



Temp News



**C&S Employment
SOLUTIONS**

1731 Southridge Drive
Jefferson City, MO 65109
573-635-9295
csemployment.com

C&S Staff:

Paula S. Benne, CSP CTS
President

Jerry Benne, CSP
Vice President

Darlene Norment, CSP
Accounting Director

Carrie Russell, CSP CTS
Staffing Specialist

Mandy Thomas, CSP
Staffing Specialist

Nicole Wilson, CSP
Payroll Clerk

Stephanie Lehmen
Community Relations Coordinator

Mary Heimericks, CSP
Claims Manager

Suzette Mengwasser
Employment Verification Specialist

Shaun Sappenfield
Business Development Executive

 MEMBER OF
American Staffing Association



Cultivate Gratitude

A grateful attitude offers proven, wide-ranging benefits which can include improvements in mental health, physical well-being and social relationships. The more we practice gratitude, the more our brains learn to focus on the positive and handle challenges more effectively even in the workplace.

Let's start with some



social and professional benefits of a grateful attitude.

• **Enhanced Productivity and Teamwork:** In the workplace, showing gratitude to fellow employees can increase motivation, job satisfaction, retention rates and collaboration among coworkers.

• **More Prosocial Behavior:** Gratitude encourages people to be more helpful, generous and considerate towards others that can create a positive ripple effect in the workplace. Additionally, expressing appreciation for others strengthens social bonds, fosters trust and enhances empathy.



Next, take into account the **physical health benefits** of practicing gratitude.

• **Increased Energy and Vitality:** Improved sleep, mood and overall physical health all contribute to higher energy levels.

• **Better Sleep:** Practicing gratitude at the end of your day can help drive away negative thoughts and worries, leading to faster onset of sleep and better overall sleep quality.

• **Improved Heart Health:** Gratitude can help lower blood pressure, reduce inflammation and improve cardiac function, thereby lowering the risk of heart disease.



Lastly, consider the **mental and psychological benefits** of a grateful attitude.

• **Increased Happiness and Positive Emotions:** Gratitude is consistently associated with higher levels of happiness, optimism and overall satisfaction.

• **Reduced Stress, Anxiety and Depression:** Expressing gratitude helps regulate the production of stress hormones like cortisol, leading to a reduction in stress levels. It serves as a competing response to negative thought patterns which can decrease symptoms of anxiety and depression.

• **Improved Self-Esteem:** By focusing on our own blessings and achievements rather than comparing ourselves to others, it can boost our self-confidence and self-worth.

• **Better Emotional Regulation:** Gratitude activates brain regions like the prefrontal cortex, which helps us manage emotions, becoming more patient and more flexible.

what's new?



C&S Employment Solutions is upgrading to a new time keeping software. We anticipate this will be user-friendly and an easy transition for everyone involved including employees, client employers, applicants as well as staff.

For current C&S employees, there are a few important and timely aspects that we want all employees to be aware of regarding this transition.



- It is critical that all C&S employees have their time approved and submitted **no later than Sunday, November 2, 2025**, regardless of your time keeping method. This will ensure a seamless transition as the software conversion is conducted and payroll processed for the week.
- C&S employees who currently submit their time via the Employee Portal will receive an email with details within the next week with login information and instructions for entering time moving forward via the new Employee Portal.
- Additional information regarding features and accessing the Employee Portal will also be sent soon to **all C&S employees**.

If questions arise during this transition, please contact the C&S Payroll Department at 573-635-9295 or payroll@csemployment.com. Your cooperation and patience as we navigate the software upgrade is very much appreciated.



What's happening in November:

November 2 -- Daylight Saving Time Ends (turn clocks back 1 hour)

November 4 -- Election Day

November 11 -- Veterans Day (C&S open)

November 26 -- C&S closed at 12 noon

November 27 -- Thanksgiving Day (C&S closed)

November 28 -- C&S closed



Permanent Placement

The following employee was recently offered and accepted permanent employment at his assigned job placement. C&S would like to congratulate and thank Douglas for his hard work and dedication!

Douglas McClure

C&S Participates in RITW Check Presentation



C&S President, Paula Benne, and C&S Employment Verification Specialist, Suzette Mengwasser, participated in a check presentation from the proceeds of the 2025 Redemption concert's silent auction to this year's beneficiary, Capital City CASA.

Accepting on behalf of Capital City CASA was Executive Director, Gina Clements (center), surrounded by Redemption organizers and volunteers, Kelli & Leah, Paula, Suzette and Kirk.

The mission of the Capital City CASA program is to advocate for the best interest of abused and neglected children and youth within the 19th Judicial Circuit of Missouri based on the belief that children are entitled to a safe and permanent home.

