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Did You Know?

79% of US taxpayers report less than \$100,000 in adjusted gross income?

5 of the 10 largest US corporations in the US are involved either in the auto or oil industries?

A duck's quack doesn't echo?

The US public debt is projected to be 71.2% of the size of our economy in 2012?

In the US in the next 60 minutes, 7 businesses will file for bankruptcy?

Only Missouri, Utah & Tennessee require high school students to take personal finance?

The US imported \$1.27 of goods & services for every \$1 we exported for first 8 months of 2011?

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Completed Searches

Ten examples of successful searches by Bohan & Bradstreet include:

Operations Director
Payroll Manager
Global Sourcing Director
IT Director
General Manager
Trade Marketing Manager
Finance Director
Regional Sales Manager
Finance/Operations Manager
Business Director

Electrical Controls Industry
NA Holding Company
Electronic Printing Leader
Consumer Products Marketer
Electronic Components
Dairy Products Leader
Environmental Testing Leader
B2B Logistics Services
Water Treatment Products
Investment Management

Employee Cost Trends

According to the Department of Labor, over the last couple of years, employers have driven down benefit costs from 35-40% to an average of 31% with 69% accountable to wages and salaries. However, in the WSJ on 10/28 it was stated "Benefit costs in the private sector were up 4% year-on-year in the second quarter, more than double the 1.7% increase in wages and salaries." In hot markets companies are raising the anti on benefit perks to attract and retain talent.

Controlling Performance

To improve performance, manage yourself and not time. Time spent needs to match up with priorities. To focus on business goals, figure out three things to stop doing and three things to start doing.

Monthly Quote

"Always do right. This will gratify some people and astonish the rest." *Mark Twain*

Cost of References

Last month an acceptable offer was cancelled due to references. Candidate could not locate two key references due to former employer being acquired and too much time had passed so contact information was no longer valid. Another reference wasn't pre-warned so the former superior was conservative and provided too little insight. Client offered role to #2 choice who had stellar references.

B&B Views

Through the first 10 months of 2011, placements completed are up 30+% over 2010. Primary drivers are the diversity of clients and functionality served; the partnering with clients to validate need, level, and expectations of the role; the creation of a more customer focused recruitment and placement process; and the ability of the B&B team to tap their business knowledge and network to facilitate the recruitment process.

Productivity Downturn

Worker output fell in the first half of 2011. A big indicator for an economic rebound and productivity improvements is heavy spending on technology, automation, and capital equipment. Due to the unpredictability of future business and a 5+ year shift of investment \$\$\$ in low cost countries, spending is down and productivity has fallen to a growth rate of 1.6%, well below the 3.4% pace of most recent recoveries.