



A DAY IN THE HUNT

This week, I heard from more recruiters than I have in over a year. But are they real?

They seemed to be fake and I couldn't tell if they were being slightly sarcastic.

But what's a seeker to do?

We think you should do whatever feels right these days. I found a lot more trust in my earlier career job searches, and when I had work I was less likely to worry if those recruiters reaching out to me were real.

How do you think about those robots in your inbox? Drop a comment in the LinkedIn Community with your favorite tip for spotting artificial (un)intelligence!

Ran



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MEMBER SPOTLIGHT

Jodie Gilmore



Meet our featured member in this week's Spotlight: Jodie Gilmore!

Here's a little bit about her in her own words:

"I like hats. I own nine hat boxes, all full of different hats from fedoras to fascinators, from cloches to cowboy hats. It's a good thing that I like hats, because I also wear many hats in life.

First, there's the technical writer / copywriter hat. I've been wearing that hat for 30+ years. For the last 20 or so, I've worked with a variety of agencies to create client-facing marketing materials (and, frankly, I wouldn't mind connecting with a couple more agencies who could use an experienced, creative, and collaborative writer). But there are other hats.

Before I sit down to write in the morning, I don my rancher's hat. I live in Yelm, Washington, on a 45-acre cattle and timber ranch. I can't rest easy until I've checked on the cattle and made sure they are all where they are supposed to be and have their hay.

In the afternoon, after meeting my writing deadlines for the day, I can usually be found wearing my gardener's hat, tending my 30x150-foot garden (22 rows, plus a variety of raised beds).

Any day of the week could find me wearing my volunteer's hat, visiting shut-ins at retirement homes, taking 80 pounds of pears and two big boxes of patty pan squash to the Food Bank, or patrolling our local roads picking up trash.

In between all these activities, there's repairman's hat (fixing fence or cleaning gutters), landscaper's hat (pruning my roses), cook's hat (just got done canning 22 pints of pear chutney), and secretary's hat (paying bills and helping hubby with paperwork).

No matter which hat I'm wearing at any moment, personal integrity, compassion, and a sense of humor are my hallmarks. I hope to add to my hat collection, both literally and figuratively. Any occasion (wedding, new grandbaby...) is an excuse to buy a new hat.

And as a lifelong learner fascinated by the intersection of humans and technology, I'm working on adding "AI Prompt Engineering" hat to my professional hat collection.

I'm excited to see what's around the next corner in life, and being part of this Laborious Community!"

We are so happy to have you here in the Community, Jodie!

[Sign-up to be featured in our Member Spotlight](#)

The Game Is Rigged: Why, What, How?

by Sabrina Luciani, Board of Advisors: Programs at Laborious

If it feels like the system is rigged against employees and that companies are getting rich off the backs of everyday working Americans, you'd be right. While companies post record profits and CEO compensation reaches historic heights, workers experience stagnant wages, job insecurity, and mass layoffs. This stems from what experts call *shareholder primacy*: simply put, it's a business philosophy that prioritizes shareholder gains above all other stakeholder interests, fundamentally affecting how companies allocate profits and resources. This probably isn't surprising.

But this wasn't always how companies operated. For decades following World War II, American corporations functioned under what's known as *stakeholder capitalism*, where companies balanced shareholder interests with employee welfare, community investment, and long-term growth. The pivot to shareholder primacy began in the 1970s, shifting this balance and creating the corporate model and job market we know today.

Instead of investing profits in growth opportunities for their companies or employees, corporations are using them for stock repurchases. S&P 500 firms used 54% of their earnings (\$2.4 trillion) to buy back their own stock between 2003 and 2012 alone.

This current approach reflects consistent and deliberate choices by companies to prioritize profits over labor, shareholders over stakeholders, and short-term financial gains over long-term value creation. Shareholder primacy doesn't just fail workers, it creates a system where corporate success actively depends on worker sacrifice.

Without the infrastructure and policy needed to change this cycle, everyday workers must stay informed and create their own systems of support. Nothing indicates that this period of job insecurity in the US will change anytime soon. Having the tools necessary to navigate this environment means understanding the rules and having contingencies in place for when your job is impacted. Over the next few weeks, *The Game Is Rigged* article will share bite-sized overviews of what's happening and what we can all do to become better players in this system.

For more information:

Economic Policy Institute - "[CEO pay in 2023](#)" and "[The Productivity-Pay Gap](#)"
Institute for Policy Studies - "[Executive Excess 2024](#)"
Harvard Business Review - "[Profits Without Prosperity](#)"
Communications Workers of America - "[Stock Buybacks Hurt Workers](#)"
LPE Project - "[How Shareholder Primacy Hurts Jobs and Wages](#)"
Terrene Globe Market Research - "[2025's Shocking CEO-to-Worker Pay Gap](#)"

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Who is this Gabanna that sends me my emails from Laborious?

Gabi was too busy napping in my lap to bother writing her story for the week so she wants me to just tell you that everything is going to be ok.

And you're pretty awesome.



This email was sent to {{ contact.EMAIL }}.

You've received this email because you've subscribed to our newsletter, are a supporter of our mission, or you joined our wait list. We can't wait to meet you when the Community. Please add hello@laborio.us to your safe sender list so we reach your inbox.

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