



WHY B. J. ABRAMS & ASSOCIATES— ANOTHER LOOK

Since 1989 B. J. Abrams & Associates has provided personalized, professional and ethical search services to a distinguished group of clients who are seeking qualified executives, managers and other professionals. And it's not by accident that the firm has been in business for over 19 years. We recognize that successful talent acquisition is a major component of the overall success of a company. As a boutique contingency firm, we work much the way a small retained executive recruiting firm does. However, we absorb the costs connected to each search as a part of our Service to you.

We partner with our clients, meeting with you at the start of a search to learn your specific needs. We conduct searches both for local locations as well as across the U.S. In most cases every local candidate is met before being presented.

We work in a variety of industries and disciplines. As a generalist firm some examples of our searches include:

- CFO
- Plant Manager
- VP Sales
- Controller
- Purchasing/Materials Manager
- HR Manager
- Product Manager
- Senior Communications Specialist
- Production Supervisor
- Senior Payroll Specialist

If you are already a client, we thank you for your business and for your trust and confidence in us. If you are not yet a client, we are eager to assist you with your recruiting needs.



Burton J. Abrams, President
Carolyn L. Potter, Senior Associate

This newsletter is published quarterly by B.J. Abrams & Associates Inc. Our goal is to help professionals keep up-to-date on the changing issues in human resources and recruiting, as well as the general business environment.

B.J. Abrams & Associates is a recruiting firm handling placement in several disciplines. We are committed to performing in a professional and ethical manner; we learn your business and earn your trust.

Mission Statement

B.J. Abrams & Associates is dedicated to:

- Serving clients by effectively providing professional search services;
- Successfully completing recruiting assignments to the satisfaction and mutual benefit of both companies and candidates; and
- Treating every company representative and job candidate with dignity and respect.

Readers are encouraged to submit their comments about this newsletter to:

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B. J. ABRAMS & ASSOCIATES ADDS A NEW SERVICE

One of our long-time clients recently asked us to conduct a search for an Executive Assistant to the president of their \$300million manufacturing company. The search was conducted in the same manner as all of our searches. All candidates were met and interviewed before being presented to the client.

When you need an Assistant to support your Management Team please give us a call!

WORKPLACE ISSUES

HR Needs Talent, Lacks Time

While companies are increasingly driven to find and keep the best employees, HR professionals lack the time needed to achieve those goals, according to a study by the Institute for Corporate Productivity (i4cp).

The study found that the HR agenda in 2008 has a heavy focus on talent: retaining, engaging, recruiting and developing high-potential employees across all areas of an organization. Seventy-two percent of companies ranked talent retention as their fastest-growing issue throughout 2008. Seventy percent put engagement of talent at the top, and 64 percent cited recruitment.

The study suggested that time is not on HR's side when it comes to seeing talent agendas through. When asked about the main barriers facing HR in 2008, 44 percent of the 355 responding companies rated lack of time as having a high or very high impact on HR's ability to achieve its goals.

"HR professionals are singing a familiar refrain,"

says Donna J. Bear, senior research analyst at i4cp. They're citing "not enough time, talent or money" and "too many conflicting priorities" as top impediments to accomplishing their employers' goals.

Nearly four in 10 respondents cited "conflicting organizational priorities," "scarcity of workforce talent" and "financial resources" as having a high or very high impact on achieving the goal of filling their employers' ranks with high potential workers.

A dearth of talent also was cited when companies were asked which factors would have the biggest effect on their upcoming agenda, with 75 percent of respondents rating the availability of talent as having either a high or very high influence. Other factors included concern over the state of the economy, with 50 percent of responding companies saying the overall economic picture has a high or very high influence, and concern about the competitive landscape, with 51 percent of companies rating competition as having a high or very high influence.

(Staffing Management-September 2008)

BENEFITS

Rising Gas Prices Drive Benefits Changes

More employers are adjusting policies and practices to reduce the pinch employees are experiencing at the gas pump, according to research by the Society for Human Resource Management (SHRM).

In a survey of 553 human resource professionals conducted last May, respondents said their companies were most likely to help by raising their mileage reimbursement to meet the IRS maximum of 50.5 cents per mile, SHRM's researchers found. Since the survey was taken, the IRS has increased the reimbursement rate 8 cents—to 58.5 cents per mile.

Other popular policies noted by respondents include:

- Flexible work schedules (26 percent)

- Telecommuting (18 percent)
- Public transportation discounts (14 percent)
- Rewarding employee performance with a gas card (14 percent)

Rising gas prices also are spurring some HR professionals to change their own longstanding practices. Some early trends identified by respondents:

- Redoubling efforts to recruit people living closer to the office.
- Advancing gas money prior to travel, rather than after.
- Partnering with local hotels for discounted pricing for employees with long commutes.
- Allowing employees to transfer to offices closer to home.

(HR Magazine-February 2008)

B.J. Abrams & Associates Inc., offers recruiting services tailored to each company's business needs. The firm has recently conducted searches for the following positions:

- Controller
- Plant Manager
- Shift Superintendent
- Executive Assistant

Call to discuss your immediate opportunities or potential openings. A personal and confidential meeting will be scheduled at your convenience.

RECRUITMENT

Staffing, Recruitment Critical to HR Area

Asked to identify the top three critical HR functional areas contributing to their organization's business strategy, more than one half of HR professionals (52 percent) cited the staffing/employment/recruitment area.

The next largest percentages of respondents reported that training and development (29 percent) and employee benefits (29 percent) were among their top three critical HR functional areas.

The findings were reported in *HR's Evolving Role in Organizations and Its Impact on Business Strategy*, which is based on responses from HR professionals surveyed online by the Society for Human Resource Management in September 2007.

(Staffing Management-July-September 2008)