

It's giving season

While the holidays always have us thinking of pumpkin spice lattes, the first snowflakes, sweaters, and Santa, it's also a time of year for us to think about giving back. Our Lakeshore team is passionate about serving our community and helping make a difference. Several of our team members recently spent the morning volunteering at Food Bank of the Rockies, an amazing organization that provides food and necessities to people in need.

We also headed over to Ronald McDonald House - Denver last week to work the phones at their annual "Light the Houses" radiothon. This event helps raise money to keep thousands of families of sick children together and close to the care and resources that they need.





As we're transitioning from Thanksgiving celebrations to Holiday celebrations, Lakeshore wants to take a moment to let you know how grateful we are for you! We couldn't do what we do without our amazing clients, candidates, and contractors. We are so thankful for our partnership with you and appreciate your trust in us!

Recipe for Success

Another trademark of this time of year is a whole lot of cooking and baking of delicious holiday treats! We've collected a few of our team's favorite recipes, found on pages 3 & 4 below (and we'd love to hear if you try any of these and how you like them!)

But we're also sharing another kind of recipe with you -- the recipe for a successful hiring process! The best hires start long before their first day. Check out Lakeshore's recipe for successful hiring...and of course reach out to us for our help with any or all steps!

Successful Hiring Process

May your new year be as sweet as this cake!



Ingredients

- 3 cups of a strong employer brand
- 1 cup of engaged candidates
- 1/2 cup of a detailed job description
- 1/4 cup of a streamlined interview process
- 3 TBSP of attractive benefits and culture
- 1 dash of a Lakeshore Talent staffing partnership (optional)

Directions

Mix candidates with skilled interviewers and hiring managers. Bake for a maximum of 3 interviews. Pull out of the oven and provide feedback to candidates in a timely manner. Decorate with a strong offer letter and benefits package. Present with a smile.



Lakeshore Talent Recipes: Find your ~~people~~ food.

Pistachio Salsa (Sally)

- 1 medium onion, peeled and quartered
- 3 serrano peppers, washed and punctured 2-3 times with a fork or knife (for a more mild salsa, decrease the amount of chilies you use, de-seed them, swap them out for jalapenos, etc.)
- 1 large peeled clove of garlic
- 1/2 cup neutral oil
- 1/3 cup shelled pistachios
- 1/2 tsp salt

Heat oil in a medium size pan over medium heat. Place the onion, chilies, and garlic in the pan. Cook until the serranos begin to blister and the onion becomes translucent. Don't let the onion brown. Remove from burner and let cool for 30 minutes. Place all the ingredients from the pan in a blender along with the pistachios and salt. Blend on high until smooth.



Pineapple Casserole (Lindsay N.)

Ingredients:

- 3 (8-ounce) cans of pineapple chunks, drained
- 1 (8-ounce) can crushed pineapples
- 1/2 cup flour
- 1 cup sugar
- 2 cups shredded sharp cheddar (better to use a block of cheddar and shred vs. pre-shredded)
- 1 stick butter, melted
- 1 sleeve Ritz crackers, crushed

Instructions:

1. Preheat oven to 350 degrees. Butter or spray a 9x11 baking dish (or similar sized).
2. In a medium bowl, mix together flour, sugar, and cheese. The flour will coat the cheese and help keep it from clumping together.
3. Add all of the pineapple to the bowl and mix well. Pour pineapple mixture into the prepared dish.
4. In a small bowl, combine cracker crumbs and butter. Spread evenly on top of casserole. Bake for 30 minutes.

This sounds like an odd one, but this is my favorite dish I look forward to for any family gathering. It comes from my grandma, who was a true southern lady from South Carolina, which shouldn't be surprising with a dish full of butter, cheese, and sugar!

Fireball Pumpkin Pie (Tara via "Cupcakes and Cutlery")

This flavorful Fireball Pumpkin Pie is infused with cinnamon whiskey to give it an extra kick! With a store-bought crust, it's easy to take a classic fall dessert and make it extra special.

Ingredients

- 1 store-bought pie crust
- 2 eggs
- 1 1/2 cups canned pumpkin puree
- 3/4 cup heavy cream
- 1/4 cup milk
- 1/2 cup sugar
- 1/2 cup brown sugar
- 1 teaspoon pumpkin pie spice
- 4 tablespoons Fireball Cinnamon Whiskey
- Whipped cream for garnish

Instructions

1. Preheat the oven to 400 degrees.
2. Grease and flour a pie dish and line with the pie crust pastry. Set aside.
3. In a bowl beat the eggs with the pumpkin puree until incorporated.
4. Add the rest of the ingredients and mix until creamy.
5. Pour the filling into the crust and bake for 50 to 55 minutes or until just set.
6. Remove from the oven and let it cool for 15 minutes before serving





A Little Kneady Rustic Loaf (Abiyah)

Ingredients

- 2 3/4 cup Bread Flour
- 1 1/2 tsp table salt
- 1/4 tsp rapid-rise instant yeast
- 3/4 cup plus 2 tbs of room temperature water (around 72-78 degrees)
- 1/2 cup mild lager (or you can substitute it with water)
- 1 tbs distilled white vinegar
- Dutch Oven

Instructions:

1. Make the Dough: Whisk flour, salt and yeast together in a large bowl. Fold in water, beer, and vinegar (I usually add them all together and slowly incorporate it) to flour mixture, scraping up dry flour from the bottom of the bowl and pressing dough until cohesive and shaggy and all flour is incorporated.

2. First Rise: Cover bowl tightly with plastic wrap and let sit at room temperature for at least 8 to 18 hours (I normally rest in the microwave or oven because the temperature doesn't get affected overnight).

3. Fold and Rest: Using wet fingertips, fold dough over itself by lifting and folding the edge of dough toward the middle and pressing it to seal. Turn the bowl 90 degrees and fold dough again repeating the process a total of 8 folds. Flip dough seam side down in bowl, cover with plastic wrap and let sit for 15 minutes.

4. Shape Dough: Lay an 18 x12-inch sheet of parchment paper on the counter and lightly spread vegetable oil over it. Next, transfer dough seam side up onto a lightly floured counter and pat into a rough 9-inch circle using your lightly floured hands. Next lift and fold edge of dough towards center, pressing to seal. Repeat for a total of 6 times and make sure they are evenly spaced folds. Flip dough seam side down. Using both hands, cup side of dough farthest away from you and pull dough toward you, keeping pinky fingers and side of palm in contact with counter and applying slight pressure to dough as it drags to create tension. (if dough slides across the surface without rolling, remove excess flour. If dough sticks to the counter or hands lightly sprinkle the counter or hands with flour.) Rotate dough ball 90 degrees, reposition dough ball at top of counter and repeat pulling dough until taught round ball forms (at least four more times). Using your floured hands or bench scraper transfer dough seam side down to the center of greased parchment paper.

5. Second rise: Cover dough with an inverted large bowl. Let rise until dough has doubled in size and springs back minimally when poked gently with your finger (1 to 2 hours. Additionally, if you have stone countertops use a wood/plastic cutting board for it to rise on so it doesn't affect the temperature of the rise). 30 minutes before baking, adjust oven rack to middle position and place Dutch oven with lid on rack and heat oven to 475 degrees. Using a sharp knife to make a one 6 inch long cut atop the loaf. Carefully remove the hot pot from the oven and using parchment as a sling, gently transfer dough to the hot pot. Working quickly, cover the pot and return to the oven.

6. Bake: Reduce oven to 425 degrees and bake loaf in covered pit for 30 minutes. Remove lid and continue to bake until loaf is deep golden brown and registers at least 205 degrees, 10 to 15 minutes. Carefully remove loaf from hot pot and transfer to a wire rack. Let bread COMPLETELY COOL, about 3 hours before slicing.



“Lindsey is nothing short of amazing. She goes out of her way to make you feel comfortable and taken care of. I’m so thankful that she was the one that helped me that day. Thank you Lindsey!”

Candidate Testimonial



REFER AND EARN

DON'T FORGET THAT WE OFFER REFERRAL BONUSES FOR BOTH CANDIDATES AND CLIENTS

CONTACT US FOR DETAILS

BIRTHDAYS AND ANNIVERSARIES

Join us in celebrating our November/December birthdays and anniversaries!

Happy Lakeshore Anniversary to:
Abiyah: 4 years on 11/20
Tara: 2 years on 11/1

Happy Birthday to:
Tara (11/24), Kaylee (12/26),
Natalie (12/20)

