

MONITOR

MAY

1999

JUST A LITTLE BIT BETTER

The CEO at a major public company made an average of \$106 million last year, according to *Business Week's* "49th Annual Executive Pay Survey." That's a 36 percent hike over 1997—and a 442 percent increase over the \$2 million average CEO paycheck in 1990. The survey breaks out the pay of the highest-paid executives at 365 of the largest companies in the U.S.

According to the survey, that 36 percent raise compares to 2.7 percent for the average blue-collar worker. White collar workers got a 3.9 percent annual pay increase, according to the Bureau of Labor Statistics' Employment Cost Index. *Business Week* figures that this year the boss earned 419 times the average wage of a blue-collar worker. Further, the article cites an AFL-CIO calculation that a worker making \$25,000 in 1994 would now make \$138,350, if his pay grew as fast as his boss's.

The huge numbers are impressive, thanks to a pay structure that links most executive compensation to the stock market through large option grants. But also impressive has been the performance of American business over the past decade; whether sky-high pay and a company's performance are more than coincidence continues to be debated by academicians and business analysts. Supporters say if paying top dollar is the price of ensuring that the boss makes moves that benefit all investors, fine—many people have shared in some of the market-linked prosperity. The flip side? Should the stock market backslide, the possibility of stockholder and employee outrage could cause closer scrutiny of the CEO ~ worker pay ratio.

Business Week, 4/19/99

U.S. I.T. WORKERS LAZY?

American programmers, protected by a tight job market, have become complacent and less productive than their international counterparts, according to a survey by the Meta Group of Stamford, CT. The survey measured the productivity of 16,000 information technology professionals in 28 nations. Based on the number of lines of code developed by a programmer per year, the study shows U.S. programmer productivity at an average of 7,700 lines of code, compared with 16,700 lines for non-U.S. programmers. This means that the average U.S. IT company delivers software at "half the rate of the rest of the world," says Howard Rubin, the survey researcher. Rubin said part of the problem is that many U.S. IT professionals have become "fat and happy" and don't push themselves where the risk of being fired is low. Programmers counter that any drop-off in U.S. productivity is likely the result of 70-hour workweeks to deliver projects faster, and the job burnout that follows. *CNN Interactive News*, 4/15/99

YOU WON'T SEE ME

More U.S. companies are monitoring their employees' e-mail, voice mail, computer files, and phone calls, according to a new survey by the American Management Association (AMA). Last year, 43 percent of the firms reported keeping tabs on their employees, up from 35 percent in 1997. The AMA based the findings on a January mail poll of 1,085 human resources managers. In the most recent survey, where additional forms of eavesdropping are added to the equation, the percentage of companies engaged in electronic monitoring and surveillance climbs to 67 percent compared with 63 percent in 1997. Predictably, the financial sector had the most snooping, with 68 percent of companies involved in some form of spying. Although most of the monitoring was performed as spot checks, with 84 percent of the companies claiming to let employees know they're being watched, it still raises privacy concerns. Is full disclosure enough to protect a worker's right to privacy? *Online News*, 04/20/99

SCHOOL'S OUT

AND

THEY'RE IN THE MONEY

For the second year in a row, college students graduating with degrees in computer science and business are finding a great job market. But this year's market is not quite as hot as last year, according to the National Association of Colleges and Employer's annual survey, released in April. Where last year even students in less marketable fields, such as liberal arts, were getting snapped up by companies, this year they are likely to receive fewer offers—and less money—than their techie peers. English majors are being offered an average of \$28,272; much less than the average of \$46,562 for computer science majors.

Still, these grads won't need to sweat; with a national unemployment rate of 4.4 percent, companies will continue to scramble for the estimated 1.1 million U.S. college and business graduates entering the full-time workforce this summer.

Here's a sampling of the kind of starting salaries waiting for 1999's new grads:

<u>Major</u>	<u>Average Starting Offer</u>
Chemical Engineering	\$47,705
Computer Engineering	\$46,790
Computer Science	\$46,562
Electrical Engineering	\$44,803
Mgmt. Info. Systems (MIS)	\$41,005
Info. Sciences	\$39,355
Civil Engineering	\$36,030
Economics/Finance	\$35,668
Business Administration	\$34,152
Communications	\$28,702
Letters (English)	\$28,272
Psychology	\$26,955

National Association of Colleges and Employers "1999 National Survey of Salary Offers to Graduating Seniors," April, 1999

MEETINGS & CONVENTIONS

Consult your Bernard Hodes account executive for more information on meetings specific to your recruiting interests.

DIVERSITY

(that are not health care or high-tech)

5/16/99 — 5/18/99
American Association for
Retired Persons Annual
Convention
Orlando, FL
Sponsored by the American
for Retired Persons
202-434-2277

6/13/99 — 6/19/99
National Association of
Insurance Women Annual
Conference
Las Vegas, NV
Sponsored by the National
Association of Insurance
Women
918-744-5195

HEALTH CARE

5/15/99 — 5/19/99
American College of
Obstetricians &
Gynecologists 47TH Annual
Meeting
Philadelphia, PA
Sponsored by American
College of Obstetricians &
Gynecologists
202-638-5577

5/16/99 — 5/19/99
American Society of
Transplant Physicians
Scientific Meeting
Chicago, IL
Sponsored by the American
Society of Transplant
Physicians
609-848-1000

5/16/99 — 5/19/99
American Pediatric Surgical
Association Annual Meeting
Rancho Mirage, CA
Sponsored by the American
Pediatric Surgical Association
978-526-8330

5/16/99 — 5/20/99
American Association of
Critical Care Nurse 26TH
Annual Teaching Institute &
Critical Care Expo
New Orleans, LA
Sponsored by the American
Association of Critical Care
Nurses
800-899-AACN

5/22/99 — 5/26/99
National Association of
Orthopaedic Nurses 19TH
Annual Congress
Atlanta, GA
Sponsored by the National
Association of Orthopaedic
Nurses
609-256-2300

5/23/99 — 5/26/99
American Ophthalmological
Society Annual Meeting
Santa Barbara, CA
Sponsored by the American
Ophthalmological Society
919-684-5365

5/24/99 — 5/28/99
American Association on
Mental Retardation 123RD
Annual Meeting
New Orleans, LA
Sponsored by the American
Association on Mental
Retardation
800-424-3688

5/27/99 — 5/30/99
National Rural Health
Association Annual Meeting
San Diego, CA
Sponsored by the National
Rural Health Association
816-456-3140

6/4/99 — 6/7/99
American Physical Therapy
Association Annual Meeting
Washington, DC
Sponsored by the American
Physical Therapy Association
703-684-2782

6/6/99 — 6/10/99
American Society of Health
System Pharmacists Annual
Meeting
Reno, NV
Sponsored by the American
Society of Health System
Pharmacists
301-657-3000

6/7/99 — 6/10/99
Society of Nuclear Medicine
Annual Meeting
Los Angeles, CA
Sponsored by the Society of
Nuclear Medicine
703-708-9000

6/13/99 — 6/16/99
Healthcare Convention &
Exhibitors Association
Annual Meeting
New Orleans, LA
Sponsored by the Healthcare
Convention & Exhibitors
Association
205-323-2211

6/13/99 — 6/16/99
National Association of
Women's Health, Obstetric &
Neonatal Nurses Annual
Convention
Chicago, IL
Sponsored by the National
Association of Women's
Health, Obstetric & Neonatal
Nurses
202-662-1600

6/14/99 — 6/16/99
American Society of
Echocardiography Annual
Conference
Washington, DC
Sponsored by the American
Society of Echocardiography
919-787-5181

HIGH-TECH

5/17/99 — 5/18/99
Testing for Year 2000
Compliance
Denver, CO
Sponsored by DCI Expos
978-470-3880

5/18/99 — 5/20/99
Finishing '99
Cleveland, OH
Sponsored by Society of
Manufacturing Engineers
313-271-1500

6/1/99 — 6/4/99
Electronic Components &
Technology Conference
San Diego, CA
Sponsored by the Electronic
Industry Alliance
703-907-7536

6/1/99 — 6/1/99
Networks Expo
Boston, MA
Sponsored by Miller Freeman
212-714-1300

6/9/99 — 6/11/99
Women in Technology
International Santa Clara
Conference
Santa Clara, CA
Sponsored by Women in
Technology International
800-334-9484

6/12/99 — 6/17/99
DECUS'99
Providence, RI
Sponsored by Digital
Equipment Computer Users
Group
508-467-9150

HUMAN RESOURCES

5/23/99 — 5/27/99
American Society for
Training & Development
Annual Conference & Expo
Atlanta, GA
Sponsored by the American
Society for Training &
Development
800-NAT-ASTD

6/14/99 — 6/16/99
International Association for
Human Resource Information
Management Annual
Conference & Expo
Salt Lake City, UT
Sponsored by the
International Association for
Human Resource Information
Management
972-661-3727

JOBFAIRS

American Recruitment 888-44-FAIRS

Sales, Marketing & Retail Career Fairs

- 5/25/99 in Los Angeles, CA
- 5/25/99 in Sacramento, CA
- 5/25/99 in Denver, CO
- 5/25/99 in Houston, TX
- 5/25/99 in New York, NY
- 5/26/99 in Orange County, CA
- 5/26/99 in Dallas, TX
- 5/26/99 in Newark, NJ
- 5/26/99 in Charlotte, NC
- 5/27/99 in San Fernando Valley, CA
- 5/27/99 in Boston, MA

JobsAmerica
408-748-7600

Career Fairs

- 5/19/99 in Santa Rosa, CA
- 5/19/99 in San Diego, CA
- 5/26/99 in Boston, MA
- 6/15/99 in Portland, OR

Kaplan Professional
888-765-4473

Technical Career Fairs

- 5/17/99 — 5/18/99 in Chicago, IL
 - 5/17/99 — 5/18/99 in Boston, MA
 - 5/19/99 Baltimore, MD
 - 5/26/99 — 5/27/99 in Montreal
 - 6/8/99 in New York, NY
 - 6/14/99 — 6/15/99 in Denver, CO
 - 6/14/99 — 6/15/99 in Ottawa, BC
 - 6/15/99 in Cincinnati, OH
- Sales Career Fairs
- 5/19/99 in Washington, DC
 - 5/24/99 in Charlotte, NC
 - 6/21/99 in Pittsburgh, PA

NAACP (Showmex)
310-450-8831

Diversity and High-Tech Career Fairs

- 5/19/99 in Los Angeles, CA
- 6/15/99 in Atlanta, GA
- 6/22/99 in New York, NY

NetWORK Events
800-593-0101

High-Tech Career Fairs

- 5/17/99 — 5/18/99 in Plano, TX
- 5/17/99 — 5/18/99 in Vancouver, BC
- 5/18/99 — 5/19/99 in Detroit, MI
- 5/26/99 in Austin, TX
- 6/14/99 in Raleigh/Durham, NC

Westech
(408) 970-8800

High-Tech Career Fairs

- 5/17/99 — 5/18/99 in San Francisco, CA
- 5/18/99 — 5/19/99 in Phoenix, AZ
- 5/24/99 — 5/25/99 in Orlando, FL
- 5/25/99 — 5/26/99 in Dallas, TX
- 5/26/99 in Boston, MA
- 6/7/99 — 6/8/99 in Sacramento, CA
- 6/8/99 — 6/9/99 in Austin, TX
- 6/14/99 — 6/15/99 in Santa Clara, CA

MEDIA NOTES

Talk with your Bernard Hodes account executive about these upcoming media specials.

Advance for Nurse Practitioners

- June: Bonus distribution at the American Academy of Nurse Practitioners Annual Convention in Atlanta, GA, 6/16/99 — 6/20/99. Closes 5/19.

Aerospace Engineering

- July: 30th Anniversary of Man Landing on the Moon. Bonus distribution at the International Conference on Environmental Systems in Denver, CO, 7/12/99 — 7/15/99. Closes 6/7.

American Agent & Broker

- July: Insurance and Bonding for Contractors, including a Directory of Markets. Closes 6/10.

ANNA Journal

- August: ANNA's Fall Conference Series Issue. Bonus distribution at the Fall ANNA conferences. Closes 6/15.

BioPharm

- July: Bonus distribution at the 50th Annual Society for Industrial Microbiology Meeting in Arlington, VA. Closes 6/4.

Community College Week

- 5/31/99: Distance Learning. Closes 5/18.

Computerworld

- 6/14: Monthly Consulting Careers Feature. Bonus distribution at the Information Architecture Conference in Boston, MA. Closes 6/10.
- 6/21: Third Annual Hot Skills Report. Closes 6/17.

Diversity/Careers in Engineering & Information Technology

- June/July: African Americans; Changing Technologies - Enterprise Software Skills; Tech Update - Pharmaceuticals. Closes 5/21.

EE Times

- 5/24: Regional Focus - Silicon Valley, Accent on the East Bay. Bonus distribution at PC Developers Expo in Santa Clara, CA. Closes 5/19.
- 5/31: Regional Focus - Western Canada, including Vancouver; Employment at the Top 100 OEMs. Closes 5/26.

Human Resource Executive

- 6/18: Spotlight - Staffing & Recruitment; SHRM Show Issue. Bonus distribution at the Society for Human Resources Annual Conference in Atlanta, GA 6/27/99 — 6/30/99. Closes 5/17.

HR News

- July: Work & Family. Closes 6/7.

IEEE Communications

- July: Bonus distribution at Broadband Year '99 in San Diego, CA, 7/12/99 — 7/16/99. Closes 6/1.

Information Technology Career World

- July/August: Online Job Hunting; Database Careers. Closes 6/18.

Inter@ctive Week

- 6/14: Fast 50 - Annual Report. Closes 5/31.
- 7/5: Special Issue - Top Companies to Work For. Closes 6/21.

Internet World

- 6/21: Top Internet Executives. Closes 6/9.
- 6/28: Multimedia Ad Banners. Closes 6/16.

Launchspace

- July: Propulsion. Bonus distribution at the 8th Annual AIAA/BMDO Technology Readiness Conference and Exhibit in Boston, MA, 7/19/99 — 7/22/99. Closes 5/25.

Modern Healthcare

- 6/7: Healthcare Financial Management Association Preview. Closes 5/24.

Network World

- 6/21: Special Focus - Infrastructure. Bonus distribution at PC Expo in New York, NY. Closes 6/9.

Nursing 99

- July: Specialty Spotlight - Childrens' Hospital. Bonus distribution at the National Association for Health Care Recruitment Annual Meeting in New Orleans, LA, 7/13/99 — 7/17/99. Closes 6/1.

Nursing Management

- July: Specialty Focus - Oncology. Bonus distribution at the National Association for Health Care Recruitment Annual Meeting. Closes 6/1.

Orthopaedic Nursing

- July/August: Special - Wrap-Up of Key Congress Presentations. Closes 6/15.

Pediatric Nursing

- July/August: Bonus distribution at the National Association of Neonatal Nurses Annual Meeting in Orlando, FL, 9/15/99 — 9/18/99. Closes 6/15.

Property/Casualty Insurance

- July/August: The New Tools of the Trade. Closes 6/1.

PT Bulletin

- 5/31: National Conference Issue. Closes 5/21.

RN

- July: Spotlight Regional - Pacific; Spotlight Specialty - OR/Minority. Closes 6/1.

Spectrum

- July: Year 2000 Update. Closes 6/1.

LABOR FORCE BRIEFS

Layoffs are compiled from weekly news media reports. For more information, contact your Bernard Hodes account executive.

American Home Products

The pharmaceutical company plans to cut almost 3,000 jobs worldwide. About 1,000 will lose their jobs this year at AHP's pharmaceutical division in St. Davids, PA-based Wyeth-Ayerst. *AP Online*, 3/30/99

America Online (CompuServe, Netscape)

America Online plans to slash as many as 1,000 jobs from its Dulles, VA headquarters as a result of its merger with Mountain View, CA-based Netscape. CompuServe, a subsidiary of AOL, lost 70 jobs *Columbus Dispatch*, *Associated Press*, 4/7/99

Ball-Foster

Three-hundred jobs were eliminated as the last bottle rolled off the production line of the Ball-Foster factory in Millville, NJ. The plant had operated for 193 years, and was believed to be the oldest continuously functioning glass factory in the U.S. *The New York Times*, 3/25/99

Bombardier Recreational Products

The division of Montreal-based Bombardier, Inc. said it will eliminate 190 office jobs in Canada and the United States after merging certain administrative functions related to its snowmobile and watercraft product lines. *Associated Press*, 4/15/99

CompUSA, Inc.

The nation's largest computer retailer will cut 200 jobs at its Net.com unit to cut costs. The cuts will all take place at the unit's Marlboro, MA location. *Los Angeles Times*, 4/17/99

GT Interactive Software

The maker of the video games "Doom" and "Total Annihilation" is laying off more than 600 workers. About 585 jobs at GT's Edison, N.J., distribution center will be cut, as well as 20 city-based positions. *New York Daily News*, 4/9/99

Harris Corp.

The Melbourne, FL-based electronics giant announced plans to cut 400 jobs across the board in finance, marketing, administration and human resources. *AP Online*, 4/16/99

Huntington Bancshares

The bank said that it has met its goal of eliminating 1,000 jobs and expects to cut another 400 in coming months. The plan to cut 1,000 jobs, or 10 percent of its workforce, was announced in October as part of a restructuring. *American Banker*, 4/15/99

Hutchinson Technologies

The No. 1 maker of suspension systems for computer disk drives plans to lay off 550 workers. The reductions will be split mainly between its plants in Hutchinson, MN, and in Eau Claire. Workers in Sioux Falls, SD will also be affected. *Milwaukee Journal Sentinel*, 3/26/99

Koch Industries

Wichita, KS-based Koch—the country's second-largest privately held company—has quietly laid off employees "in the hundreds," according to a company spokesman. Many of the layoffs were professionals: traders, lawyers, accountants, and marketing experts. *Associated Press*, 4/14/99

Laidlaw, Inc.

The biggest North American maker of ambulances and school and intercity buses said that it's cutting 2,200 jobs. The cuts will mostly be in the Northeast and South in the United States by the end of May. *New York Times*, 4/9/99

Lockheed Martin Astronautics

The space and defense systems maker will cut 1,200 jobs by the end of the year, including 30 percent of the management positions at its Denver, CO-based facility. *Associated Press*, 3/30/99

Mattel

The world's biggest toy maker announced plans to cut 3,000 jobs and close some plants to revive slumping sales and profits. *Associated Press*, 4/16/99

Mercantile Bank

The St. Louis-based bank holding company will lay off another 750 employees, bringing its total number of recent layoffs to 1,400. *New York Times*, 4/1/99

Mercy Health Services

The Farmington Hills, MI-based health services provider, the largest in the state, will cut 1,350 employees by the end of June. *Associated Press*, 3/31/99

Pentair

The power tool and water treatment equipment maker is cutting 700 jobs and closing its Lincoln Automotive manufacturing plant in Jonesboro, AR. *New York Times*, 4/9/99

Praegitzer Industries Inc.

The Redmond, WA printed circuit board plant will close, eliminating 300 jobs. *Seattle Post-Intelligencer*, 3/30/99

The Stanley Works

The hardware manufacturer will cut 400 jobs at its Hartford-CT headquarters. *AP Online*, 4/2/99

Sun Healthcare Group

The Albuquerque, NM-based nursing home company is cutting 10,000 jobs, as well as freezing wages and selling assets. *Investor's Business Daily*, 4/12/99

UCSF-Stanford University Health Care

The health care provider will eliminate 2,000 jobs by the end of August. Administrative employees will be most directly affected by the layoffs. *University Wire*, 3/31/99