

President's Letter

As my businesses grow and evolve, I continue to witness the power of networking and participating in groups such as [Young President's Organization](#) (YPO) and [Vistage](#). Not only do I develop myself as an organizational leader, but also I have the privilege of working alongside fellow business owners and executives to exchange ideas, develop business opportunities and catch a glimpse inside the inner workings of other successful businesses.

I recently had the opportunity to survey a group of 145 fellow executives on their outlook for 2012 hiring expectations and practices from 2011. The survey, conducted this fall, consisted of 145 small to mid-sized businesses, with 94% having less than 500 employees, headquartered in the Chicagoland area. Following are some of the key survey findings I thought would be of interest to you:

Employment

- In 2011, 50% of these businesses increased employee count by at least 5%, while 22% downsized.
- 64% expect to increase employee count in 2012, 33% expect to remain consistent, while 3% will downsize.

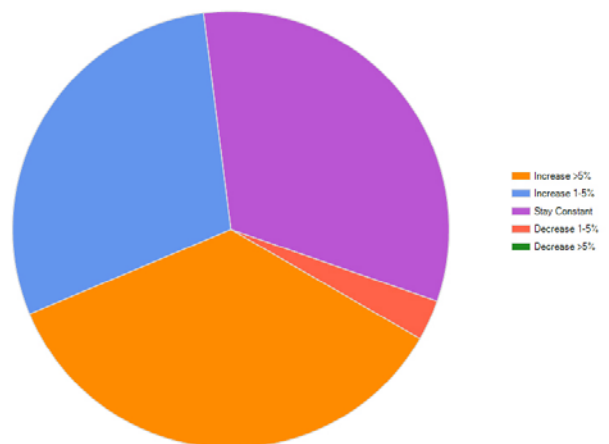
Revenue

- 73% said revenue is higher in 2011 compared to 2010, 19% remain flat, while 8% saw a decrease in revenue
- 79% expect more revenue in 2012 than 2011, 18% expect revenue to remain consistent, while 3% foresee a decrease in revenue in the upcoming year

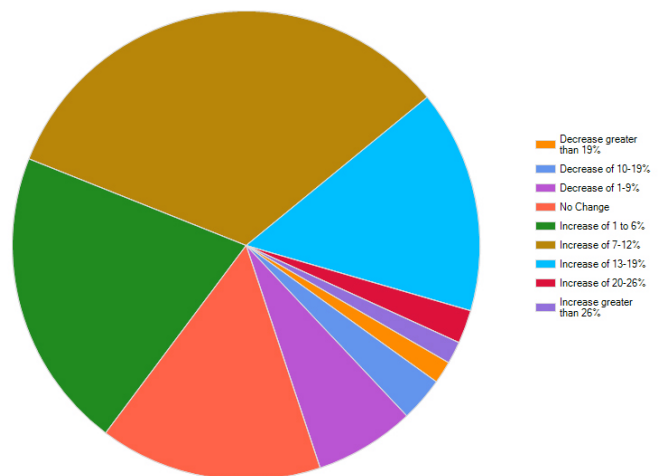
Health Insurance Costs

- 73% saw an increase in health insurance premiums
- 16% saw no increase
- 11% experienced a decrease in premiums

In 2012 you expect your company employment to:



What was your recent change in Medical Insurance cost?



Top Concerns

Those surveyed rated their top four employment concerns in order as follows:

1. Maintaining employee engagement
2. Succession planning
3. Salary costs
4. Benefits costs

Do you have similar concerns? Tandem HR, Benefits Solutions Group and Alliance Workplace Solutions aim to help small and mid-sized businesses by controlling healthcare costs, developing careers to engage employees, and developing succession planning among other things.

We all know our employees are our single greatest asset and have the potential to move our companies to the next level. Our professional team helps 150 clients and their 8,000 employees maximize their return on investment. For those of you who are clients, thank you! For those who might be interested in knowing more about how we can help, email us at Simplify@TandemHR.com or call 630.928.0500 today.

Wishing you all the best in 2012,

Bruce Leon
President