



### UPDATES FROM CC!

We are shocked here at CC that July is already upon us! We are halfway through 2024 with just a blink of an eye.

We have been steadily busy and I think the focus on 2024 so far has been unique and new recruiting strategies. While we have had a lot of success filling positions, fewer applications are coming in and our clients are reporting the same.

Direct recruiting and sourcing is more important now than ever and not just posting the position and waiting for the perfect person to fall in your lap. DIVERSIFY your recruiting strategies, try new pathways to get your job openings and company in front of the right people. Maybe that is reaching out to your locally owned and operated staffing agency? Our favorite saying (*okay, maybe my favorite saying*), **cast the widest net possible!**

Wishing you and yours a wonderful upcoming holiday. Thanks for reading.

Sincerely,  
Kristi Kinnard, GM

*“If you think it’s expensive to hire a professional, wait until you hire an amateur.”*  
– Red Adair

### QUARTER 2 2024 PLACEMENT DATA

DIRECT-HIRE PLACEMENTS: 11  
TEMP CONTRACT PLACEMENTS: 161  
TEMP-TO-DIRECT TRANSITIONS: 13  
OUR CURRENT SEARCHES

### ARE YOU PREPARED FOR SALARIED STAFF THRESHOLD CHANGES?

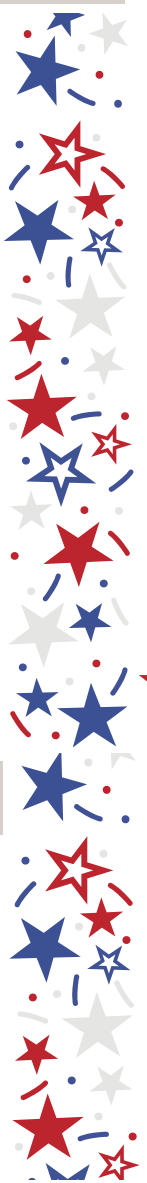
This summer has been bustling with meetings and discussions as we engage with our clients about the salaried (exempt) threshold changes that take effect today. The threshold has risen to \$43,888 per year, and come January 2025, it will further increase to \$58,656. This significant shift impacts most employers with exempt team members, and we are committed to ensuring your preparedness and compliance. Should you have any inquiries or require consultation, please don’t hesitate to get in touch.

[More Details Here](#)

### COMMUNITY FOCUSED!



We are a proud 2024 Southern Ohio Copperheads sponsor! With our sponsorship, we got tickets for each home game and have been excited to offer those to our staff and team. Go Cheads! For more on their summer schedule, [click here](#).



# Career Connections

## Workplace Pulse



### SMILE

**Why did the scarecrow win an award?**

Because he was outstanding in his field.



**Was Adele a recruiter in a past life?**

"Hello from the other side, I must have called a thousand times."

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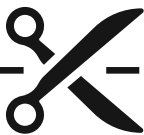
"I pruned a tree once, so technically I'm allowed to put 'branch manager' on my resumé."

### BUILDING FOUNDATIONS FOR GALLIA COUNTY YOUTH

Since 2019, Career Connections has been a partner in the Gallia County Job and Family Services Summer Youth Employment Program. This amazing program, organized by Gallia County Job & Family Services, taps into funding available through the Ohio Department of Job and Family Services to offer a summer work experience that is geared toward providing on-the-job training, income-earning opportunities, and life skills necessary to build a foundation for a solid future. This year, they even have a financial educator visiting participants at the job site (to remove transportation barriers) and offer advice on how to open a bank account, save money, set a budget, etc.

While our role is just being the employer of record and making sure the timesheets are filled out and paychecks are delivered, we love being involved and watching these participants, ages 14 to 24, who start off apprehensive and unsure gain confidence and pride for what they have learned and experienced. We have hired and are paying over 100 young people this summer, which has a huge impact on these workers, not to mention the economy of Gallia County.

If you are an employer in Gallia County, we would HIGHLY recommend you contact the Gallia County JFS office before next summer's program starts and get information about how to get involved and become a partner in changing a life. We want to give a huge shout out to Robin Payne, Dawn McDonald, and Jennifer VanMeter of the Gallia County Job & Family Services' office and Ron Hammond and Ed Moore of the Gallia-Vinton Educational Service Center for a great program this year and for the opportunity to be involved.



**10% OFF**

GET A 10% DISCOUNT OFF YOUR NEXT DIRECT-HIRE ORDER  
EXP. 9/30/24