

APN Staffing & Employment Solutions

Lay off's! Lay off's! and more Lay off's!

How is your business handling them?

Last summer several businesses abruptly closed large segments of their business in reaction to the poor economy. In the early 90's, Congress designed legislation to deal with layoffs at that time referred to as the **WARN ACT**. This legislation essentially requires employers who meet certain requirements to give employees a 60 days notification of impending layoffs. Congress was attempting to mandate companies to prepare employees and governmental agencies of these significant economic decisions that will affect the whole community. This legislation has been largely ignored recently by large employers and has spurred an increase in law suits with firms who do nothing but WARN Act Class Action Lawsuits.

Unfortunately, many companies are forced to take this action during this current economic crisis.

There seems to be many ways to handle a layoff or a reduction in workforce due to lack of business.

Here are a few recent situations where good intentions went wrong.

Recently one of APN's, my applicant quit her job and accepted a position with a company as an office manager in the Phoenix area "not one of my placements" only to be laid off the same day. Apparently her new employer lost their line of credit at that location and the business had no choice but to close its doors. I am not sure that how this individual could have avoided this unfortunate incident, but someone clearly dropped the ball.

Recently a manager from a large automotive group called me to let me know that he that all the employees of the company just received a letter with their paycheck of encouragement from the CEO of the company. Apparently he wanted to ensure everyone that their sound history of prudent business decisions will enable them with whether the currently financial crisis. Four weeks later all departments cut back on staff. Whatever goodwill was built the previous month was clearly shaken by this decision.

Just recently one of the larger National Automotive Retailer in the Phoenix announced they were going to reduce staff over the next two months. All employees who volunteer to leave would receive a generous severance package. Those that face an eventual layoff after this time period would not receive as generous of a package. This groups strategic decision I am sure will NOT enable them to attract the best available employees when business returns.

Tough decisions are necessary during this down economy. Keep in mind that today's decisions and how they are presented will impact future businesses employer image and profitability.

APN Staffing & Employment Solutions can assist your management team in advising what proper steps to take when having to make take Lay Offs. APN Outplacement Services can help transitioning those employees into the work force as comfortable as possible;

<http://www.apnusa.com/outplacement.htm>.

by Kevin O Connor

Your Resume Has Just 8 Seconds

Recent studies have shown that 8 seconds is all the time your resume has to make a good or bad impression on a potential employer. Knowing this, keep in mind the 4 basic resume mistakes that every job-seeker should avoid.

The first and most important: poor writing. Things like typos and misspellings make you appear unprofessional on paper and could ruin your chances at your dream job.

Second, you need to use an easy-to-scan format; something one can glance over and easily identify your key skills.

Third, and closely related to formatting; do not over write. Two pages are all you need to entice a potential hiring manager. Employers and recruiters are not going to wade through volumes of text when they have another 100 resumes to review.

And lastly, tell an employer what you can do for them! Don't just list your job responsibilities; sell your achievements, what you have done above and beyond.

A well-written resume is your first and best chance to make a good impression on potential employers. Need help with your resume? Utilize APN's affordable professional resume writing services, visit: <http://www.apnusa.com/resume.htm>

Preparation is key to a successful interview

Once you have been selected for a job interview, it's important to prepare properly. That means practicing interview questions and answers, dressing in

appropriate interview attire, and, after the interview, sending thank you letters to your interviewers. *source: www.about.com*

APN Staffing & Employment Solutions

APN Staffing & Employment Solutions objective has always been to identify the best available Candidates for their clients and to provide Employment Solutions that move businesses forward positively to stay competitive, productive and profitable.

"For every crisis comes an opportunity; Downsizing but opportunity to upgrade staff."

Take a look at the list of APN Candidate Staffing and Employment Solutions available.

Identify your needs and call APN to discuss requirements and allow APN to find the right Candidate or Employment Solutions for your business throughout 2009.

Department Managers

CFO's/Controller's: The corner stones of any business. Necessity is the need to be creative and innovative. Many companies are making tremendous strides in this area and their financial managers are leading the charge. Now may be the time to recruit the best financial minds in the market place to help your company through this downturned economy. We may be faced to deal with this market for a long time and this is not the time to delay a strategic cost cutting plan to guide your company through this economic climate. APN Staffing has successfully recruited the best financial controllers in the Automotive and Transportations industries for over twenty years. Look to us for the insight in this area.

Regional Sales Managers: This is not the time to neglect your customers. Look for the best that will impact and grow your business today. It's the time to let your customers know that you are committed to them for a long-term relationship. Upgrade your sales staff. What worked for last few years probably is not working today. After all this is the Year of Change. APN recruiters make a goal to identify the best experienced professionals in the sales arena.

General Managers: This area is more critical then ever. Results are currently difficult to achieve but efforts need to be measured. Look for the experience managers who are capable of evaluating and modify their efforts continuously to ensure that all business opportunities are being explored. The reality to this downturn is that there are some managers who have not been through this before so it may be difficult to make a decision based on past results. Look for a result driven individual who has to ability to make quantifiable decisions and not afraid to change courses as often as necessary.

Parts and Service: The backbone of any dealership parts and service facility is its management. As our current economic climate has shown us, many Fixed Operations Departments are carrying dealerships financially today more than ever before. It is a necessary that you have the managers in place that have the business savvy to not only maximize current customers but also have the keen ability to market in this economic environment. Now is the time to focus on your Fixed Ops team and APN can help you achieve your goals in Parts and Service. Let us find that Fixed Operations professionals to elevate your business to the next level.

Service and Parts Consultants: How do you increase the "value" of your dealership? *With skilled and proven consultants on your front line!* We at APN understand the key indicators to CSI, customer retention and profitability rely on your Service and Parts advisors. Let us help you strengthen your service drive and parts counter with qualified candidates ready to make a growth impact on your store. We represent experienced consultants of all manufacturers' car lines as well as diversified individuals for independent repair centers.

Logistics and Transportation Professionals: In all business, Supply Chain Management is a critical spoke in the gears of commerce. We at APN have made great strides to recruit and place proven professionals in this field. Whether it be on the manufacturing or distribution side, we represent candidates from all facets of business and we can find those proven candidates that can make a difference to your firm.

Hourly Production & Administrative Personnel and Sales Representatives

Product Fabricators: We are continuously recruiting quality personnel for manufactures. If your assembling or fabrication transportation trailers, construction equipment or other OEM's used in the transportation industry.

Parts Counter Personnel: We recruit parts personnel for all lines; retail and wholesale. Several candidates also have independent experience.

Warranty Clerks: Our candidates possess various levels of experience as well as a working knowledge of most manufacturers. We also offer highly skilled candidates on a contract basis to train existing personnel and to catch up backlog work.

Office Clerks: We have clerks for all of your back office positions. Title Clerks, Billers, Accounting Clerks, Bookkeepers and Payroll Clerks, we can help with them all!

Finance Managers: Secondary or Primary, Producers and Directors. You need to build up your department? We are ready to help you find the right candidate!

Service Writers: We represent experienced writers of all manufacturers' car lines as well as diversified individuals for independent repair centers.

Technicians

We recruit highly trained Service Technicians on a nationwide basis. Many of our candidates have been successfully placed in high-line, high volume positions across the country. Please call for specifics regarding the qualifications and availability of our candidates. We look for the best Gas or Diesel, Automotive or Heavy equipment and Truck, Factory Certified or ASE Certified, we find the best and we search nationally.

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