



Just in case it matters to you:

- THE ATTITUDE OF GENERATION Yers – THAT “TATOOED, TECHNO-RAISED BUNCH” born from 1979-2000 – is completely compatible with the direction America’s workplace is headed. Their feeling about “long years of effort at any one company in exchange for a series of raises and promotions being pointless” fits well with businesses now desiring fewer traditional employees versus cheaper short-term, as needed, consultants and independent contractors (estimated to comprise 40% of the workforce in ten years). To Why?ers, aka ‘Millennials,’ “seniority matters less and less as time goes on, because it’s about the past, not the future.” This trend combined with the telecommuting trend also gels with companies’ objectives for cost-cutting, as they find it “no longer needed to pay for driving to a building to sit and type. In fact, under pressure from an uncertain economy, bosses now are discovering that there are a lot of reasons not to pay people to drive to a central location or even to pay employees at all – since much work can be auctioned off to the lowest bidder.” [TIME – May 25, 09]
- “EVEN THE *APPEARANCE* THAT A DISCHARGE OR LAYOFF IS STATED TO BE FOR ONE REASON but really based on unlawful discrimination” can be big trouble. “In our current economic environment, where reductions in force are increasingly common, companies should be prepared to justify *how they select* who stays and who goes.” In one recent case, a terminated worker was awarded a jury trial “because he had not received a sufficient explanation as to why he ‘in particular’ was laid off when others were retained.” The key to avoiding claims based on age, race, religion, gender or nationality – any of which can create ugly, expensive, and time-horrific aggravation – is having a performance evaluation *process* in place. DCG can help, promptly, efficiently and effectively. [SIEFFLAW.COM NWSLTR – May 09]
- “THE ABILITY TO WALK AWAY FROM UNSUSTAINABLE DEBTS AND START OVER AGAIN is one of the distinctive quirks of American capitalism... up to two million bankruptcy cases every year in the U.S., nearly all involving individuals who elect to go bust rather than meet unmanageable obligations... Rich and poor alike, Americans appear to regard bankruptcy as an ‘inalienable right’ almost on par with ‘life, liberty and the pursuit of happiness. The theory is that our law exists to encourage entrepreneurship – to facilitate the creation of new businesses. And that means giving people a break when their plans go wrong...thereby allowing the natural-born risk-takers to learn through trial and error.” This concept may be valid, but the problem is that nowadays *over 98% of filings are classified as non-business*. “The principal driver of BK turns out not to be entrepreneurship but indebtedness.” As a percentage of disposable income, consumer debt is now somewhere above 25% and mortgage debt, on average, is well above 140% – obviously unsustainable and the cause for dramatic increases in BK filings during this economic recession. “Money amplifies our tendency to overreact, to swing from exuberance (and spending) when things are going well to deep depression (and rationale for bankruptcy) when they go wrong. Booms and busts are products, at root, of our emotional volatility.” DCG can help ‘turnaround’ if you call us in time. [THE ASCENT OF MONEY – 2008]
- BUILDING A STRONG WORKPLACE TEAM is somewhat analogous to building a sports team. “Having the right mix of skills and people is an important starting point, but the nuts and bolts of the team’s *processes* are also critical. The most effective teams establish ground rules for how they’re going to communicate, make decisions, handle conflict, and evaluate performance... – basic agreements about goals and roles and processes, coalescing around a ‘point of ignition,’ or an inspiring goal or mission.” Try to recall what was great about your personal teams as a kid: “The answers are always the same. People say ‘We knew each other; we knew what it took to win; we had a common goal; we had fun.’” [CFO – May 09]
- THOUGHTS FOR THE WEEK: **People are nearly three times more susceptible to developing a cold when they get less than seven hours sleep at night, according to a study from Carnegie Mellon University.**

“The best measure of a man’s honesty isn’t his income tax return. It’s the zero adjust on his bathroom scale.”

Cannabis accounts for some two-thirds of the revenues for Medocino County, California each year – about \$1 billion.

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