

In This Issue

- Generation Y
- Completed Searches
- Thank You! No Thank You!
- First to Go
- Retirement Reality

Did You Know?

The average productivity of an American worker (defined as output per hour of work) has increased +52% over the last 20 years (1988-2007). Mathematically this means the quantity of work done in 1987 during a 40-hour work week could now be completed in less than 26 ½ hours (source: Labor Dept).

That planned expenditures for Social Security in fiscal year 2009 are \$649 billion, a 66% increase in last decade

The population of obese US adults has grown from 15% (1980) to 34% (2007). Obesity is defined as a body mass index of at least 30. The body mass index calculation is a function of an individual's height and weight.

The average private sector employer has increased wages and salaries by +2.9% annually over the last 5 years.

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Generation Y

Key factors that are important to Gen Y when evaluating their current or future employers are (1) opportunities for career development; (2) employers valuing their opinions; (3) work-life balance; (4) having access to information quickly; (5) good rapport with boss and peers; and (6) receiving positive feedback for a job well-done. Gen Y expects to be paid more, be promoted quicker, have more vacation time, and have access to state-of-the-art technology. 61% of college students polled by Right Management expect to stay with first employer less than three years.

Completed Searches

Ten examples of successful searches by Bohan & Bradstreet include:

Brand Manager
Divisional Controller
Demand Forecasting Manager
IT Systems Manager
Cost Manager
Regional Sales Manager
Human Resources Director
Manager, External Reporting
IT Audit Manager
VP Finance/CFO

Consumer Products Distributor
Building Products Manufacturer
Consumer Products Manufacturer
Pre-IPO B2B
Pharmaceutical Developer
Office Products Manufacturer
B2B Distributor
NYSE-listed OEM Supplier
Global Capital Equipment Manufacturer
VC-funded Capital Equipment Supplier

Thank You! No Thank You!

Nearly 9 out of 10 executives appreciate the thoughtfulness of a "thank you" letter; however, almost all of the same executives will discount them if the writer doesn't describe relevant achievements, potential contributions, and provide insight on how your experience will make a difference.

First to Go

When there is a down turn in the market place, the first to go are those that come in late, cut out early, take extended luncheons, have too many personal calls, and do not add any value to their boss or the company's profitability. If you view work as a job rather than a career opportunity then your boss may view you as a liability rather than an asset.

Retirement Reality

The majority of Americans who earn at least \$75,000 a year believe they will accumulate at least \$1 million in retirement assets during their working years. An individual earning \$75,000 in salary and deferring 6% (done monthly) into a 401(k) plan will need to grow his/her assets by +10% annually to accumulate \$1 million (pre-tax) after 30 years (assuming +3% annual pay increases).