

## A Message From Our CEO

2015

While the U.S. economy has been expanding for more than five years (since the end of the "Great Recession"), economic growth up until 2014 was subpar. However, conditions appear to finally be trending back toward "normal". The economy grew 2.4% in 2014, the highest rate since the recession. Consumer confidence is up. The unemployment rate has dropped steadily to its lowest level since the recession.

What do positive economic indicators mean for private firms, in practical terms? Given this environment, most private company executives are optimistic, leading to more hiring opportunities. According to a PWC survey, private company executives claim that 2014 was one of the strongest years in quite some time. Nearly 80% of executives surveyed saw revenue growth in their industry, and 83% project positive growth over the next 12 months. 60% of executives cited "targeted hiring" on their corporate to-do list. What does that mean for job seekers? More opportunities in a diverse range of industries *and* more competitive salaries. Companies are willing to pay competitive—and sometimes premium—rates for the most qualified candidate.

But net hiring (the actual size of the employment increase) continues to shrink. Private companies expect to grow their staff by just 1.6%, despite stronger revenue forecasts and significant gains in profitability. Part of the problem is that companies are having chronic difficulty finding the right people. Also, as people are delaying retirement, job seekers are entering the market at a faster rate than jobs are being created. For job seekers, this means that competition amongst your peers can be fierce.

Since 1969, we've partnered with employers and job seekers alike through periods of economic boom and bust. Here at **JOHNLEONARD** we know how to best prepare job seekers for the competition they'll face. We also know the importance of hiring the "right" candidate (the staffing industry has one of the highest turnover rates in all industries, so I can personally vouch for the importance of building the "right" team!).

The staffing industry continues to grow at a sustained, unprecedented rate unlike any prior recovery. Regardless of what happens during the coming months, it's becoming apparent that the staffing industry is charting a new course, one which includes the use of evermore sophisticated and complex technologies. After a long history of service to job seekers and businesses, the industry has been transformed for today's rapidly evolving economy. The role of the industry within the U.S. economy has undergone a structural shift—the staffing industry now creates jobs at a faster rate than the overall economy. At **JOHNLEONARD** we continue to evolve within this rapidly changing technology driven environment, while still embracing the core values of persevering through hard work and building longterm relationships.

Sincerely,

Linda J. Poldoian  
CEO

