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Did You Know?

The Federal Reserve had profits of \$45 billion in 2009?

One of eight USA marriages in 2010 met through social media?

The 4 largest banks in the USA have 56% of all domestic bank assets?

US government had a \$65B deficit in March 2010, extending streak of 18 consecutive monthly deficits?

Tom Seaver received the highest percentage (98.8%) when elected to baseball's Hall of Fame (HOF) in 1992?

139 million Americans have jobs currently?

The bottom 50% of taxpayers paid 2.9% of FIT in 2008?

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Fake References on the Rise

Did you know you can buy a fake reference via the Internet?

Suffering from extended unemployment, being fired for incompetence, job jumping, or not making enough money....no problem if you use www.careerexcuse.com, www.buyajobreference.com; or www.alibihq.com. For roughly \$40, a candidate can falsify their employment history and for companies that outsource references, this can be a nightmare for hiring authorities and a boom to the more sophisticated search and security investigation firms that validate references.

Completed Searches

Ten examples of completed searches managed by Bohan & Bradstreet include:

Human Resources Manager	Multi-plant Division
Controller	Aerospace Manufacturer
Commercial Lender	Bank
Senior Tax Accountant	Investment Management
VP Supply Chain	B2B Manufacturer
Senior Engineer	Consumer Electronics
Billing Director	Healthcare Testing
Business intelligence Analyst	Consumer Distributor
General Manager	Consumer Products
Marketing Director	B2C Distributor

Moving On

Companies do not want to lose high performers. They are the ones that often work 55+ hours a week and drive change and evolution. And why do they leave? The number one answer was because of some injustice concerning rewards, recognition, and fairness. Retaining top talent will be critical in 2010.

Rehiring Trends

In previous downturns, employers have not rehired laid off employees. Times are changing. Over 50% of employers have or will rehire former employees and the top reasons are: (1) skills are already known; (2) fit into company culture; (3) there is a shortage of "experts" in specialty areas like engineering, marketing, and IT.

Quote of the Month

"Confidence is the companion of success." Bohan

2010 Hiring

As 2010 progresses, the hiring momentum will slowly increase. Competition for customers and need for communications will drive increases in IT as well as business development, marketing, customer service, and product development. The East Coast leads the nation with lowest unemployment levels of 9.1% (1Q) and West Coast is the worst at 11%. 2008 & 2009 were the years to cut expenses and 2010 is the year of building revenues and gaining market share. Companies are looking to bear hug existing customers and woo new business.

Resignation Etiquette

Even if you hate your current employment, be careful not to burn bridges and sever references. Proper steps include writing a short resignation letter, offer 2 weeks notice, make a list of any open ended projects and indicate what will be completed, return any company property, and ask for references.