

*We would like to thank everyone for their contribution to our SUCCESS over the last 30 years.*

**Fran's original announcement from 1988**



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## 30 YEARS & COUNTING

Contributing to business success and career advancement

### FROM THE PRESIDENT'S DESK

*Anthony Avallone*



We are excited to celebrate our 30<sup>th</sup> anniversary and to thank our clients and candidates for their part in our success over the years.

Many clients have been with us 30, 20, 10 years or more. We appreciate your trust in us. THANK YOU.

Many candidates' lives have been enhanced based on our ability to help them advance their career. We are proud to have been a positive force in their lives. We will continue to work to understand the goals and needs of our clients and candidates to make as many successful and impactful placements as we can.

"We work hard to give back to the community and as a result we have been active with community service organizations and Chambers of Commerce".



Howard Reitman left a career as a Health Care Administrator to join Reitman in 1989.

He has a Masters of Social Work from Hunter College and a Master's of Science in Administrative Medicine from Columbia University School of Public Health. His management and health care

experience are an important part of our success.

### MEET THE STAFF:

I take this opportunity to introduce you to our talented and tenured staff: Christen Gagliardi and Kevin Spagone have been with us over twenty years.



**Kevin Spagone**, Vice President, joined us in 1997. He has enjoyed tremendous success over the last 21 years.

With the launch of Reitman Security Search in 1999, Kevin established Reitman Security Search as a leading staffing resource for senior staff in the electronic security industry.



Fran Reitman, founder, (and my mom) opened the doors to Reitman on May 2, 1988, after a successful career at two other staffing firms.

Her goal and mission has always been to provide superior service and ethical practices to clients, candidates and temporary employees, and to strive to be a "cut above".

Her career spans finance, education and human resources. She and her team have developed Reitman into a leading staffing service with local and international clients.

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**Christen Gagliardi** joined Reitman in 1998. Her amazing organizational skills enable her to manage all administrative, bookkeeping and computer functions and have consistently and significantly supported and contributed to Reitman's success. She also assists Anthony and supports our other recruiters in our candidate placement process.



**Brandon Foster**, Reitman's Talent Scout, joined Reitman in December 2015. With his many years' experience in human resources and customer service he successfully sources and evaluates talent for our clients. Known for this unique skill and a charismatic personality he offers positive results to all who work with him.



**Cindy Carlson** joined our Temporary Division in 2010. She successfully places temporary and direct hire staff throughout Connecticut. Her compassionate style and consultative approach helps hundreds of clients solve staffing problems of varying complexity.



**Carmel Fico** is our part-time do anything and everything we ask resource. She's been with us for over 15 years and her energy is felt throughout the office.

**Ana Cabrera**, Receptionist and all around assistant to all our staff, joined Reitman in 2018. Her bi-lingual capability is invaluable, and she excels at assisting recruiters, clients and candidates on a daily basis.

**Lisa Kegal** joined Reitman in 2018 and is in charge of temporary staff payroll. She comes to us with extensive business experience.

## DOWN MEMORY LANE WITH FRAN

I hired *Carol Scofield* one week after I started the business. She handled the phone, correspondence and invoices and helped me market our services by driving around town and writing down names of companies so that I could reach out to them. Carol was with us for 20 years and we still miss her today.



**Peter Aloï** joined Reitman in 2013 upon completing his post-graduate studies in Organizational Development. His commitment and ability to locate talent for our clients throughout the US and Canada has supported clients in Reitman's professional search division and has developed a reputation as a highly regarded employment resource throughout the electronic security industry.



**Marcia Cerrone** joined Reitman in 2014 and has successfully developed and served numerous new clients during her tenure. She offers excellent customer service and the ability to provide support to clients with all of their staffing requirements. She excels at finding talented individuals for some very difficult to fill openings.

I also hired *Grace Cox* in 1993 and she became known at Reitman and by our clients as "Amazing Grace." She was truly amazing in her ability to find the right people for her clients. Loved by all she retired in 2010.

Michele Davies worked for us as a receptionist for ten years, was loved by clients and candidates and made a valuable contribution to our success because of her relationship with many of our candidates.



## WHAT I'M MOST PROUD OF

*Fran Reitman*

A client recently asked me what I was most proud of about Reitman. Here are my thoughts....

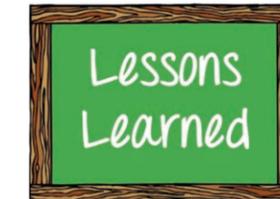
- I'm proud to have successfully started a business in 1988 when women leaders were not well received.
- I'm proud that we successfully overcame four recessions and were able to retain our staff.
- I'm proud of my son, Anthony, and what he has brought to the business.
- I'm proud of the relationships we have developed with our clients, some of whom have been with us 30, 20, and 10 years or longer.
- I'm proud of the placement process we've established which addresses both the needs of the candidates and our clients.
- I'm proud of the impact we've had on the lives of our candidates, many of whom have built careers through us.
- I'm proud of the relationships and emotional connections we've made with candidates and clients.



- I'm most proud of our tenured staff, two of whom are with us over twenty years. This is very important because our clients always interact with the same people and they have built trusting relationships.
- I'm proud to be writing this newsletter 30 years later.

## LESSONS I'VE LEARNED

*Anthony Avallone*



After almost twenty-five years in our business the most important thing I've learned is that we should never stop learning. In thinking about our 30th anniversary I'd like to share with you the things that are most important to me.

I learned that we can't sit back and wait for things to happen. It's up to us to do the work that will make success happen, no matter what business you are in. Here are some other lessons I've learned:

It is important to...

- Develop clear cut goals to support your mission and define the steps to achieve them.
- Utilize a daily planner and be disciplined about successfully completing it daily, weekly, monthly and for the year.
- Incorporate the goals into the planner.
- Continually educate yourself as it relates to your industry and attend training programs whenever possible.
- Share your knowledge and experiences both good and bad with others and learn from your successes and challenges.
- Each day, do the difficult things first.
- Try to change one person's life for the better either with a good career move or just by befriending someone in need.
- Weigh all sides of a situation and make a decision that is a win/win for all concerned.
- Be a positive influence in your community and try to make a difference.



*Continued on back page.*