



Providing Staffing Solutions Since 1988

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From left to right: Anthony Avallone, Managing Partner; Grace Cox, Kevin Spagone, Senior Recruiters; Jamal Jimmerson, (and missing from photo Nita Lad, who recruits from the UK), Recruiters

FROM THE RECRUITER'S DESK

TALKING TO STAFF ABOUT TODAY'S DIFFICULT ECONOMIC TIMES

Newspapers, TV, radio, internet and other media are filled with doom and gloom about the recession. Every day we hear about the difficulty in the real estate market, bank and insurance company bailouts by the government, the failing of the auto industry, unemployment numbers climbing and retail sales dropping. With this kind of news, it is not uncommon for even the best employees to feel insecure and anxious about their jobs and financial security.



Studies show that employees who fear being laid off, as well as those who survive layoffs, do not kick into high gear and perform. They focus on their needs, not on the good of their company, and worse, begin to look elsewhere for a job with more stability (or perceived stability). This is bad news for employers, especially if you are talking about star employees.

Tough economic times are a fact of life. At a recent Reitman staff meeting we openly discussed with our staff what this difficult economic news means for our organization.

We began the discussion with acknowledgement of the fact that we are in a recession. We then talked about how we, as a team, should approach the next few months, and we determined the following:

- Have a mindset to succeed (ignore the negativity).
- Work harder and smarter than you ever have before.
- Don't take shortcuts; pay attention to detail and quality.
- Take excellent care of clients and candidates.
- Work to truly understand what clients and prospective clients need.
- Understand that this recession will end, as they all have, and if you can survive you will be a real winner in a good economy.
- We will communicate regularly as a team.

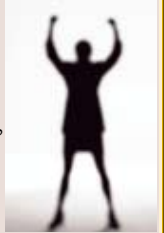
All that said, we can never guarantee anything, especially in tough economic times. However, keep your staff informed, provide strong leadership, be involved in the day-to-day operations, and remain positive while providing honest feedback about what is happening in your organization.

It is important to note that if we do not talk about the 100-pound gorilla in the room, it is potentially more anxiety-producing than is the gorilla.

Leadership requires facing tough issues. People look to leaders for direction during crises. Having a direction and goals is most helpful.

For more information on this topic contact Anthony@reitmanpersonnel.com or Ph: 203-488-6944.

And The Winner Is YOU!



Given the economic challenges we now face, coupled with today's high unemployment, your company may feel it is a good time (with the number of candidates available) to strengthen the quality of your staff.

Will this work for you?

No!!! Why not? Because companies are not laying off their top talent. They keep their core, talented staff, as you probably are, to be there when the recession has past (and it will). In fact, many companies are looking to recruit the crème de la crème to help them through these difficult times (a very smart idea).

If you're thinking about strengthening your staff to be ready for the up slide when it arrives, here are some recommendations:

- Make sure your recruiting service is offering candidates not easily attainable in the open market. After all, a recruiter's job is to find candidates you do not have access to through newspaper ads, internet, etc, but rather people who are successfully employed.
- The recruiter should be asking you probing questions which will lead to a thorough understanding of your business, staffing challenges,

and what makes your company successful.

- Don't allow recruiters to waste your time. Ensure that your recruiter is providing you with top candidates to interview; and that he/she is spending time personally interviewing and evaluating each candidate prior to presenting them to you.
- Don't accept a forwarded resume without a formal presentation of the candidate and their qualifications (which have been verified). References should always be checked prior to an offer.
- Ask for a written guarantee which will support the recruiter's work and ensure your organization is treated ethically throughout the process.

Follow these guidelines and your company can be a "winner" in today's market. Putting the right people in your organization during slow economic times will put you in a position to capitalize on success when the economy turns around.

For more information, contact
Anthony@reitmanpersonnel.com or
Ph: 203-488-6944.



Since our founding 20 years ago, Reitman Personnel has provided staffing solutions to a wide variety of healthcare providers, as well as to the science and bioscience research, manufacturing and service industries.

We believe our success has been driven by our commitment to recruiting as a profession and to the tenure and talent of our team.

Review our healthcare and science placements at
www.reitmanpersonnel.com.

Contact: Kevin@reitmanpersonnel.com or Ph: 203-488-6944 to learn more about our capability in this industry.



You are Invited to a Complimentary Seminar

“Managing Through the Recession”

Date: Thursday, February 5, 2009

Time: 8 am – 12 noon

Location: Village at Mariner's Point
East Haven, CT

*Seats are limited. To reserve your seats, contact
Christen Gagliardi at 203-488-6944 or
christen@reitmanpersonnel.com*