

In This Issue

- Completed Searches
- I Quit
- Experience vs. Compensation
- Monthly Quote
- 2012 Trends
- Before the Interview
- Did You Know?

Did You Know?

That the total debt of the US government as of 12/31/11 was \$15.2 trillion?

The S&P 500 results over the last 50 years are 53% "up" and 47% "down?"

Americans spend \$36 million every hour of every day at Wal-Mart?

For every \$1 of expected tax revenue in 2012, the US government is anticipating spending \$1.37?

Apple has \$97 billion in cash for future product development and acquisitions?

China has experienced 18-20% labor increases annually for the last three years?

44.7M (one out of seven) Americans now receive food stamps?

Contact Us

Edward B. Bradstreet, CPC
Bohan & Bradstreet, Inc.
741 Boston Post Road
Guilford, CT 06437
203-453-5535 ext. 223
203-453-5545 FAX
ebb@Bohan-Bradstreet.com
www.Bohan-Bradstreet.com

Completed Searches

Ten examples of successful searches by Bohan & Bradstreet include:

Human Resources Director
Senior Tax Accountant
Sales Manager
S&OP Manager
Purchasing Manager
VP Supply Chain
Mar-Com Director
BI Project Manager
VP Finance/CFO
Electrical Engineer

PE Infused Consumer Products
Global B2B
Construction Products
PE Infused Consumer Products
Aerospace Components Mfg.
Motion Controls Leader
B2B Engineering Testing
B2C Distributor
PE Infused Metal Stamper
Security Controls Mfg.

I Quit

With all the attention to layoffs, downsizing, reorganizations, and high unemployment levels, the fact that close to 2 million workers quit their jobs every month goes unnoticed. Primary drivers for quitting are (1) to accept new employment elsewhere; (2) seasonal roles; and (3) increasing number of retirements.

Experience vs. Compensation

On the rebound of a recession, most companies attempt to hire cheap to keep expenses down in case of an economic reversal. On the sidelines is a seasoned population of age 55 and older that is experienced in economic swings and knowledgeable of business processes and problem solving. The question is whether an employer should pay for knowledge and gain quicker contributions or pay less up front and gamble that the less experienced will meet the expectations of their employer.

Monthly Quote

"Success is simply a matter of luck. Ask any failure." *Earl Wilson*

2012 Trends

As 2011 progressed, employees started looking for better career growth, benefits, security, and/or compensation. In 2012 more employees will start to evaluate alternative employment and 61% of employers plan to increase employee compensation to retain talent. Hot hiring areas will be business development, engineering, IT, marketing, and supply chain. Candidates with bilingual skills will have an advantage for initial interviews. Majority of the job creation will come from emerging small companies who are quicker, hungrier, and service driven.

Before the Interview

Before arriving for an interview, complete the following: (1) validate that your appearance is conservative and professional; (2) research the company and every individual that you will meet; (3) be prepared to share contributions and experiences that are relevant to the opportunity; (4) anticipate questions that you will be asked and practice responses; (5) develop questions on products/services, markets, business trends, changes in operations, leadership style, and role; and (6) get the telephone number/email of key contact in case of delays.