

### COMPLETED SEARCHES

- Controller**  
Automotive Sensors Industry
- VP Operations**  
Precision Metals Manufacturer
- Human Resources Manager**  
Fortune 500 Consumer Products
- Tax Manager**  
Regional CPA Firm
- IT Director**  
Tier 1 Automotive Supplier
- Quality Director**  
Advanced Products Molder
- Regional Sales Manager**  
Commercial Transportation
- Electrical Engineer**  
Motion Controls Manufacturer
- Maintenance Manager**  
Chemicals Coating Industry
- Marketing Leader**  
Medical Devices Manufacturer

### DID YOU KNOW?

- The mean income of Americans peaks at about age 55?
- There are 3610 species of birds in the world?
- 5% of Americans buy health insurance as individuals?
- In Illinois there are more people on welfare than working?
- Top 1% of Americans earn 20% of the national income?
- The Chipotle Mexican Grill restaurant chain does not have a restaurant in Mexico?
- Average cost of an employee is 70% for wages and 30% for benefits?

### Employment Reality

**Unemployment drops from 7.3% to 7%**

**11 million Americans are still unemployed**

**Average payroll increases are in the 1-3% range**

**Hiring has increased to 193,000 (average) over last 3 months**

**4 million Americans unemployed for 6+ months**

A mixed message as we exit 2013. There are a lot of positive signs. Manufacturing is operating at the strongest rate in 10+ quarters which is due to recovering construction and automotive sectors and advancements in manufacturing processes that make the USA more competitive with the world. Jobs lost to international markets are returning due to rising labor costs in Far East economies and productivity enhancements in the USA. Overseas, German factories pushed manufacturing in Europe forward, while China continues to advance although slower than previous years. The world economy is predicted to grow in the 3.5% to 3.7% range boosted by Brazil, China, and India. USA predictions are more modest with a range of 2.8% to 3%. This is all suspect to the whether the US government can get our fiscal house in order.

In Connecticut, B&B serves a wide spectrum of businesses and the optimism for continual growth appears high amongst our clients. In particular we have been engaged in searches that continue to support growth and transition. Growth would include product development, engineering, new business development, marketing, e-Commerce, and lots of acquisitions. Stimulators are private equity, investments in infrastructure (e.g. technology, capital equipment), and engineering ingenuity. Transition includes retirements, succession planning, and change in leadership.

On the concern side is that profits in many companies are at all time highs and employee loyalty is near an all time low. When the economy was soft, employees were more loyal. Recent poll showed that roughly 69% of employees currently working are not committed or disengaged. With 4 millions active open jobs in the USA currently, the fight for talent will only increase in 2014.