

Q: How has your hiring strategy changed over the past 12 months?



LES SCHWARTZBERG
Owner

Les Richards Menswear
(Philadelphia, Cherry Hill,
Poughkeepsie, N.Y.)
www.lesrichards.com

LES RICHARDS MENSWEAR is fortunate to be in the position to hire with the opening of our third store in less than two years in the Cherry Hill Mall. Due to the economy, in the last few months, I've found that candidates' qualifications for the same positions are much more extensive than they were in the past. Individuals are over-qualified for the jobs they are taking. I will continue to hire as the business continues to grow.



BARRY SUNSHINE
Vice president of operations
Aztec Solar Power
(King of Prussia)
www.aztecsolarpower.com

WE ARE GROWING and we are hiring. We are looking for qualified electricians, solar installers, at least one solar PV designer/engineer capable of array layout, string sizing and component selection and matching. And we are looking for one or two experienced business-to-business sales people to expand our Middle Atlantic coverage. We are looking to add these people to the company before the end of this year. Our plans for the fall of next year include opening a manufacturing facility which will require the addition of perhaps 50 more people.



DEBORAH MOSES
President and CEO
Veris Associates Inc.
(West Point, Pa.)
www.verisassociates.com

OUR HIRING STRATEGY has changed twice in the last 12 months. Last year, we decided that rather than bring anyone else on as an employee with full benefits, we would bring any new people on first as a 1099 or as a temporary employee for a minimum of three months, depending upon the length of the engagement they were being hired to cover. This allowed us to use our network but not incur costs for short-term engagements that we did not need to incur. If the engagements were long, we considered hiring those people after three months.