



**Call Medical Match** for Colorado staffing and background checks. **303-980-1000**

## Check Your Social Website Content

CareerBuilder.com did a survey and found that about 63 percent of employers decided against hiring someone after seeing content the job applicant had posted online, like on Facebook.com or MySpace.com. Reasons "ranged from a candidate bad-mouthing a previous employer to them posting information about drinking or drugs to their having an unprofessional screen name." said the *Daily Illini* newspaper, U of Ill. Champagne-Urbana. Advice to job seekers: since one in four employers check out potential employees on line, rewrite any web page that publicizes a negative personal image.

## 2006 Interesting Discoveries in Science

Invention - A **mask analyzes breath proteins** to identify biological, chemical, or viral causes of human illness.

Watch for **graphene**, a nanofabric one atom thick, as it is developed for faster and smaller transistors.

Five 4' ram-head **sphinx statues** have been discovered in Egypt along the avenue between Luxor & the Karnak temple.

XTE J1810-197, a magnetar neutron star, 1000 trillion x stronger than Earth's magnetic field, pulses unexpected **radio waves**.

Elephants join dolphins, parrots, apes, and humans in being able to **recognized themselves in mirrors**.

Neuroscience and kinesiology studies show **moderate exercise can reverse brain deterioration** brought on by aging.

Scientists designed a simple **dipstick test for cocaine** using nanoparticle technology.... retailing in the near future.

The FDA approved a **bone restoration** product (synthetic bone substitute + a growth factor), produced by BioMimetic Co.

Two different research groups identified **cardiac master cells**, one with the potential to produce 3 major heart tissues.

## Counter Offers

When an employee gives notice, occasionally a manager may match or increase the new wage with a counter-offer to "buy time" or to avoid the hiring process. Consider:

- An employee's logic might be, "If I was worth more money, why was I underpaid all this time?"
- As happens in companies, peer employees *will* find out about the wage increase. They may lobby for the same raise or be upset about the unearned, unequal pay.
- Once employees know that a manager will come back with a counter offer, manipulative employees can use that precedent for their own wage increase. Over the years Medical Match had two candidates who used our services *only* to flaunt a good job offer in front of their current employers. Both received raises.
- Once successful in receiving a counter-offer, do not be surprised if the retained employee will continue "shopping" for another job, hoping to use his larger wages to climb the salary ladder again.

**If the employee accepts the counter-offer**, studies by Snelling Personnel showed that **within six months the majority of employers will start searching quietly for a less expensive replacement**. The Robert Half organization notes that the employee will be gone within a year.

## Sweatshirt Sayings

Here I am. Now what are your other two wishes?  
Embarrassing my children: just one more service I provide.  
Some times I wake up grumpy; other times I let him sleep.

Some days it is not even worth chewing through the restraints.  
I do know all the answers, but I have been sworn to secrecy.  
**Home of the free, because of the brave.**



**HAPPY HOLIDAYS and a PROSPEROUS NEW YEAR!**

