

VOLUME 13  
JULY 2009

# THE NAVIGATOR



*The Computer Merchant, Ltd. wishes you and your loved ones a safe and happy 2009 summer season!*



From the outset, Americans celebrated independence on July 4, the date shown on the much-publicized Declaration of Independence, rather than on July 2, the date the resolution of independence was approved in a closed session of Congress.



One of the most enduring myths about Independence Day is that Congress signed the Declaration of Independence on July 4, 1776. The myth had become so firmly established that, decades after the event and nearing the end of their lives, even the elderly Thomas Jefferson and John Adams had come to believe that they and the other delegates had signed the Declaration on the fourth. Most delegates actually signed the Declaration on August 2, 1776. In a remarkable series of coincidences, both John Adams and Thomas Jefferson, two founding fathers of the United States and the only two men who signed the Declaration of Independence to become president, died on the same day: July 4, 1826, which was the United States' 50th anniversary. President James Monroe died exactly five years later, on July 4, 1831, but he was not a signatory to the Declaration of Independence. *Source: <http://en.wikipedia.org>*



One of the world's leading providers of financial services to institutional investors has selected The Computer Merchant, Ltd. to be part of their Preferred Provider Program. This Client's broad and integrated range of services spans the entire investment spectrum, including research, investment management, trading services and investment servicing. They have earned their reputation as a leader by successfully meeting the changing needs of their customers for more than 200 years. TCM will provide professional services for this client which includes IT Contract/Staffing Labor, IT Consulting Services and Non IT (also known as, Management Consulting Services) covering offices in North America (US and Canada).



In these tough economic times, even workers at stable organizations might be finding it hard to stay motivated. This can make it difficult for managers to maintain a positive, productive work environment.

Here are seven effective ways to keep your own employees motivated and ensure that your organization remains a positive place to work.

**1. Don't sugarcoat the truth.** Open communication is better than silence and secrecy. Discuss the organization's current situation and future viability with your staff. To the extent appropriate, share plans for riding out the recession. Invite workers to brainstorm about how lessons learned during past downturns could be applied now.

**2. Listen to your staff.** Sharing news with your workers is important, but so is listening to them. By giving them a chance to voice their concerns and ask questions, you'll be able to

accurately gauge the overall attitude in the workplace. Because some employees may be reluctant to speak up, you'll need to tune into subtle cues as well. Stroll through your workplace -- do you hear laughter, or are people working in grim silence? Do employees seem enthusiastic or muted? Their behavior will provide important clues about the prevailing mood.

**3. Assign work strategically.** Re-evaluate each staff member's responsibilities and do some fine-tuning so the team can work more efficiently. Make this a collaborative process -- ask your staff how best to distribute the workload. There may be duties or projects they would like to tackle, and giving them manageable new challenges can be motivating.

**4. Protect staff from overload.** Be realistic about your employees' limits. If you sense that your employees are overwhelmed, take action before they reach a state of burnout. Determine which projects are urgent and which can be put on hold or redistributed. Or consider bringing in freelancers to work on projects on an as-needed basis to provide additional support and relieve pressure.

**5. Reward employees and show appreciation.** Rewarding employees is less about offering material things than about showing respect and appreciation. Small gestures, such as saying thank you, asking their opinions on ideas and complimenting their efforts, can help show that you are grateful for their hard work and loyalty.

**6. Talk about higher purpose.** How do your organization's products or services make your customers' lives safer, happier, healthier or easier? Is your organization involved in philanthropy or community service initiatives? Remind your employees that they are making meaningful contributions not only to the organization, but also to the community.

**7. Focus on the future.** Although you might not be able to make binding commitments or promises, now is a good time to talk with your employees about their career paths. Speak to them about how to make their jobs more satisfying, assist them in reaching their professional goals or provide opportunities for advancement.

By taking steps to boost morale and foster a positive culture, you'll see benefits beyond higher levels of employee motivation. A positive work environment is one of the most effective and powerful retention and recruitment tools you can have. When employees enjoy their work, they're more likely to stay, and the most talented job candidates will naturally be drawn to an organization with a reputation for having a great corporate culture.

*Source: Computerworld, Written By Dave Willmer—June 15, 2009*



TCM has successfully partnered with a Global Solutions Integrator to enhance client systems across the U.S. We have been selected to work on approximately 30,000 systems in over 200 client locations. This project will be 18 to 20 months in duration. TCM technicians will provide the following services; onsite de-installation of Legacy System, PC onsite installation, data migration service, onsite post install support.



### Twitter Tip:



Conversations that require more than two @ replies should be moved over to a direct message. People not involved in the conversation don't want to be spammed with conversation that should either take place at the water cooler or in private. No one cares if you are trying to decide on a place for lunch with your twitter friend. If it doesn't involve a large number of your twitter followers, don't fill our twitter feed with your discussions.



**Celebrate Your Financial Independence!!**

**Contract Employee or Subcontractor Referral:**

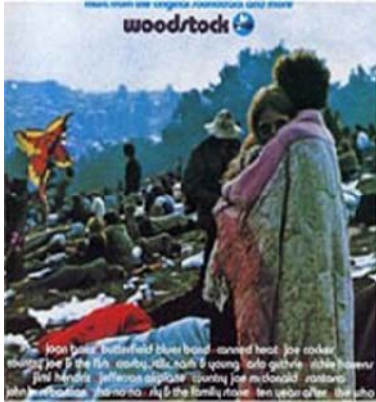
A referral bonus of \$250 will be paid to the sponsor of a new TCM consultant (W2 or corp-to-corp) upon completion of the first 320 hours of work by the new consultant, and a second referral bonus of \$250 will be paid upon completion of 640 hours of work. This is now double what was offered previously!!



**Direct Hire/Permanent Placement:**

A referral bonus of \$750 will be paid to the sponsor of a full-time placement candidate.

*\*\*Certain guidelines and restrictions apply. Please contact your Account Executive or Recruiter for complete details.*



**Years Later....Where are they now?**

According to anyone who was there (or says they were there), the Woodstock Music and Art Fair was more than just a rain-soaked, three-day festival in upstate New York. Alongside the Vietnam War and the Apollo Moon landing, Woodstock's "three days of peace and music" remains a vital cultural touchstone for the boomer generation.

They're the most famous couple of the most famous rock concert in history – the scruffy guy and gal who stood huddled in a muddy quilt in a muddy field at Woodstock. Their image was captured forever, first on the cover of Life magazine, then on the cover of the Woodstock album and now in the Library of Congress.

Burk Uzzle's photographs of Nick and Bobbi Ercoline – just one more happy couple amid the throng of concert goers – have shown us how it felt to be there. The mud, the exhaustion, the sense of revolution in the air – all of it is captured in the modest exchange between these two hippie kids. Small wonder why one of the shots made up the cover of the two-LP "Woodstock" soundtrack.

Who are they and where are they today? They're Nick and Bobbi Ercoline of the northern Orange County who are happily married today with two sons. She's a 59-year-old nurse at Pine Bush Elementary, he's a 60-year-old retired business agent for a carpenter's union.

**Back to the Future**

While the stimulus plan has been touted as bringing America's infrastructure into the 21st century, a portion will bring some Native American communities out of the 19th.

Large swaths of American Indian country don't have adequate access to telecommunications, electricity, clean drinking water or modern roads, says Larry Roberts, of Counsel at Patton Boggs. The more than \$5 billion targeted for Native American affairs represents a big step toward remedying that. "Throughout the U.S., tribal communities suffer under the worst living conditions, and that was true even before the recession," says Roberts, an enrolled member of the Oneida Nation of Wisconsin.

About a third of Native American households lack telephone service, according to the most recent Census. About 14 percent have no electricity, and nearly 12 percent lack complete plumbing. The stimulus plan includes money for housing block grants, reservation roads programs, and health facilities as well as tribal public safety, telecommunications, economic development, education and environmental projects.

Many Americans believe tribes have gotten rich from gaming operations, Roberts says. But roughly only half of the 562 federally recognized tribes host gaming, and only about 30 of those operations bring in significant profits. "This money will be a real lifeline," he says.

Source: <http://www.capitalthinkingmagazine.com>



TCM has recently partnered with a large federal integrator to provide software engineering, logistics, and database management support for the US Army's Communications-Electronics Command Contract (CECOM). CECOM is designed to meet the requirements for DOD and other government agencies from the individual warfighter to complex weapons systems. TCM's work has already begun and we look forward to an outstanding partnership!

TCM has been selected to provide IT Contingent Labor staffing to one of our Client's End Clients within the Banking and Financial Services industries. This client's philosophy is that it is not just about banking technology, it's about business. Success or failure in the banking industry rests on each bank's ability to organize, analyze, and turn customer data into a competitive advantage. Uniquely focused on the information systems needs and technology solutions of the banking industry, this client is one of the largest providers of Fidelity/ALLTEL/Systematics core application software expertise and other software technologies serving the banking industry. They also provide expertise in relational databases to our banking clients and other companies. TCM will augment this effort going forward for our client in many areas including; IT contract labor and contract to hire staffing.



**150 MILLION**

Number of hot dogs (all varieties) expected to be consumed by Americans on the Fourth of July. (That's one frankfurter for every two people.)

Did you know....?

- The U.S. has \$900 billion in printed currency. \$600 billion of that is abroad (outside the U.S.). 75% of this currency is \$100 bills and only 5% of these bills are in the U.S.
- 70% of the earth is covered in water. 80% of the world's population lives on or near the water. 90% of all goods are shipped on the water and 95% of the world's oil is found on or near the water.

*TCM has forged a new and exciting relationship with a Boston-based interactive agency that specializes in the development of high-end web properties. This Client is a fast-growing, leading interactive services firm that specializes in the development of high-end web properties. They work on many transactional web properties as well as marketing web-sites. They are utilizing TCM's services to position top development talent (Sitecore and Sharepoint Developers), especially in niche development/CRM technologies such as Sitecore.*

**Convenient + Easy + Fast = Deadly**

**Running short on time during your lunch hour and want to grab a quick bite? BEWARE!**

**THE WORST DRIVE-THRU MEAL IN AMERICA:**

Carl's Jr. Double Six Dollar Burger with Medium Natural cut Fries and 32 oz Coke

2,618 Calories

144 g fat (51.5 g saturated fat)

2,892 mg sodium

Of all the gut-growing, heart-stopping, life-threatening burgers in the fast food world, there is none whose damage to your general well-being is as catastrophic as this. Consider these heart-stopping comparisons: ***This meal has the caloric equivalent of 13 Krispy Kreme Original Glazed Donuts; the saturated fat equivalent of 52 strips of bacon; and the salt equivalent of seven and a half large orders of McDonald's French fries!***



[Yahoohealth.com](http://Yahoohealth.com)

THE NAVIGATOR is published Quarterly by The Computer Merchant, Ltd.  
Editor/Design & Layout: Carol Corsaro  
The material in this publication is subject to change without notice and is informal in nature.

The Computer Merchant, Ltd.  
95 Longwater Circle  
Norwell, MA 02061-1616  
Voice: 800-617-6172  
781-878-1070  
781-878-4712  
E-mail: RESUME@TCML.COM  
Fax:

