anticipated... damn designers!

So, how do you avoid this battle? Plan ahead. The best solution is to bring food to work. This way you know you’ll have healthy food on hand. To avoid the growls, here are some tips:

1. Stock your desk with apples, dry cereal (Special K), whole-grain crackers, low-sodium/low-sugar peanut butter, soup to go, toasted almonds, and soy nuts. These are all healthier alternatives to snacking between meals.
2. Keep utensils, napkins, and a can opener at your desk.
3. Stock the break room fridge with some of these:
 - Seven-grain bread for sandwiches
 - Lean meat cuts (Healthy Choice has great selections)

- Fat-free yogurt (Blue Bunny is low calorie)
- Low-fat cottage cheese
- Fresh fruits and vegetables (baby carrots, Granny Smith apples, strawberries, melons, and oranges).
- Celery sticks with low-sodium/low-sugar peanut butter are great if you want something crunchy.

Unfortunately, most of our waking hours are spent at work. In order to build a solid foundation of smart food decisions that will hopefully become habitual over time, the work place is the perfect starting point for implementing healthy eating practices.

Remember — eating healthy doesn’t have to be boring. Be sure to choose a variety of healthy foods you enjoy.

Questions or comments? Contact Shawn Fitzmaurice, co-owner of Premiere Fitness, at (636) 391-6565, e-mail thetrainer@premiere-fitness.com, or visit them on the Web at www.premiere-fitness.com. 🌍



2003 Time Sheet Schedule



All timesheets must have an authorized signature unless other provisions have been made. Timesheets are due by noon Tuesday.

Week Ending	Timesheet Due Date	Pay Date
(Friday)	(Tuesday)	
06/27/03	07/01/03	
07/04/03	07/08/03	
07/11/03	07/15/03	07/31/03
07/18/03	07/22/03	
07/25/03	07/29/03	08/15/03
08/01/03	08/05/03	
08/08/03	08/12/03	08/29/03
08/15/03	08/19/03	
08/22/03	08/26/03	09/15/03
08/29/03	09/02/03	
09/05/03	09/09/03	09/30/03
09/12/03	09/16/03	
09/19/03	09/23/03	10/15/03

* If the pay date falls on Saturday or Sunday, then the pay date will be on the Friday before.

Please notify NetEffects when taking vacation by sending an email to timesheets@neteffects.com. Include all vacation information in the e-mail. Thank you.

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Operation NetEffects Cares Provides Welcome Care Packages to U.S. Troops continued from page 6

official postcards. The following are some of the messages that were included with donations from NetEffects consultants.

“Thank you for fighting for me!” (age, 7 months)

“My thoughts are with you and on a safe return.”

“Thanks for all you do. Wishing you a safe and quick return home.”

“The reasons for war are many, but the only goal we seek is peace – bring it home!”

“We love you. Come home soon.”

“Thank you for fighting to keep my family and friends free.”

“I deeply appreciate your sacrifices and dedication to duty and our country.”

“You guys are doing a job no one else can do. Stay humble, do what you need to do, and remember we (the true Americans) love you and pray for you while you’re there taking care of business. You’re not alone! God Bless.”

“Thanks for your willingness to give all for your country, and indeed for the whole world!”

“Hurry home...our prayers are with you.”

We are always welcome to your suggestions, so if you would like to contribute a technical article to an upcoming issue of *NETconnect* please contact Michelle Zipfel at mz@neteffects.com.



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