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Did You Know?

The average outstanding mortgage balance is \$191,917?

There are 3 constants in life: change, choice and principles

For the first 9 months of 2008, Americans as a nation drove 79 billion fewer miles than the year before.

During the holiday season, \$220 million worth of poinsettias were sold

7.5% of all office documents are lost

Reebok was named after an African gazelle

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Happy Hour Results

#1 reason that employees go to happy hour events is to bond with co-workers. The leading age group is 25-34 and the lowest number is employees 55 and older. Only 20% view happy hour as a networking opportunity and 15% want to hear the latest gossip. The largest group of happy hour attendees is from professional and business services followed by financial services, IT, sales, and healthcare.

Completed Searches

Ten examples of successful searches by Bohan & Bradstreet include:

President & CEO	Healthcare
Division Controller	Contract Manufacturer
Marketing Administrator	Entrepreneurial B2B
Operations Director	VC-funded Manufacturer
Engineering Project Leader	Energy Distributor
VP Sales	Equipment Manufacturer
Human Resources Manager	Material Testing Company
SAP Business Analyst	Emerging Manufacturer
Audit Director	Global Corporation
Profit Center Manager	Expanding Distributor

Search Firms as Business Partners

With the downturn in the marketplace, medium to large employers will be discarding their in-house recruiters and will go externally with search professionals. Time is money and recruiting the "right" talent is an art form. Bohan & Bradstreet has been a business partner for three decades and averaged less than 4 candidates interviewed for every search completed. Knowing the culture and company history, teaming with decision makers, and defining the opportunities to contribute has helped to streamline the hiring process. Now medium and large companies are reaching out to boutique search firms to partner on talent searches that range from confidential replacements to selective additions that support strategic and tactical initiatives.

Encouraging Better Health

Businesses are more interested in improving employees' health. 72% now offer wellness information and resources; 31% support weight loss coaching; and 40% promote stop-smoking programs. Why? Health benefits represent 37% to 42% of payroll costs and better health reduces healthcare costs.

Shrinking Raises, Bonuses & Benefits

Fed-Ex is not alone. In recent surveys, over 60% of companies contacted will reduce budgets set aside for raises in 2009. In addition less than 15% would increase bonuses based on performance while the remainder would stay the same or decrease. With healthcare costs rising again, an increasing number of employers are asking employees to contribute more to their healthcare plans.