

January 2007  
Volume 4



The  
NAVIGATOR

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As we usher in the New Year, with it comes encouraging news in the way of upward industry trends, new developments and progress. TCM is always researching industry trends, forecast and other vital information to better our understanding of the IT staffing industry as well as to pass along any helpful hints and information that may assist all of us in our careers and day to day lives. For instance, do you know the biggest mistakes candidates make while interviewing? Do know the key reasons why employees stay with a company or why they decide to leave?

One of the top reasons why employees leave a company is "feeling devalued and unrecognized" and a top reason of why they stay is "working with great people". With that said, in this issue we had the opportunity to recognize one of our Network Engineers who has developed a reputation of being a great person to work with and has really stood out as top performer with our staff. With no doubt, we certainly recognize and value all of our consultants and many names were submitted, however, when asked for a candidate for our **One to Watch**, this person's name was mentioned time and again. You can read more about this consultant inside.

Additionally, we are happy to bring news of more outstanding wins and reaching a significant milestone with one of our key projects. As it is always great to hear of new wins and the development of new client relationships, it is equally as rewarding, if not more so, to see an existing project excel and to forge stronger and longer lasting client relationships through dedication and hard work.

2007 is going to be a great year and we look forward to bringing you another year of THE NAVIGATOR. THE NAVIGATOR was developed with our clients and consultants in mind and always, we welcome and are thankful for any great story ideas, input and feedback on THE NAVIGATOR and its content.

HAPPY NEW YEAR!



**Top 10 New Year's Resolutions**

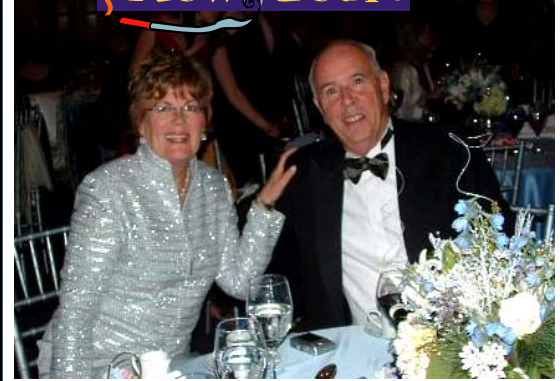
New Year's Eve has always been a time for looking back to the past, and more importantly, forward to the coming year. It's a time to reflect on the changes we want (or need) to make and resolve to follow through on those changes. Did your New Year's resolutions make our top ten list?

1. Spend more time with family and friends
2. Get into shape
3. Tame the bulge/lose weight
4. Quit Smoking
5. Enjoy life more
6. Quit drinking
7. Get out of debt
8. Learn something new
9. Help others/volunteer
10. Get organized



**10%**

The percentage of people who set New Year's Resolutions and actually achieve them.



John and Cheryl Danieli, and the rest of us at TCM, would like to wish you and your loved ones a happy, healthy and prosperous New Year in 2007.

**401(K)  
FYI.....**

For the year 2007, the following guidelines are now in place:

If you are age 21 or older and have begun active employment with TCM, you are eligible to participate in our plan. Our 401(k) plan allows participants to contribute up to 20% of their gross taxable compensation to a maximum dollar amount established by the IRS (\$15,500 for calendar year 2007). Participants who are age 50 or older, or will turn age 50 during calendar year 2007, may defer an additional \$5,000 over the calendar year IRS maximum of \$15,500 (up to \$20,500).

Please note the maximum dollar limit applies to this plan and any other 401(k) plan in which you participate during the calendar year. If you have any questions or need clarification, please contact Michele Rourke at 781-878-1070, 4374.



**67,000**

The number of new blog entries posted each hour.



**52.4 million**

The number of blogs tracked by Technorati as of August 2006.

**Common Mistakes Candidates Make While Interviewing**

Talking too much	36%
Lack of knowledge about the company	22%
Over inflated ego	16%
Appearing overly confident	9%

\*Contributing Source: SIREview

**Major Milestone**

TCM has just reached a major milestone in one of our Managed Service Programs in which we just placed our 3,000<sup>th</sup> resource in the past 12 months. This truly speaks to our breadth of experience in leveraging our national presence aligned with our insight to our customers' needs to deliver the best talent in the marketplace. More good news continues to come in daily.....stay tuned!

**IT Employment Rises 0.14%**

Information technology employment rose 0.14% in November, according to the National Association of Computer Consultant Businesses, the national trade association representing IT staffing and solutions firms. There were 3.7 million IT workers in November, up 5,300 from October.

The number of IT workers has grown by more than 132,000, or almost 4% since November 2005. "While near 4% year-over-year growth in IT employment is impressive performance, this statistic alone does not fully convey the strength in demand for IT professionals," said an industry source. "Unemployment rates in many IT occupations are among the lowest unemployment rates in the labor force – effectively achieving in many cases 'full employment.' I have no doubt that if there were more IT professionals available in high-demand skill-sets, overall IT employment would post even stronger gains.

\*Contributing Source: Staffing Industry Analysts, Inc



*Do you know of any industry or TCM related news that you think may make a great "NAVIGATOR" story? If so, e-mail your thoughts and ideas to cfahringer@tcml.com*

## IT Market Healthy and Growing

Corporate America is investing again in its IT network infrastructure and front-end systems, an area largely ignored since the late '90s, according to 2007 Employment Forecast and this is leading to robust growth in the IT industry. Across all areas of IT staffing unemployment is down, qualified workers are in demand and salaries are increasing at a modest pace.



### IT EMPLOYMENT TRENDS

Overall, the market for those seeking IT careers is healthy, with the market expected to grow well into 2007 and even beyond according to one report. One reason for the upturn is that companies recognize that a strong corporate IT strategy is integral to success.

But, still, the job market is tightening for two reasons. The first reason is the widening pool of qualified workers who are on the verge of retirement. The second is that not enough American students are earning degrees in the computer and science fields to replace those expected to retire.

Exacerbating the situation are employers that, even in a tight labor market, are very selective. As a result, job-seekers with niche expertise command the highest salaries.

### THE IT WORKER IN 2007

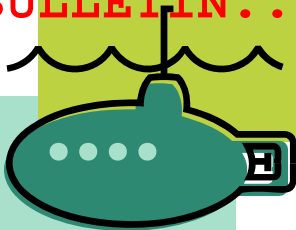
Offshoring is still a factor for consideration, but activities in this arena have cooled. And although much of the entry-level IT support type positions are now filled offshore, this has created an increased demand for managerial positions back in the states. American corporations want to keep the higher level IT jobs local so executives can supervise their projects.

As companies both increasingly share information over the Internet and accept the use of iPods, PDAs and Smartphones, it's more essential than ever to protect networks from security breaches. Therefore, placements for IT security professionals are seen as a corporate priority.

Hot IT job titles for the new year: project manager, business analyst, program manager, change management specialist, security analyst and quality assurance personnel.

\*Contributing Source: Staffing Industry Analysts, Inc

## BULLETIN...TCM BULLETIN...TCM



TCM was just awarded another major desktop refresh project to refresh over 4000 assets for a major aerospace and defense client. This initiative will cover multiple sites across the state of Texas and will last for approximately 4 months.

TCM was recently awarded a 3-year, \$2.4 million deal by a large educational services client to provide full managed desktop services. Under this contract, TCM will be responsible for managing day to day ticket activity, response, as well as desktop, printer, and laptop support. This contract encompasses over 5,000 users across various client sites across the United States. Kickoff is slated for January 8, 2007.

*A successful person is one who can lay a firm foundation with the bricks that others throw at him or her.*

*~ David Brinkley*



## Wright On!

**Erye Wright,  
Network Engineer  
TCM's "One to Watch" for  
January 2007**

Erye Wright is a highly reliable consultant and such a pleasure to work with. No matter where he is or when we call, he is always available and ready to work. He is extremely knowledgeable in the networking field and has become the lead technician on a number of our different projects. As a lead, Erye is always professional, on time, organized, and supervises to insure his team is working to their full potential and completes all assigned tasks.

Erye is now very well known, not only throughout TCM, but also with several of our clients. Erye Wright has sometimes been requested by name for some of our client's most important jobs. He has become a key player in many aspects, not only is he technically skilled, but he is also willing to travel almost anywhere to get the job done. He covers multiple states including NY, NJ, PA, DE, MD, MA, and has flown to other states around the country to help the team out. Erye is located in New Jersey and has been consulting with TCM for over 4 years. He is a valued team member and an asset to the company. We thank him for all of his hard work, long hours and dedication to TCM.

**Keep up the good work!**

## If your New Years Resolution is to Earn a Few Extra \$\$ Don't Forget ...

About TCM's referral program. Referral of a new contract employee that works a minimum of 320 hours can earn you \$250.00!! If you have any questions or require further details, please contact your Account Executive or Recruiter.



## Why they stay and why they go.....

### Top 10 reasons employees stay

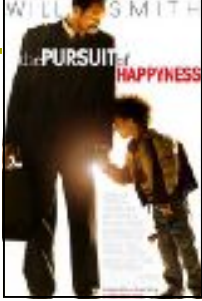
1. Exciting work and challenge
2. Career growth, learning and development
3. Working with great people
4. Fair pay
5. Supportive management/good boss
6. Being recognized, valued and respected
7. Benefits
8. Meaningful work and making a difference
9. Pride in the organization
10. Great work environment and culture

### Why they go....

1. Job or workplace was not as expected
2. Mismatch between job and person
3. Too little coaching and feedback
4. Too few growth and advancement opportunities
5. Feeling devalued and unrecognized
6. Stress from overwork and work life imbalance
7. Loss of trust and confidence in senior leaders



\*Contributing Source: SIReview



### Just when you think you have it tough.....

If you are searching for a little inspiration to fuel the upcoming year, you may want to go and see "The Pursuit of Happiness" starring Will Smith. This movie is based on a true story and covers the inspirational life and story of Chris Gardner.

#### Synopsis:

Chris Gardner is a family man struggling to make ends meet. Despite his attempts to help keep the family afloat, the mother of his five-year-old son, Christopher, is buckling under the strain of financial pressure. No longer able to cope, she decides to leave. Chris, now a single father, continues to pursue a better-paying job using every sales skill he knows. He lands an internship at a prestigious stock brokerage firm, and although there is no salary, he accepts, hopeful he will end the program with a job and a promising future. Without a financial cushion, Chris and his son are soon evicted from their apartment and forced to sleep in shelters, bus stations, bathrooms, or wherever they can find refuge for the night. Despite his troubles, Chris continues to honor his commitment as a loving and caring father, using the affection and trust his son has placed in him as an impetus to overcome the obstacles he faces.

This movie would be a great sales and motivational tool and touches on issues such as importance of family, survival, perseverance, hard work and its ultimate reward.

The material in this publication is subject to change without notice and is informal in nature.

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