

RJM Associates, Inc.

The IT/IS, Sales, Marketing and Administrative Placement Professionals.

Established in 1997

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Web address is www.rjm-associates.com or www.planethire.com

"We are dedicated to enhancing and contributing to our clients knowledge of employment, staffing and business."

Medford MA- Well we're out of recession-at least if you're a tradesman or if you work in the mortgage, financial, medical, health, nursing or accounting sectors. If you're in then manufacturing, high tech, or engineering sectors, though, you're aware that growth is sluggish at best.

There are some reasons for optimism, though. Government spending will peak after the elections; we can anticipate a 4.5 GDP; tax cuts will begin to take effect; and interest rates will likely remain low until 2005, based on hints from Federal Reserve Director Alan Greenspan; unemployment rates are lower or static (depending on the source); and productivity is expected to rise even higher this year.

On the other hand: employers are doing more with less (although a few surveys say otherwise); the war in Iraq continues, costing an estimated \$85 billion annually; insurance costs are still escalating as a result of increased costs for drug prescription and hospital stays; outsourcing, in spite of the pooh-poohing of pundits, has rapidly developed into a hot button topic-one that crosses political lines- for millions of Americans.

How do you stay ahead of the competition? Add value to your company, and contact us via email at XZRJMX@AOL.COM or call us 781-395-8886 and ask for Robert Miller, CPC.

"Always bear in mind that your resolution to succeed is more important than any other thing."-
Abraham Lincoln, Sixteenth U.S. President (1809-1865).

Employment numbers are starting to improve nationally. What does this mean for IT locally?

The nations' unemployment rate now stands at 5.6%, the same number it was two years ago! Is this a positive sign? Yes, it is! In June 2003, the rate was 6.3%. According to many economists who claimed the recession ended in 2001, a job increase should have been taking place 18 months later. However, several factors affected this scenario. First, the war in Iraq began, which has lasted longer than predicted. Second, outsourcing has had a significant effect on the job recovery. Finally, productivity and weekly hours worked have both increased, reducing the need for new employees.

We believe we'll see a substantial decrease in the unemployment rate in the months to come. However, many jobs will be for highly skilled professionals in specific industries. To stay competitive, professionals may need to consider career change. Increasing their skills and enhancing their value for employers will help increase their stability and and productivity, which in turn creates more opportunities for advancement and growth. Infrastructure, doesn't that make you obsolete?

While short-term changes are sometimes painful, reacting to them properly can pay dividends in the long term. Insanity has been defined as doing the same thing day in and day out. If you're working at a firm with an outdated infrastructure, doesn't this also make you obsolete if you don't take charge of your career?

What should you do if this sounds familiar? Start looking for a new position? Perhaps. Go back to school? It's worth considering. Classroom or accredited online education (with some class interaction) may prove to be an investment that pays dividends down the road.

BY THE NUMBERS

Outsourcing has done a number on certain fields, did you know that from 2002 to 2003 the medium pay for Project Managers increased **8.55%**, as did Security **2.5%**. Web/Internet **declined 23%**, Database **-10%** and Application Developers saw their compensation go south by **7%**

Programmer employment peaked in 2000 at **700,000** then fell below 1994 total of **540,000** last year. **72%** of IT workers are male, **28%** naturally are female. Online sales in 2003 were **\$8.4 billion** compared with **\$5.8 billion** in 2002 and "only" **\$4.2 billion**. 2001.

Argue for your limitations and they're yours. Reject and expect better and there are no walls to crash-Robert J.Miller-Motivational Speaker.

The leaders for whom you're willing to go the extra mile were likely ones that went an extra mile for you.- Charles C. Manz, Management Consultant and Educator.

With the economy in the upswing, team-selling meetings are back!

Six points to remember

1. *Who is your ideal customer?*
2. *How do our products and services meet customer needs?*
3. *Can you articulate your value to the customer in 25 words or less?*
4. *What visual aids should be brought to meeting?*
5. *What can you do to earn you customer's trust?*
6. *How can you make it easy for the customer to say yes?*

Sales are increasing. Do your entertainment expenses have to rise as well?

Entertaining customers and staff is important, even in a recovering but still less -than-ideal economic climate. The trend is to do entertain, but with limits. Here's a list of ways you can keep costs down while meeting expectations:

Venues-If you're planning an out-of-town event, ask the venue if less expensive dates are available. Hotels are sometimes willing to fill gaps in their bookings at lower rates. Also consider venues closer to home to reduce travel costs.

Breakfasts-Instead of an elaborate breakfast buffet, substitute muffins, fresh fruits, coffee and juice.

Lunch and dinner-At major events, have large lunches, but eliminate dinners. Substitute pasta for meats; add less- expensive side dishes, such as salads or fruit cups. Also consider family-style servings to reduce food and service charges.

Receptions and cocktail: While some companies allow alcohol at events, your best bet might be to not provide it at company events. If you do provide it: use cash bar and bartenders. Serve filling snacks. Consider one or two drink tickets per guest. Guests or clients can then purchase additional drinks.

“A man is what he thinks about all day long.” -R.W. Emerson

RJM Associates, Inc. Technology and Value Stock Watch. *Back for another year!*

Yes, we're back for our third year! Our focus this year will be eight technology stocks with value. The stocks cover diverse industries, reflecting the ever-changing economy and the trends driving those changes. In 2002, our first year, we had an inauspicious debut, to the tune of a 56% decline. Fortunately, we fared better last year, posting a 23% increase. Of course we aim to top that mark this year!

Dell (Dell) **\$33.35**

3Com (COMS) **\$6.96**

FannieMae (FNM) **\$75.63**

General Electric (GE) **\$30.53**

RSA Security (RSAS) **\$15.63**

Verizon (VZ) **\$37.09**

Chrysler (KCN) **\$26.55**

3M (MMM) **\$79.00**

As always, we'd like to point out the tech sector stock watch is for purely informational purposes. It doesn't serve as an endorsement of securities by any party at RJM Associates, Inc. for the investment purposes of its clients or candidates.

Need information about wireless and networking ? Check these Websites:

Network Computing-www.nwc.com/go/mob-papers.html, www.nwc.com/go/news.html.

TechWeb's- www.mobilepipeline.com.

Authors- www.atheros.com/pt/methodology.

Cisco/NOP WLAN benefits study - newsroom.Cisco.com/dlls/2003_NOP_WLAN_Benefits_Study.pdf.

2004 CAREER AND MANAGEMENT SECTION

We at RJM Associates, Inc., are proud to introduce a new section to our newsletter: Career and Management. With this section, we hope to: Help you in a career change or search. Provide some ideas about management and about the workplace.

We hope you find this new addition to be helpful. Hopefully this will assist in any current or future career change or search. Also, give ideas on management and what is happening in the workplace.

IT budgets are set to grow, what does it mean to you?

According to an article in Network Fusion in February 2004, surveys by leading research firms (Forrester, Gartner, IDC and Summit Strategies) revealed:

Servers, Linux, software, wireless (Wi-Fi) and mobile computing software can be had inexpensively.

IT hiring, system integrators, and consultants will lose business because of increased productivity as a result.

Upgrading is also an inexpensive option for cost cutting.

Career tip: boost career by participating in the blogs on technology job sites. CyberLodge (www.cyberlodge.org), motto is "Taking the labor movement open source." Also Life in the Hive (www.contingentworkforce.org), is a great place for IT contractors to hang out. Also Life of a One-Man IT Department (www.mcbrideonline.com/blogger.html) can assist in a self evaluation of your career. If, any IT professional reading this, doesn't know what a blog is, a re-evaluation of career is definitely needed!

Not happy at your current employer? Are you considering posting your resume on an Internet job board? Here is a cautionary tale.

Recently an employee at a large corporation was unhappy with the situation in group and posted resume to a job site. Soon thereafter, reorganization took place; satisfied with the changes, employee removed resume from the site. Unaware that the resume was also posted to another site, where it was discovered by someone at current company. While the employee's current manager was satisfied with explanation, employee still feels that reputation with current company is damaged.

Be aware that some companies search databases for employees who have posted on Internet job posting sites. Some even take action against these employees. And companies say they'll never pay a placement fee again!

How do employees feel about meetings? *A recent poll by Opinion Research Corp, commissioned by California based Interactive Meeting Solutions, suggests many don't like them.*

73% stated that their point of view is heard at work-related meeting occurs.

55% say that one or more "meeting bullies" dominate the dialogue.

36% believe no important decisions are made.

34% feel most meetings are a "waste" of time.

29% attend 3 or more work related meetings a week.

20% say they tend to be "wallflowers"

How your hobbies and passions can bolster your career. Consider comments from Jim Bird, president of WorkLifeBlanace.com a consulting company.

Physiological Improvement-The positive stimulation you receive from an intense hobby changes your physiology by creating an adrenaline rush that you act and feel more alive.

Stress Relief- A hobby keeps your mind engaged, lessening the impact of daily stresses and challenges.

Fueled Creativity- Intense hobbies stimulate the creative side of the brain and can help you approach challenges at work with a fresh and innovative thinking.

Valuable New Relationships- Hobbies can be great conversation-starters and can even help with your networking efforts, both personally and professionally.

Positive Work/Life Balance- A hobby can provide the critical element of play that is essential to keeping a positive balance in your

The more you get, the more you got to take care of.- Alice Dormann

Some thoughts for reflection...

The sweetest of all sounds is praise.- **Xenophon, Historian c. 431-352 B.C.**

There is nothing we cannot live down, rise above, and overcome.-**Ella Wheeler Wilcox, Poet and Journalist.**

To disbelieve is easy; to scoff is simple; to have faith is harder.- **Louis L'Amour, Novelist.**

Never regret. If it's good, it's wonderful. If it's bad, it's experience. -**Victoria Holt, Novelist.**

There is no old age. There is, as there always was, just you.-**Carol "Walter" Mathau, Actor.**

Don't fix the blame, fix the problem.-**Keith S. Pennington.**

Do the common thing in an uncommon way.- **Booker T. Washington, Educator.**

Change is not made without inconvenience, even from worse to better.-**Richard Hooker, Theologian.**

NFL DRAFT IS END OF APRIL. We predict-

WR-Larry Fitzgerald to Arizona or Oakland.

WR-Mike Williams to Oakland or Pittsburgh.

Dallas will draft Maurice Clarett in

erwascfktsq SPORTS

To finish off our new and improved newsletter we offer our predictions for the 2004 Major League Baseball predictions. Will the Redsox finally overtake the hated Yankees? Will the Rocket take off in Houston? Will Barry Bonds hit 30 homer (tops, in our humble opinion). We think this could be a very interesting season!

NBA Finals will have the Lakers beating Detroit 4-0.

As for the NHL ... well, does anyone really care? The same goes for Arena Football and NASCAR!

AL East

- | | |
|----------------------|-------|
| 1. NY Yankees | 98-64 |
| 2. Boston Redsox | 95-67 |
| 3. Toronto Blue Bays | 91-63 |
| 4. TB Devil Rays | 75-87 |
| 5. Baltimore Orioles | 67-95 |
| Wildcard BoSox | |

AL Central

Chicago White Sox

AL West

California Angels

NL East NL West

Braves LA Dodgers

NL Central

Houston Astros
Chicago Cubs- Wildcard

Watch these rookies shine: catcher, Joe Mauer-Minnesota, SS-Kahil Greene-SD and OF Jason Bay, Pittsburgh.

The AL Championship will have the New York Yankees down the Sox again 4-2 and In the NLCS, Houston over the Dodgers 4-1.

In the World Series, The Yankees will overcome defectors Andy Pettite and Roger Clemens, 4-3.

Until we meet again, have a great spring and go Redsox!