



**FOR IMMEDIATE RELEASE**

**Myth Buster: It's Not All Bad - More Recruiters Are Using This Time to Find Talented Candidates**

*The Latest Information, Brought to You by Graham Staffing*

**Washington, D.C.**, February 12, 2009 – Employees showing up late to work? Deadlines missed? Economy got you thinking of cruising through with unwieldy staff at your side? Don't let it. Don't panic; we have a solution to get you through this transition.

“There is a bright side to the current economic situation for employers,” says Christine Campbell, Business Development Manager at Graham Staffing Services, Inc. “This is a great time to seek talented individuals that would otherwise be unavailable.”

Think outside the box when making assessments on your team. At a time like this when the talent pool is high, replacing your bottom 20% is a smart business decision. Christine says, “I've seen a large increase in the number of qualified candidates in our pool. Now is the time to tweak your staff.”

Need an applicant right now? You don't have to wait; this is the time for a smart company to get even smarter. At a time when good talent is at our fingertips, be sure to take advantage of it!

5 Tips on Replacing Your Bottom Twenty Percent with Pure Talent:

1. Evaluate your staff and then strategically prioritize the 20% that needs to be cut. Don't try and fix everything in 1 day. Think of the top positions and begin recruiting in order of importance.
2. Don't wait. If you ponder over this decision, the talent that you needed for your company will be gone and you'll be left asking, “what now?”
3. Reevaluate the original job description of the employee. Should something be added or taken out? It's important to understand what you want, so the candidate understands what is needed of him or her.
4. Use a third party to assist with this process. Reasons why:
  - a. The current employee won't catch on to your plan
  - b. You will have plenty of time to complete all of your daily tasks efficiently, resulting in job security
  - c. Third parties assist in tweaking job descriptions so you get the best possible candidate
  - d. You will reach even more of that available talent in the marketplace

5. Cut the bottom 20% once your new talent has been selected and secured. The key is not to be hasty, but to be smart.

For more information on Graham Staffing Services, Inc., visit [www.grahaminc.com](http://www.grahaminc.com)

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