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## Global Weather Impact

Earthquakes and tsunami in the Far East has been disruptive to the supply chain for many markets and this actually contributes in part to increases in employment in some USA companies.

## Did You Know?

Life expectancy of a new born American male today is 75.3 years?

20% of Greece's working population are government employees?

North Dakota has the lowest unemployment (3.2%) and Nevada the largest (12.9%)?

The longest recorded flight of a chicken is thirteen seconds?

2.95 million Americans filed for bankruptcy protection from January 2009 to December 2010?

15% of the world's electricity is generated by nuclear power plants?

Consumer spending accounts for 70% of total economic activity in the USA?

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## Completed Searches

Ten examples of successful searches by Bohan & Bradstreet include:

Senior Brand Manager  
Senior Product Engineer  
Healthcare Analyst  
Human Resources Manager  
VP Finance  
Senior Marketing Director  
Operations Director  
Tax Manager  
Product Marketing Manager  
VP Information Technology

OTC Products Industry  
OEM Supplier  
Healthcare Consulting Firm  
Leisure Products Leader  
PE Infused OEM Supplier  
Consumer Products  
Consumption Products  
Energy Distributor  
Transportation Accessories  
B2C Transaction Services

## Higher Wages

Average hourly earnings hit a low of 2% last December and grew to 2.1% by May whereas average earnings over the last decade have been at 3%. As the market starts to pick up, the balance of supply and demand for skilled workers will be challenging as higher wages will be offered to attract talent.

## Retention's Not Easy

The signals that you need to give out in the first 10 to 20 seconds are instinctive: (1) body language translated by movements (e.g. gestures, facial expression, eye contact); (2) voice modulation and tone are calm & speed of your speech is controlled; and (3) appearance (e.g. clothes, smell, enthusiasm and posture). Once past the initial first impression, one can get on with developing a relationship with your prospect.. The best talent will always be in demand, in bull or bear markets. In fact, the risk of losing vital human capital is high right now, because so many people, even stellar performers, are developing career contingency plans & the temptation to execute it might be sooner than later. To keep talent increase communications, engage on special projects that will challenge their abilities, and offer more flexible work options.

## Unemployed Challenges

Younger people (under 35) and older workers (55+) are finding more success in getting reemployed than middle aged workers (35 to 54). Younger workers are willing to accept lighter salaries and many older workers have their own medical insurance and strong skill sets at a reasonable price. Many middle aged workers are highly compensated, are geographically committed, and lack the flexibility to adjust to lesser roles. July unemployment fell to 9.1% and the track back to a healthier economy needs to be stimulated by growth of small to medium size businesses and a commitment from unemployed to develop new skills and embrace change.

## Quote

"Appreciation is a wonderful thing; it makes what is excellent in others belong to us as well." *Voltaire*

## Manufacturing Recovery

1979 was the peak for manufacturing jobs in the USA and over last 10+ years millions of jobs have been lost until now. USA still remains the global manufacturing leader (19% of world's goods vs. China's 15.6%) and jobs in manufacturing are on the increase due to gains in productivity, success at driving down costs, rising fuel prices make offshoring shipping more expensive, and accelerating wages and prices in the Far East