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## Did You Know?

That 51% of all adult Americans are currently married?

There is an average of 2.6 people in every American household?

Six heirs of Wal-Mart have a net worth equal to the bottom 30% of all Americans combined?

Total debt of the USA was \$9 trillion in 2007 and has increased by \$7 trillion in last 5 years?

45% of the first-time home buyers in 2006 purchased their home with no money down?

Just 5% of Americans covered by Medicaid account for 54% of all Medicaid expenditures?

60% of US workers have accumulated retirement savings less than \$25,000 other than home value and pension?

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## Completed Searches

Ten examples of successful searches by Bohan & Bradstreet include:

Supply Chain Director	PE Infused Consumer Products
Controller	Electronic Products Manufacturer
SVP Business Development	B2B Business Intelligence
Sr. Project Engineer	Motion Controls Industry
Global Payroll Manager	Business Services Leader
Human Resources Director	PE Infused Precision Parts Industry
Customer Coordinator	PE Infused Medical Products
Materials Management Director	Consumer Packaging Leader
VP Marketing	B2B Communications Products
Maintenance Supervisor	PE Infused Food Products

## Employee Costs

Over the last five years employee costs in the private sector have shifted from 61% to 69% for wages and salaries; other costs like (e.g., Social Security, insurance, retirement plans and paid leave have decreased from 39% to 31%). Primary drivers for this are the economic downturn and rising costs on employee taxes, healthcare, and retirement programs. The forecast appears to increase payroll and decrease benefits.

## Job Stat Confusion

Three months of declines in new positions (e.g. July 181,000; August 142,000; September 114,000) has ironically dipped unemployment from 8.3% to 7.8%. If one is employed (or underemployed) and took on an additional job, then you were part of the stats. A more interesting stat was despite a gain in new positions, the adult population employed in America dropped from 58.6% to 58.4% and that is not good news. Today there are still 12+ million workers unemployed and 10+ million that have given up.

## Monthly Quote

"Without initiative, leaders are simply workers in leadership positions." *Bo Bennett*

## Hottest Skills

About 8-10% of the workforce in any medium to large company should be viewed as "talent" that is being groomed for upside roles. When evaluating candidates that are targeted for talent designated roles, the hottest skills sought are strong problem solving; cross functional and industry specific experience; ability to build and lead; functional/technical expertise; change agent; and strategic thinker.

## Reshoring

21% of all products manufactured globally come from the USA. We are still the strongest, largest and most productive manufacturing economy in the world. Output is 2.5 times 1972 levels in constant dollars, yet employment has dropped by 33%. Landed cost of goods manufactured from China are 16% lower than those produced in the US; however wage inflation in China and an appreciating Yuan has set predictions of reshoring 20-25% of lost production back to USA.

## Why Talent Leaves

Top talent demands accountability from others and likes being accountable for their projects. Lack of accountability is a turn off. To lead talent, one must regularly make observations, provide insight and/or suggest alternatives as regular touch points with your best people as they work through their projects.