

A New Forecast Tells Where Jobs May Recover First

If you want to be in the right place when the recovery starts, that place may be in Colorado, Idaho, Oregon, Texas or Washington.

The recession didn't start at the same time in every state, and it won't end at the same time either. A new forecast from Moody's Economy.com predicts that job growth will return first in those five states, starting in the last quarter of this year. Four of those states benefit from strong high-tech industries, and the fifth, Texas, has a strong base of energy industries.

A second wave of job growth, in the first quarter of 2010, is predicted in seven states: Alabama, Georgia, Nebraska, New Mexico, North Carolina, North Dakota and South Dakota.

The next wave, in the second quarter of 2010, is expected in seven states: Alaska, Arkansas, Iowa, New Hampshire, South Carolina, Tennessee and Wyoming.

That leaves 31 states and the District of Columbia waiting until the third quarter of 2010 for jobs to start growing again.

The new forecast is released along with the monthly Adversity Index. Each month, Moody's Economy.com and msnbc.com use data on employment, industrial production, housing starts and house prices to label each state or metro area as expanding, at risk of recession, in recession or recovering.

Like a jigsaw puzzle nearing completion, the index shows that the recession reached 373 of the nation's 381 metro areas, and 49 out of 50 states (Alaska was spared), by the end of March.

(Please see Recovery on p.4)

5 Keys to Preserving Precious Interview Time

HR time is precious. You don't want to waste it reviewing résumés of unqualified candidates. You need a system to keep all of those unqualified candidates' credentials off your desk and off your computer desktop as well.

Of course, in the real world, you can't avoid all unqualified candidates, but there are steps you can take to avoid most of them. Here are tips from the experts at BLR®.

1. Attract Qualified Candidates

This sounds totally obvious, but if you are not careful, you'll spend hours

sifting through the credentials of unqualified candidates. (We worked with one director who rank-ordered résumés--150 of them.)

What can you do? In all of your advertising and postings, be clear about the requirements and specific about the job. Unqualified candidates will self-select out, and the best candidates will be intrigued by the close match between what you seek and what they want.

2. Get Data Consistent

If you're like most managers these days, you're

deluged with stacks of résumés and various other types of application material such as application forms filled out by walk-ins, e-mail notes, letters from various people recommending candidates, and letters with little information in them. Before you review, try to get as much information as possible in the same format. You can't compare one candidate who submitted a brief letter to one who sent in a detailed résumé and filled out an application. If you just got a brief letter, or if a résumé is too brief to help, send an application for the person to

(Please see 5 Ways on p.6)

Peliton Quarterly Seminar

September 16th

University of Denver

"Build Your Business Through Social Networking" & Effective Communications"

Daniel Ritchie Center

For further details and to register please visit us at

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Social Networking Sites and Small Business Productivity

In the olden days – say five years ago – it was enough for a small business to market its services with advertising and public relations. But in the last few years, an avalanche of new opportunities has cascaded on the Internet in the form of social networking sites. These sites give entrepreneurs more opportunities to get the word out about their companies, but they've also made many of us feel overwhelmed, trying to keep up. What's a small business person to do? Do you really have to be Tweeting all day? First, recognize the advantages and limitations of so-

cial networking sites.

Advantages: Connect with lots of new people, just as with real-life networking * Get the word out without an intermediary, such as a pesky reporter or columnist * Establish yourself as an expert in a field * Stay on top of your field and your competitors * Connect with your own customers.

Limitations: Can consume a huge amount of time * Most connections will never convert to paying clients or customers * A zillion of your competitors

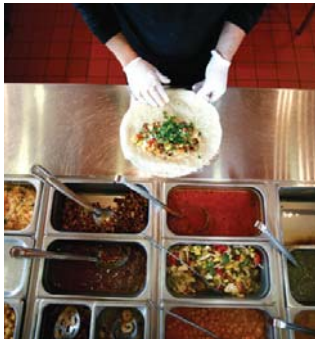
are out there.

LinkedIn. Unlike all the other major social networking sites, LinkedIn is dedicated to helping people connect for business rather than social purposes. While I'm not a power user of LinkedIn, I've found it useful to search for consultants and contractors, identify people in companies I hope to do business with. It's also become a major source for posting professional job openings. If you're a consultant, head-

(Please see Social Networking on p.6)

Peliton Client Focus: Bombay Bowl Brings India to Denver

Denver, Colorado — Heady aromas of coriander, cinnamon, ginger and cardamom are filling the air in south Denver, thanks to a new fast-casual restaurant opening its doors—and spice cabinets—in the Denver Tech Center. Bombay Bowl is a fast fresh take on Indian cuisine, serving up custom bowls, roti roll, naanwhich, fresh-baked naan and homemade chai in a casual setting. It's more than just a new restaurant, according to Amar Singh, the restaurant's creator; it's a whole new kind of restaurant.



Inspired by Singh's childhood memories of street side food vendors in India, Bombay Bowl

features fresh, on-the-go Indian-inspired bowls, roti wraps and more, made with fresh spices and herbs, flavor-packed sauces and chutneys, freshly grilled meats and vegetables, and even tofu. The focus is on flavor over simple spiciness. "It's spiced food," says Singh, "not spicy food." Patrons can customize simply by pointing at what they want, or they can order recommended combinations.

Bombay Bowl will be Denver's first Indian-themed fast-casual restaurant; something Singh believes will be a big hit in the Mile High City. "We want to change how you eat Indian food," says Singh. "If you can get all these wonderful spices and fresh healthy flavors quickly and easily, instead of the same burgers and burritos, why wouldn't you?"

Bombay Bowl is located at 12023 E. Arapahoe Rd., Cen-

tennial, CO, 80112. For more information, please visit www.bombaybowl.com or www.haveyouseenmyelephant.com



Amar Singh, President and CEO enjoys Peliton's Administrative Services Platform including payroll and human resources.

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PELITON QUARTERLY SEMINAR

September 16, 2009
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University of Denver,
Daniel Ritchie Center

Registration:

8:00 am -8:30 am

Seminar: 8:30-11:30

Lunch: 11:30-1:00

Register Online at
www.peliton.net



The Spokes of Peliton: Meet Tosha Harris

Meet Tosha Harris, Payroll Specialist. Tosha joined the Peliton Team in May of 2005. Her responsibilities include payroll processing and coordination of payroll related tax issues. When asked "what is the most favorite aspect of your job?" Tosha replied "...having the opportunity to take a proactive approach to client's payroll issues...if I can resolve an issue before it escalates into something ugly I feel that I've done the best I can possibly do for the client." Tosha prides herself in being professional yet "not all business". She strives for that personal touch.



When not at work, Tosha enjoys time with her family and her extended family. Born and raised in Denver, Tosha has two sisters, is married to Steve and has two girls, Alaysha (12) and Shalisha (14). She and her family enjoy the outdoor benefits of living in Colorado including camping and swimming. She also enjoys sports, particularly basketball and football - (so much that Tosha was the only GIRL on her high school football team!) They let her play for one season as a wide receiver.

Tosha worked for 18 years at Porter Hospital. She began in the food service area and ended her time with Porter as Procurement Coordinator. She spent the next five years at Navigant in the payroll department. We at Peliton are so happy that she did.

One of Tosha's passions is "Hands with a Purpose" or M'Kononia. Her two girls, Alaysha and Shalisha are very active

with this organization. They hand signal gospel music to those folks that are hearing impaired. They have traveled and performed at many events around Denver as well as at a Harlem church in New York City. "To see the joy on someone's face once they can understand the words that are being sung is truly rewarding" Tosha says. Along with M'Kononia, Tosha and her husband Steve are also involved in Pathfinder's through their church group. This summer their Pathfinder's group have been invited to compete in a talent show in Oshkosh Wisconsin. Their talent feature will be M'Kononia.

Family, giving back to society and working with her clients is what Tosha is all about. The pride she takes in her work and her relationship with our clients makes her one of our most valuable employees. Rock on Tosha!

Did You Know?

The Pike's Peak Cog Railway is the highest railroad in the U.S. at 14,110 feet. Each year over 400,000 people ascend Pikes Peak constructed in 1888.

The world's first rodeo was held on July 4th, 1869 in Deer Trail, Colorado.



The Colorado Parental Involvement in K-12 Education Act:

This law takes effect on August 5, 2009, and requires employers with 50 or more employees to grant leave to employees to attend their children's academic activities. Under the Act, full-time and part-time nonsupervisory employees are allowed up to 18 hours of unpaid leave each school year to attend their children's educational activities. Employees are permitted to take up to six hours of leave per month for academic activities. Accrued vacation, sick leave, personal leave, or other paid leave may be used or required. Current Peliton client's employee handbooks will be updated to reflect these changes.

2009 \$8,000 Tax Credit: What's It All About?

The American Recovery and Reinvestment Act of 2009 authorizes a tax credit of up to \$8,000 for qualified first-time home buyers purchasing a principal residence on or after January 1, 2009 and before December 1, 2009. You also qualify for this tax credit if you have not owned a primary residence in the past 3 years?

The fact that the credit is refundable means that the home buyer credit can be claimed even if the taxpayer has little or no federal income tax liability to offset. Typically this involves the government sending the taxpayer a check for a portion or even the entire amount of the refundable tax credit.

The law allows taxpayers to choose ("elect") to treat qualified home purchases in 2009 as if the purchase occurred on December 31, 2008. You can apply the tax credit against your 2008 tax return.

In partnership with Peliton and a value added service to our Peliton clients, Doug Osness of Keller Williams Southlands offers (1) hour Lunch and Learns

for those interested in learning more about this tax credit for first time home buyers, those who are interested in real estate as an investment and those that want to get out of the market.

"We're living through the best buying market in the past 40 years", says Osness. "With the largest inventory we've experienced in decades and interest rates being at their lowest, homes are more affordable than ever"

Purchasing opportunities include short sales and foreclosures. A short sale is a sale of real estate in which the proceeds from the sale fall short of the balance owed on a loan secured by the property sold. Short sale is the best option if a home owner finds that they are unemployed or upside down on their mortgage payments. In a short sale, the bank or mortgage lender agrees to discount a loan balance because of an economic or financial hardship on the part of the mortgagor. The home owner/debtor sells the mortgaged property for less than the outstanding balance of the loan, and turns over the proceeds of the sale to the lender, sometimes (but not always)

in full satisfaction of the debt.

Getting out of the market can be a tricky task for the average home owner. Providing expert advice to get their homes sold either through possible short sales and avoiding foreclosures and bankruptcy is discussed. Doug's Lunch and Learns review these definitions and cover topics such as "How to Hire a Good Realtor", "How to Find a Good Lender" and "How to Avoid Loan Fraud"

Osness recalls a couple who attended their "getting out of the market" luncheon. "This couple thought their only option was to file bankruptcy, they were hopeless. After attending the luncheon they realized that they have several other options. They found the luncheon to be very informative.

KW Southlands enjoys Peliton's Administrative Services Platform including payroll, human resources and benefits. If you would like to attend a Lunch and Learn with Doug or have him come to your office to conduct the luncheon for your employees please contact him at 720-258-8200.



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AWARENESS TOPICS

AUGUST

AMERICA'S NIGHT OUT
 AGAINST CRIME
 SPINAL MUSCULAR ATROPHY
 MONTH
 PSORIASIS AWARENESS
 MONTH
 AMBLYOPIA AWARENESS
 MONTH

SEPTEMBER

NATIONAL REYE'S
 SYNDROME WEEK
 NATIONAL MENOPAUSE
 AWARENESS MONTH
 NATIONAL WOMEN'S HEALTH
 AND FITNESS DAY
 ALCOHOL AWARENESS
 MONTH
 NATIONAL CHOLESTEROL
 AWARENESS MONTH
 GYNECOLOGIC CANCER
 AWARENESS MONTH

Recovery...

Here are several ways to explore this month's Adversity Index: An interactive map on this page shows the economic health of every state and metro area. You can "play" the map to watch the progress of recessions over 15 years, or select any state to see data for each metro area. You can also see the map on it's own page. A month-by-month chart shows when the current recession enveloped each metro area, and which eight metro areas were not yet in decline. The updated index will be published every month at <http://adversity.msnbc.com>. An explainer tells how the Adversity Index assesses the economy.



A head start on recovery
 Why will some states recover faster than others? High-tech industry is one element. A slow-down in technology spending in 2008 and 2009 has created a pent-up demand for technology — businesses that know they need to upgrade and are waiting for the ability to spend. "States that have a high concentration in tech-related industries are well positioned to take advantage of this trend, which is particularly true of Colorado, Idaho, Oregon and

Washington and to a lesser extent Texas," said economist Andrew Gledhill of Moody's Economy.com. "Although not scheduled to begin its recovery until a quarter later, New Mexico also fits into this category of benefiting from a tech recovery." Why is Texas, which has less high-tech industry, on the list for early job growth? "The state had largely missed out on the housing boom (as did Colorado) and was among the last to join the recession, in large part due to lingering impacts from the energy boom of years past," Gledhill said. "Similarly, other expected early risers such as Washington and Colorado were also relatively late to join the recession for various reasons. Thus, as conditions begin to turn nationally, they have less of a hole to dig themselves out of." Another element for those early risers: better credit ratings. "One factor that the five early job recovery states all have in common is less erosion in household credit conditions, with the worst of the group being Idaho," Gledhill said. "As a result, once it seems apparent that recovery is setting in, households in these states will be more able to turn and inject money back into their local economies. There is less de-leveraging of household balance sheets in these states. This will in turn prompt a more favorable trend in certain types of service industries."

How about the states in the second group? "The Plains states, including North and South Dakota, have suffered relatively minor recessions, with comparably minor job losses," Gledhill said. "North Dakota has the lowest unemployment rate in the country. Once the U.S. economy begins to firm and there is less weight on cyclical industries such as manufacturing, it does not take much to turn minor losses into minor gains. Farm states are also helped by relatively high farm prices," Gledhill said.

The states that missed out on the housing bubble — and the housing bust — are also better positioned to recover quickly. "Alabama, Nebraska, North Dakota and South Dakota have only minor housing imbalances," Gledhill said. "None of these states recorded the exorbitant price appreciation that was common in years past that has subsequently turned into a steep price correction and the negatives that follow. These markets are feeling this correction, but not to the drastic extent seen in many other states." *Bill Dedman, Investigative Reporter MSNBC*



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Understanding the Credit Score Scene

Interest rates on home mortgages, credit cards and even car loans have been dropping for months. They could fall even more if the Federal Reserve decides to slice short-term rates again.

A credit score in the United States is a number representing the creditworthiness of a person or the likelihood that person will pay his or her debts. A credit score is primarily based on a statistical analysis of a person's credit report information, typically from the three major American credit bureaus: Equifax, Experian, and TransUnion. Lenders, such as banks and credit card companies, use credit scores to evaluate the potential risk posed by lending money to consumers and to mitigate losses due to bad debt. Using credit scores, lenders determine who qualifies for a loan, at what interest rate, and to what credit limits. The Fair Isaac Corporation, known as FICO, created the first credit scoring system in 1958, for American Investments, and the first credit scoring system for a bank credit card in 1970, for American Bank and Trust. Because a score does not consider race, sex or ethnicity, it is generally considered to be the most fair and objective underwriting tool available to lenders.

Range of scores

A FICO score is between 300 and 850, exhibiting a left-skewed distribution with 60% of scores between 650 and 749. According to FICO the median score is 723. However, faced with rising delinquencies and defaults, lenders have become much more selective, says John Ulzheimer, president of educational services for Credit.com. In the past, borrowers with a credit score of 720 could get the best rates. Now, "The bar has been raised," Ulzheimer says. Many lenders, he says, are reserving their lowest rates and most favorable terms for borrowers with scores of 750 or higher. If you plan to apply for a mortgage or car loan soon, reducing your credit utilization is one of the most effective ways to improve your score, Ulzheimer says. He recommends reducing your individual and total balances to 10% of your available credit.

Each individual actually has three credit scores for the FICO scoring model because the three national credit bureaus, Experian, Equifax and TransUnion, each has its own database. Order a credit report from all three of the major credit-reporting bureaus at www.annualcreditreport.com. By law, you're entitled to one free credit report a year from each of the credit-reporting agencies. Once you get your credit reports,

check them carefully for errors that could hurt your score. Watch for credit information about someone whose name is similar to yours, or accounts wrongly reported as delinquent. Credit bureaus are required to investigate disputed items, usually within 30 days. Buy your credit score. Your credit score isn't included with the free annual reports, so you'll have to pay for it.

Makeup of the Credit Score

The approximate makeup of the FICO score used by U.S. lenders includes the following components and the approximate weighted contribution of each:

35% — Payment History - Late payments on bills, such as a mortgage, credit card or automobile loan, can cause a consumer's FICO score to drop. A late payment can stay on your report for up to seven years. Fortunately, lenders pay more attention to recent history than to past misdeeds.

30% — Credit Utilization - The ratio of current revolving debt (such as credit card balances) to the total available revolving credit (credit limits). Consumers can improve their FICO scores by paying off debt and lowering their utilization ratio. The closing of existing revolving accounts will typically adversely affect this ratio and therefore have a negative impact on their FICO score. Reduce your debt. The amount of debt you have outstanding, as a percentage of your available credit limit, accounts for 30% of your score. If, for example, you have a credit card with a \$10,000 limit and a balance of \$5,000, your "credit utilization" is 50%. Your credit score reflects the debt ratio for each of your cards, as well as the ratio for your overall debt.

15% — Length of Credit History - As consumer's credit history ages, assuming they pay their bills, it can have a positive impact on their FICO score. Don't open new accounts. By now, you might be wondering whether you can increase your available credit — and lower your credit-utilization ratio — by getting some new credit cards. Well, stop wondering. That strategy will hurt your score more than it would help.

10% — Types of Credit Used (installment, revolving, consumer finance) - Consumers can benefit by having a history of managing different types of credit.

10% — Recent search for credit and/or amount of credit obtained recently - Multiple credit inquiries for a consumer seeking to open new credit, such as credit cards, retail

store accounts, and personal loans, can hurt an individual's score. Applying for lots of new credit in a short period of time is also viewed as risky and can cause a drop in an individual's score.

Credit scores are not the sole underwriting factor used by lenders. Current income and employment history are weighed when applying for credit, along with tenancy status (rent or own) in some cases. An unemployed individual with no sources of income will not usually be approved for a home mortgage, regardless of his or her FICO score.

Non-traditional Uses of Credit Scores

Credit scores are often used in determining prices for auto and homeowner's insurance. Starting in the 1990s, the national credit reporting agencies that generate credit scores have also been generating more specialized insurance scores, which insurance companies then use to rate the insurance risk of potential customers. These scores are unavailable to consumers. Several studies have shown scores do accurately predict risk. These studies point out that people with higher scores have fewer claims. Studies also indicate that the majority of insureds pay less in insurance through the use of scores. *Sandra Block, USATODAY and WIKIPEDIA*



"Instead of the same old renewal process for my homeowners, auto and umbrella policy my Peliton Insurance Agent, Traci Vadney, did some researching. She found that AutoOwners Insurance would give me a great break in my premium due to my credit rating. I saved \$800.00 on my renewal premium," Gerry Miale.

To find out if you've got some money to save call Traci Vadney at Peliton Insurance. (303) 771-1800.

5 Ways to Preserving Precious...

fill out, or request a more detailed résumé.

3. Quickly Select the Best-Qualified for Serious Consideration

In the winnowing process, you want to spend as little time as possible with the obvious rejects-and more time on serious candidates. You need an evaluative process that will help you to find out quickly which of your candidates have the qualifications you decided on.

Here's how to work through credentials quickly:

Make a Quick Pass through your pile of credentials, glancing at each candidate's résumé. Don't read, just glance. (This is critical-résumés can be fascinating, but you must steel yourself. Set the résumé aside the instant you know the person is not fully qualified.) Put the credentials into one of three piles:

Pile A=appears to meet all or most qualifications
Pile B=missing one or more important qualification
Pile C=clearly not qualified

If you have a good number of people in Pile A, you won't have to deal with Piles B and C again. If there are few or none in your Pile A, you'll either have to modify your expectations, or figure out a way to attract more capable candidates.

4. Do the Fully Qualified Sort -

Now take the "A" pile and sort it into two piles-a "top candidates" pile for those who appear to meet all your important criteria, and a "backup candidates" pile for those who appear to fail on less important criteria, or for whom the information isn't complete about one important criterion. (If they fail on two or more criteria, put them back on the "B" pile.)

5. Do an In-depth Review for the

few - Now spend some significant time with the "top candidates" pile, which should have at most 10 or 20 résumés. (If you have 100, go back a step and review your requirements.) For each candidate, make a note of areas in which you need additional information. For example, say a candidate's résumé says she is familiar with Web design software, but you must have a person with experience on a specific program, such as Dreamweaver®. Make a note to explore that by e-mail or in a telephone interview before bringing the candidate in to your offices.

After your in-depth review, you should have a group of probably 6 to 10 finalists. These people will be given further consideration. The remainder will only be considered if the first group doesn't end up satisfying your criteria.

HR Daily Advisor

Social Networking...

hunter, or sell business services, you definitely need to check out LinkedIn.

Social networking is going corporate. The popular technology used by millions of people to share ideas and photos on MySpace, Facebook, LinkedIn and others is catching on at companies to improve productivity and communication among workers. Private, internal social networks make sense as companies grapple with a slumping economy that has made travel cost-prohibitive even as workforces are spread out as never before, tech analysts say. "Companies are asking, 'How can we make our workforce more productive?'" says Kevin Martin, an analyst at market researcher Aberdeen Group.

The employee-only sites are an excellent format for large, geographically dispersed organizations to communicate internally and elicit ideas

from workers, says Tom Beauchamp, chief information officer at Hot Topic, a retail chain of 690 stores for teens in all 50 states. The chain is testing an internal site, powered by software from vendor Socialcast, that will let about 6,000 employees share data and create ideas when it launches later this year.

Cutting in-box clutter

Practically, corporate social networks also cut down on unnecessary e-mail and instant messages among co-workers, says Dan Nye, CEO of LinkedIn, a social network of more than 28 million people, most of them business professionals. Private social networks let "people choose what they want to read and discuss, based on their participation, without being intrusive and annoying," he says. LinkedIn's new service, Company Groups, digitally gathers into a single, private Web forum all of a

company's employees. There, they can talk to one another, share ideas and ask company-related questions. So far, 1,000 companies have signed up for the service. LinkedIn plans to generate revenue from the service through job listings, premium subscriptions and advertising.



"It represents our culture very clearly," says Dave Allen, director of insights and digital media at Nemo Design, a marketing company in Portland, Ore., whose clients include Nike and Hewlett-Packard. It uses a private network from vendor Ning to connect all of its 60 employees in Oregon. Rhonda Abrams,

on Swartz USA TODAY.

H1N1

CDC suggest priority distribution among 5 groups.

1. Pregnant women.
2. Household contacts of children who are younger than 6 months of age
3. Healthcare workers and emergency medical services personnel,
4. Children and young people between the ages of 6 months and 24 years of age
5. Nonelderly adults with underlying risk conditions or medical conditions that increase their risk for complications from influenza

According to the CDC, the seasonal influenza vaccine remains very important. "Our assumption is that it is very likely [that seasonal influenza and H1N1 vaccines] can be given together," Dr. Schuchat told *Medscape Medical News* during the briefing.

