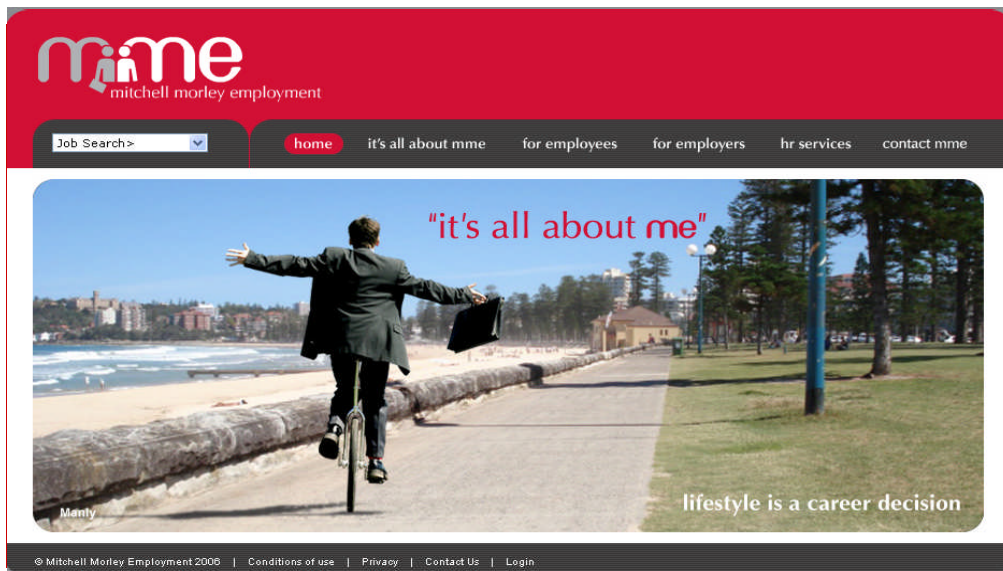


# It's all about ...



## mme website ... we have lift off!

This month there is exciting news on the employment front ... the much anticipated mme website was launched offering all the latest employment news, current jobs and employment advice to Northern Beaches residents and employers. Please join us in celebrating the launch by clicking on the link below and giving us your comments on usability, navigation, content and design.

At this time, mme representatives are also standing by for comments

in relation to their service offering and delivery. Loraine Mitchell, a spokesperson for the company, says "mme would be honoured to include comments from past and current business partners on the website in the form testimonials."

So, tell all your family and friends, this is the place to be ...

[www.mitchellmorley.com.au](http://www.mitchellmorley.com.au)

## TURNOVER – THE REAL COSTS!

When you compare the cost of replacing high performing staff with the significant bottom-line benefits gained from retaining their services, it's clear that retention planning is an issue that must move from the fringes of human resource planning to the heart of an organisation's staffing strategy.

But what are the costs of losing your best people?

To quote one example, a medium

sized New Zealand IT company with just over 400 staff spent over \$16million on staff turnover in 2002!

Or consider this: If a company with 200 employees, revenues of \$25 million and an average profit margin of 10% had a staff turnover rate of 12.5% per year, this would represent 4% of the company's total revenues and 40% of their annual profits!

## Special events to add to your calendar

- mme website launch  
June 2007
- Local Business awards  
– announce winner  
17<sup>th</sup> July 2007
- Super is becoming  
simpler 1<sup>st</sup> July 2007

### Did you know?

**When all costs are considered, businesses can spend up to 2,000% of a high performer's annual salary to replace them!**



We appreciate your comments

mme

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Most people  
don't quit  
jobs, they  
quit their  
bosses

75% to 85% of the factors  
that affect job satisfaction  
are controlled by an  
employee's Manager



## Thank you for voting for mme in the Business Awards

As many of you know, we were delighted to announce that we have been nominated for the 2007 Northern Beaches Business Awards in the categories of "Best New Business" and "Best Service Business". We can now announce that we have been selected as a Finalist in both categories. This is a great honour for us and a much coveted award so we both would like to say a big thank you to everyone who voted for us and who has supported us over these past 12 months. Launching a new business into such a competitive market has been a huge challenge with many lessons learnt along the way. But the support and encouragement from both employees and



employers has been paramount in carrying the "it's all about me" message into the recruitment marketplace. We certainly never expected our reception to be so warm, welcoming and continuing. We wish everyone all the best with their own businesses, their careers and their job hunting.  
*Lorraine Mitchell & Suzy Morley*

## What's for Dinner?

### Lamb Cutlets with Sauteed Potatoes & Sage Sauce

#### Ingredients

4 tsp pine kernels  
10 tsp fresh sage, finely chopped  
2 tsp dry white wine  
100ml/3½ fl oz double cream  
1 clove garlic, sliced  
10 tsp Italian olive oil  
8 fresh rosemary sticks, roughly chopped (leaves only)  
4 large potatoes, pre-cooked al dente  
12 lamb cutlets  
2 tsp balsamic vinegar  
salt and freshly ground black pepper, to taste

#### Method

1. In a small saucepan toast the pine kernels for approximately two minutes.
2. Add the sage and white wine and gently simmer for a minute.
3. Add the cream, season with salt and pepper and cook on a low heat until thickened.
4. With the help of a hand-blender, blend the mixture until you create a smooth sauce texture.
5. In a large frying pan, fry the garlic in eight tablespoons of olive oil until nearly burnt, allowing the olive oil to flavour.
6. Dispose of the garlic and add the rosemary.
7. Slice the pre-cooked potatoes (with the skin) approximately 1cm (0.5in) thick and cook in the flavoured oil for approximately two minutes each side or until golden and crisp.
8. In the meantime, place the cutlets on a large tray, drizzle over a couple of tablespoons of olive oil, the balsamic vinegar, and sprinkle with salt and pepper. Using your hands, mix the flavours into the meat and grill for approximately two minutes each side.
10. To prepare the dish, stack the potatoes, place the cutlets leaning against each other in the middle of the plate, drizzle everything with the sauce and serve with asparagus and a glass of red wine



Preparation time less than 30 mins

Cooking time 10 to 30 mins