

Survey of 4,000 Executives Reveals over 60% Believe Economy Improving

Results coupled with Federal Labor Department data showing companies are not adding jobs suggests Interim Management opportunities will increase

ES Interims, Dallas TX - September 18, 2013: ES Interims, a Dallas-based interim management company, released results of an August, 2013 survey of their 4,000+ database saying that respondents agree with Federal Reserve Chairman Ben Bernanke that the economy is improving. This signals a shift in executive perspective on the economy, which has been fairly pessimistic-to-cautious since 2007. This survey yielded a strong response rate, with 60% saying the economy is improving.

However, recent data from the Federal Bureau of Labor shows very little job creation, and most of that coming in the service sector. "It is apparent companies need work to be done, yet they are not hiring talent for these projects," said Tom Englander, President, ES Interims. "Therefore, organizations are beginning to turn to interim executives and professionals to fill the key management voids." Interim management has been in place for years in Europe as a top talent tool for doing specialized short term projects, or filling in for unexpected executive vacancies.

"Now, economic conditions in the US are creating an environment conducive to using Interim managers," added Jim Stewart, CEO, ES Interims. "Companies can 'laser target' higher skilled talent than they have on their staff, reducing the ramp up/training time to achieve results and get projects completed faster; resulting in significant savings and reduced inefficiencies".

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Other significant information to come out of the survey includes that although over 75% of the respondents are 45 – 65 year old, less than 1% are interested in full retirement and over 67% want to work full time as their first option. (More detailed results of the survey are on page two.)

About Us: ES Interims, an interim management company specializing in strategically placing highly skilled and talented executives and professionals in client companies that:

- need short- to medium-term talent because they cannot hire employees,
- need specific expertise that is lacking in their organizations,
- are looking for a fresh perspective, have specialized projects,
- have an unexpected opening in a key management position,
- need confidentiality, or
- want a contingent employee on a trial basis before hiring

ES Interims has headquarters at 5700 Granite Parkway, Suite 200, Plano, TX 75024, and also operates from regional offices in Pittsburgh, PA; Raleigh, NC; and Houston, TX. For more information please contact us at: 866.771.3581, or info@esinterims.com or go to our website at www.ESInterims.com.

Survey Details

ES Interims conducted a survey of its 4,000⁺ person database. The non-scientific population results proved quite interesting:

- ❖ The respondents are heavily experienced (75% in the 45-65 age range) and mostly male (94%).
- ❖ Nearly 60% agreed with Bernanke assessment that the economy is getting better, while 30% disagreed.
- ❖ Over two-thirds of participants use social media for business-related networking.
- ❖ Almost 90% have used the internet for work opportunities (jobs, interim assignments, consulting opportunities)
- ❖ About one-third of the respondents are employed full time, one-third are doing interim and/or consulting work and about 20% are unemployed [wanting to go back to work]. Very few were retired or working “part-time.”
- ❖ When it came to future options, nearly two-thirds chose to continue working full-time as their first option. Nearly a quarter were interested in interim or consulting work as their first option. Less than 1% are interested in full retirement.
- ❖ Geographically, half the respondents were from the Southwest or Great Lakes areas, though every part of the country was represented – along with a few international respondents.
- ❖ General comments included the following:
 - “What are the trends in interim assignments?”
 - “I know a significant number of talented mid to senior managers who have appear to have permanently dropped out of the job market.”
 - “I enjoy the "episodes" nature of interim assignments. Problems to solve, processes to adjust, and people to care for...very rewarding and gratifying personally.”
 - “I am still working as a CEO, but the base remuneration is much lower than previous CEO positions. I will have to make it all up with equity.”
 - “I believe that more and more people will become "contract" employees. I expect that to present more opportunity than full-time work.”

ES Interims plans to conduct additional surveys, is collecting data and will report on the status of the interim industry domestically and internationally in the near future.