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## A Needs and Compatibility Analysis

**MTI**, a high-technology manufacturer that stresses R & D has, by definition, a critical need to attract many of the best and most motivated applicants in the U.S. labor pool. But employee recruitment and retention, done at the lowest possible labor cost, are technical specialties that demand focus and the kind of dedicated effort for which Rho sees itself uniquely equipped.

One might fairly describe Rho as a youthful, people-oriented organization with the kind of vitality and awareness that attracts high-powered candidates to its doors.

**Comfortable with Technology.** Rho, like MTI, is a heavy user of current technologies, such as multimedia training systems, sophisticated telecommunication networks, optical scanners, a score of PC applications, and extensive data bases. The technical abilities and experience of our staff-several of whom have backgrounds as engineers, technicians, and programmers-are superb. What this adds up to is that our clients benefit every day from the time and cost savings made possible by our technical approach and capabilities.

**Joint Approaches to Achieve Common Aims.** MTI, likely, has a need to do networking and partnering, with people and companies that, in some basic ways, match its own approach and sophistication. Rho, working daily as it does with clients like Nintendo, Microsoft, Honeywell, Western Digital, and TRW, feels comfortable with MTI personnel, talks its language, understands its special problems, all of which translate into and promote more harmonious and productive working relationships.

Just as MTI has been a leading-edge company and a high-end employer within its industry, Rho occupies a similar position within the staffing and contingent workforce industry.

### Riding the Wave of the Future

No company, to be competitive, can function with the level of mistakes, the defects in thinking and management, the untrained employees, incompetent management, and the antiquated training, orientation, recruitment methods, and permanent full-staffing characteristic of decades past.

The test, it seems, for Rho, and for all companies, is whether we have the guts, the intelligence, the vision to develop a better philosophy about what works and what doesn't and to make all necessary adjustments in building world class organizations. Rho would like to be MTI's partner in facilitating some of these changes and in riding an exciting wave into what we are confident will be a great future.

### A Mathematical Argument

**Statistical Process Control.** Dr. W. Edwards Deming, whom you probably know well, is the man, an American, credited with leading Japan out of the ashes of World War II. He is Japan's chief industrial guru (now America's guru of restructuring for the future). He is the world's greatest proponent of thorough job-related training, modern training techniques, stressing inspired supervision and statistical techniques. In Japan, they worship this man as an icon of godly proportions.

Well, interestingly, Dr. Deming's teachings support Rho's argument. He says, "that the number of companies which provide the same product or service must be minimized. And only those suppliers, who accept and promote these new philosophies of operating, should be retained."

**The fourth of Fourteen Obligations of Top Management.** Here is the fourth of Dr. Deming's 14 management obligations. "Reduce the number of multiple source suppliers. Price has no meaning without an integral consideration for quality. Encourage suppliers to use statistical process control."

Although the key reference here is to parts suppliers, the operative principle is the same for all sorts of suppliers. What Rho has been doing for the companies for which it is a primary vendor is truly a reflection of what many, such as Dr. Deming, see as the wave of the future.

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