



**Just in case it matters to you:**

- WHEN BUSINESS RECOVERS, EMPLOYEE PSYCHE AND LOYALTY WILL PRESENT A DIFFERENT BALLGAME, since expectations of “promise and payback” in return for commitment and performance have been obliterated by this recession. “Never before has the bottom fallen out so fast or affected so many people so deeply. Virtually no organization has been left unscathed...leaving a deep scar on the psyche of working people...who now blame Big Business for what went wrong.” The new dynamic will require employers to provide “values of candor, informality and innovation baked into their culture,” in order to allow workers to “feel that what they say *matters*, regardless of rank and title... Something fundamental in our society has changed and it will show in how people choose their next jobs.” [BUSINESSWEEK – July 13, 09]
- BUT RECOVERY’S NOT HAPPENING SO FAST. Daily bankruptcies now average 350 and “small businesses are going under at record rates, with few coming back... In prior recessions, small businesses usually led the way out of the gloom. But on top of tight credit and a slow economy...when bigger companies go under, it’s their small contractors who don’t get paid... and then also get hit with the whammy of tough bankruptcy laws that show little or no mercy for small companies trying to tough it out until times get better.” More than 36,000 threw in the towel during the first five months of 2009. [DOCUCRUNCH NWSLTR – July 09]



- CELL PHONE RING TONES AREN'T MERELY AN ANNOYANCE. Research shows that college students interrupted by a ring tone – particularly those from popular songs “which really grab people’s attention in a lasting way” – score 25% worse than students whose concentration allow them to ignore these interruptions. [THE WEEK – June 19, 09]
- “IT IS BREATHTAKING how the Obama administration has replaced the Bush administration’s stunning arrogance of ignorance with an equally stunning arrogance of intelligence. Hardly a day goes by without a new ‘solution.’ Problems at Citi: give them more money. Sales are lagging at GM: replace the CEO. Hedge funds acting as fiduciaries for retiree money refuse to abrogate their senior claims on Chrysler: publicly renounce them as “speculators” (as opposed to debt holders acting in good faith to protect their legal rights). Tell them you will make sure they will fare even worse in bankruptcy and pressure the bankruptcy judge. Bonuses paid according to a contract and blessed by the governing body (including government representatives): label them thieves and target tax them... Desire that UAW members gain from bankruptcy and threaten secured senior debt holders... It boggles the mind that the Administration is wantonly ignoring contractual rights even as they beg investors to accept subsidized government funds to restart capital markets.” [THE LINNEMAN LETTER – Summer 09]
- THOUGHTS FOR THE WEEK: **Half the respondents in a Fox News survey could not name which of the current Supreme Court Justices they most admire. The other half voted Clarence Thomas most popular with 11% of the tally.**

**“It’s not the people you fire who make your life miserable, it’s the people you don’t.”** – Harvey Mackay

**“A fanatic is someone who can’t change his mind and won’t change the subject.”** - Winston Churchill