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"The best way out is always through." ~ *Robert Frost*

"The quality of applicants we received was the best we have ever received from a recruiting firm." —*Kathy D.*

Our shortest successful search assignment is 2 days.

We have one of the largest databases with over 80,000 candidates.

61% of our placements come from repeat clients.

64% of all our successful search assignments are filled within 90 days

Over 56% of our placements are made locally with no relocation expenses involved.

We have placed over 1350 individuals and established successful partnerships nationwide by providing reliable service and quality performance.

In many cases we have qualified candidates within 24 to 48 hours.

Message from our President

Greetings!



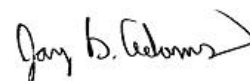
According to some recent Wall Street jobs reports, more people have resigned in recent months than were laid off. This shows a sign of growing confidence because if people quit, they believe that they can land another job. If more

people are resigning it's time to identify the top 20 – 30% of your team and spend time with them. Spend most of your time coaching and counseling your top 20% instead of your bottom performers. You have to devote yourself to your top performers and remember one of the main reasons that people leave a company is due to lack of appreciation. When you have an employee who is meeting or exceeding your expectations you should say to them today, "I appreciate you".

Sooner or later more companies are going to start hiring aggressively again. So, immediately identify your best talent and begin to golden-handcuff them by spending time with them, help them plan their careers, listen to them and create a great relationship with them. Be the kind of boss they admire while recognizing and rewarding them. Help build their skills, trust and good relations while providing flexibility.

At Adams, we have rolled out many financial programs designed to keep retention high within the company. Among those are trips, internal referral bonuses, team leader profit center bonuses, company-wide profit sharing, deferred compensation and most recently a long term stock program where a substantial portion of the equity in Adams will end up being owned by our leadership team! Remember that improved retention for us means a greater value of service that will be provided to our clients and candidates!

Thinking of hiring? Your territory Market Master would appreciate hearing from you! Click here (http://www.adams-inc.com/our_recruiters.asp) to get in contact with them! Have your best month ever!



Jay Adams, CPC
President/Owner

Did you know?

Market Mastery allows each of our recruiters to pick a geographical territory and become the market insider...

We know that being a market expert will enhance our credibility in the markets we serve. It is our opinion that a superior recruiter is one who has the ability to be an active participant in their client's industry and a master of that client's market. Each recruiter's market must be small enough that they are able to maintain a level of dominance in terms of industry expertise in that segment. However, it must also be large enough that it can provide enough space to serve the largest audience possible. We have come up with an acronym called "FILL" – function, industry, location and level – a great way of ensuring that we meet all of the appropriate criteria for the market mastery. Our recruiters now have the right combination of these four criteria in order to ensure that they truly understand their client's market! We are constantly striving to find ways to bring more value to all of you!

Feature Article

More workers start to quit

By Joe Light

As the job market begins to loosen up, human-resource managers might increasingly be surprised by an announcement from employees they haven't heard in a while: "I quit."

In February, the number of employees voluntarily quitting surpassed the number being fired or discharged for the first time since October 2008, according to the Bureau of Labor Statistics. Before February, the BLS had recorded more layoffs than resignations for 15 straight months, the first such streak since the bureau started tracking the data a decade ago. Since the BLS began tracking the data, the average number of people voluntarily leaving their jobs per month has been about 2.7 million. But since October 2008, the average number dropped to as low as 1.72 million. In March, it was about 1.87 million.

And recent sentiment indicates that the number of employees quitting could continue to grow in the coming months. In a poll conducted by human-resources consultant Right Management at the end of 2009, 60% of workers said they intended to leave their jobs when the market got better. "The research is fairly alarming," says Michael Haid, senior vice president of global solutions for Right Management. "The churn for companies could be very costly."

Adecco Group, a world-wide staffing firm based in Zurich, has seen several of its clients ask for candidates for key positions after employees made surprise departures, says Vice President Rich Thompson. Although so far there haven't been widespread departures, Mr. Thompson says his company is readying itself for large-scale changes within the next few months. "We're preparing for a massive reshuffling of talent at all job levels in all industries," he says, noting that the recession earlier this decade was so short and shallow that the turnover this time around is likely to be much greater.

Recruiters and human-resource experts say the increase in employees giving notice is a product of two forces. First, the natural turnover of employees leaving to advance their careers didn't occur during the recession because jobs were so scarce. This created a backlog of workers waiting for better times to make a move to better jobs. The median monthly voluntary turnover rate in 2009 was 0.5%, half of the rate in 2008, according to the Bureau of National Affairs, a specialized news publisher for professionals.

During the recession, even if they heard of an opening, employees were reluctant to switch employers, says Peter Cappelli, director of the Center for Human Resources at the University of Pennsylvania's Wharton School of Business. "The idea of moving when the world was already in uncertainty was quite scary," he says. But those hang-ups are disappearing, and employees are becoming more receptive to recruiter calls and beginning to tap their networks again for signs of opportunities, he says.

Another factor making it harder for companies to retain employees is the effect of the heavy cost-cutting and downsizing during the downturn on workers' morale. A survey conducted last summer for the Conference Board, a management research organization, found that the drivers of the drop in job fulfillment included less satisfaction with wages and less interest in work. In 2009, 34.6% of workers were satisfied with their wages, down more than seven percentage points from 1987. About 51% in 2009 said they were interested in work, down 19 percentage points from 1987.

"Employees feel disengaged with their jobs, which is going to lead to a lot of churn as we come out of the recession," says Brett Good, a district president of Southern California for Robert Half International, an executive recruiting firm.

Mr. Good, who worked for Robert Half in the San Francisco Bay Area earlier this decade, says his company saw a "tremendous amount" of departures from technology companies that needed to be refilled when the dot-com recession ended. Already, Mr. Good says he's received calls from executives who nine months ago felt trapped because of economic conditions and didn't want to lose sure-thing positions, but now feel they're able to move on. "They feel like 'a bird in the hand' isn't good enough anymore," he says.

An increase in turnover can be costly for companies. It typically costs a company about half of the position's annual salary to recruit a person for that job, but the cost can run up to several times that if the position requires rare skills, says Right Management's Mr. Haid. Convincing employees to stay might not be cheap either. Nearly 5,400 members of TheLadders.com, a job board for positions that pay \$100,000 or more, responded to an April survey that asked how much more money it would take to convince them to stay if they wanted to leave. More than 20% said it would take a raise of more than \$25,000. In all, about 50% of respondents said it would take more than \$15,000.

To re-engage employees, Robert Half International is advising clients to hold town hall meetings and one-on-one sessions with employees to hear grievances and try to rekindle interest in the company among workers, Mr. Good says. Some clients had made broad-based cuts in departments based solely on salary or without regard to employee tenure, damaging the trust of the employees who survived, Mr. Good says.

Florida Hospital Flagler, an 850-employee hospital in northern Florida, faced a 30% turnover rate in 2008, almost double the average for area hospitals, says Alyson Parker, director of human resources. That dipped to 20% in 2009 as the economy suppressed voluntary departures, but the hospital still spent \$3 million in 2009 on covering open positions, and finding and training new employees. The average search for a new nurse, for example, costs the hospital between \$52,000 and \$60,000, Ms. Parker says. This year, the hospital implemented regular town hall and department meetings, and one-on-one "stay" interviews for employees to air grievances and give ways to improve the work environment. So far, the measures have helped the hospital to lower its turnover rate by about 2 percentage points. "We're trying to catch people before they even start looking for a new job, which will become even more important as the economy improves and more opportunities at competitors open up," Ms. Parker says.

Human-resource managers often have trouble getting resources from top management until employees actually start to leave, says Mr. Cappelli. In the late 1990s, companies that were losing employees started to offer concierge services, discounted lunches, and hiring bonuses in a mad scramble to keep employees and recruit new ones, a trend Mr. Cappelli says could come back if the job market continues to improve. But this time around, Mr. Cappelli says companies might try to deal with more nuanced employee requests, such as lowering stress at work, improving work-life balance, and creating more opportunities for career advancement within the company.

For some employees, it might be too late. Dice.com, a job board for tech professionals, asked members what could persuade them to stay in their jobs if they found another opportunity. More than 57% of the 1,273 surveyed said nothing could persuade them to stay. Of those who said they could be persuaded, 42% said they wanted a higher salary and 11% wanted a promotion.

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Recent Placements

The Adams Team is proud to announce the completion of the following searches:

- Agricultural Lenders in Missouri and Nebraska
- Commercial Lenders in Iowa, South Dakota and Texas
- Senior Loan Officer in Minnesota
- Retail Department Manager in New York
- Branch Manager in Iowa
- Market President in South Dakota
- Cashier in North Dakota
- Regional Manager in Wisconsin
- Chief Credit Officer in Idaho
- President / Chief Executive Officers in California and Kansas

The fulfillment of these searches once again personifies Adams, Inc as the premier search firm in the banking industry. Call us for a consultation on our unique 16-step exclusive search process at no charge to you.

Great Jobs

We specialize in placement of banking, general financial, trust/trust investment and credit card professionals nationally. The job listed below is just a sampling of great jobs offered through Adams, Inc.

[ACUT41320 - Account Services Group Manager - Boise ID](#) - Our client is a multi billion dollar bank holding company that is seeking an Account Services Group Manager for their location in the Boise, Idaho area. This individual needs to have 6 plus years of CIF, account analysis, IRA, Deposits, time, online banking support, statements, levies and garnishments, dormant/Escheat, VOD, cash management, information reporting or other directly related experience. Management experience is required. They would prefer someone that has motivational, budgeting and project management experience. It would be a plus to have managed in multiple geographic sites. The ideal candidate must be able to show an exceptional degree of ingenuity, creativity and resourcefulness in decision making and problem solving. This is a chance to join a premier organization in a mid level management role. Please contact **Susan** at (800) 536-4933 extension 114 or email at: slarsen@adams-inc.com for more information.

[Locate Your Job \(http://jobs.adams-inc.com/adams/hotjobs.asp\)](http://jobs.adams-inc.com/adams/hotjobs.asp)

You can see our complete listing of positions in your field on our Web site. If you do not find what you are looking for, call us and we'll be happy to help you.



Our Web site also has interview tips, resume hints and other useful information to help you in your search.

Outstanding Candidates

The candidate listed below is just a sampling of top quality individuals offered through Adams, Inc.

[CMIA112411 - Commercial Loan Officer - Min. Salary \\$85,000](#) - This candidate has close to 8 years of expertise in credit analysis, auditing, collections, and commercial lending. He successfully earned his Wealth Management Specialist designation recently. He has a progressive management track with a \$370 million community bank culminating in his current title of Vice President. Manages a loan portfolio of approximately \$33 million in loans that consist of the largest and some of most complex lending relationships. He manages multiple customer lines over \$2 million and assist in almost every commercial/business loan in the bank. He works with and is responsible for approximately 83 commercial accounts with an average outstanding principal balance of approximately \$400,000. He is a member of the New Business Development Committee and generated loan portfolio growth of \$20 million since the beginning of 2008 almost doubling the number of customers over that span. Would be open geographically for the right opportunity with a base salary of \$85,000. Please contact **Jim** at (800) 536-4933 extension 129 or email at: jwhitaker@adams-inc.com for more information.

[View more Outstanding Candidates](#)

(<http://jobs.adams-inc.com/adams/hotcandidates.asp>)

[Tell us about your Candidate Requirements](#)

(http://www.adams-inc.com/candidate_request.asp)

Banks for Sale

Making successful matches is what we do best at Adams Inc. Our services include matching buyers and sellers of banking institutions. Below is a small sample of our current listings:

- 40970 – Bank for Sale – Indiana
- 41342 – Bank for Sale – Illinois
- 41233 – Looking to Buy a Community Bank - Midwest
- 41080 – Looking to Buy a National Charter Bank – Texas

To see a complete list, visit us at: <http://jobs.adams-inc.com/adams/banks.asp> . If you would like additional information about any of the banks for sale, contact us at: jadams@adams-inc.com

Most Visited Resources on Adams, Inc. Website:

The following are the pages that are most visited at the Adams, Inc. website. Feel free to browse our site and locate these items:

Job Seekers

- See a quick listing of all of our hottest openings: [Jobs Listing](#)
- Check out our e-book loaded with interview tips: [Don't Interview, Audition!](#)
- Earn commissions on your commercial contacts as an Adams / RTS Referral Agent: [RTS Financial Services](#)

Employers

- Earn up to \$1000 for each person or job opening you refer that leads to a successful placement!: [Heads Up Referral](#)
- See a quick listing of our hottest candidates: [Candidates Listing](#)
- See how our working relationship can be even better! [Mutual Pledges of Working Together](#)

Adams, Inc. has an amazing staff of 13 recruiters tracking over 3,000 job openings nationwide. Visit us at <http://www.adams-inc.com/ourrecruiters.asp> to see a list of our recruiters.