

GREATER NEW ORLEANS EXECUTIVES ASSOCIATION

WEEKLY BULLETIN

January 26, 2016

PROSPECTS FOR MEMBERSHIP

Morgan Stewart with Stewart Communications, Eric Morgan with Morgan and Morgan, and Bob Heaps with Grande Krewe, are currently going through our membership process, so please take a few minutes at the next breakfast meeting to meet them.

PROGRAM FOR FEBRUARY 2, 2016 QUARTERLY ROUNDTABLE BUSINESS UPDATE

Today our program was a Roundtable Business Update.

The concept is that a table of members will present just to the members at their table. A timekeeper for entire group will give warnings at 1 min left and when 5 minutes have expired.

There is no member presenting to the entire group. This is strictly tablemates presenting to each other. 5 minutes from each person to discuss themselves and their business.

UPCOMING PROGRAMS

February 9, 2016

No Breakfast Meeting – Mardi Gras

February 16, 2016

Dominik Knoll, CEO, World Trade Center of New Orleans
GNOEA Board of Director's Meeting

February 23, 2016

Gene Sausse, BooKoo Bounce – Morning Visitation

March 1, 2016

Joe Liss, The Wisdom Institute

March 8, 2016

Lee Pryor "The Savvy Entrepreneur"

March 15, 2016

Dr. Neil Baum
GNOEA Board of Director's Meeting

March 22, 2016

No Breakfast Meeting – Easter Holiday

March 29, 2016

Edward McCloskey – Estate Planning

April 5, 2016

Rosalind Butler, Assistant Director
A. B. Freeman School of Business at Tulane University

RON BLITCH BLITCH KNEVEL ARCHITECTS

Ron Blitch, president of Blitch Knevel Architects, has been named the 2015 Alumnus of the Year by Holy Cross School.

Ron graduated magna cum laude from the University of Notre Dame with a Bachelor of Architecture degree. Mr. Blitch is licensed in seven states and has served on countless professional boards. Some of his most notable projects include the new Holy Cross School, East Jefferson General Hospital's ICU, Xavier University Student Center and College of Pharmacy Addition/Renovation, Malta Square Senior Living Community, Our Lady of Wisdom Skilled Nursing Facility, and the Northshore Harbor Center.

Congratulations!

GNOEA'S - NEWEST MEMBERS

Patrick Able – Commercial Flooring

Kevin Cates - Retail Tire

Elizabeth Dondis - Photographer–Commercial, Weddings & Portraits

Justin Farrae - Payroll Service

Brian Greffenius - Sales Force Development

Jeremy Hunnewell - Business Consultant – Growth Strategy

Jeff Januszek – Social Media Agency

Richard Kernion - Stockbroker

Joe Liss – CEO Group Facilitator

Jim Perrier - IT – Computer Network/Infrastructure/
Integration and Support

Gene Sausse - Family Entertainment Center

Julie Willoz - Executive Consultant

Donald Zornman - Banking

OPEN CLASSIFICATIONS

Appliance Sales and Service

Auto Collision Repair

Banquet & Catering

Cellular Phones

Commercial Window Treatment

Exporter/Freight Forwarding

Florists

Glass – Automobile

Hardware – Retail

Hotel

Limousine Service

Marketing/Public Relations

Mechanical & Electrical Engineer

Office Supplies

Paint

Alarms – Burglar & Fire

Bakery

Bed and Breakfast

Civil Engineering

Electrician

Fences

Framing and Art

Graphic Designer

Health Club

Internet Service Provider

Locksmith

Psychiatrist, etc.

Newspaper

Optometrist

Property Management

GNOEA FEBRUARY 2016 LEGAL TIP

It is has been said that 5% of the employees cause 95% of the problems. What if there was a way to screen out the problem children *before* you hire them and inherit their baggage? The truth is – you can. You just need to develop a solid hiring game plan and follow through with it. Below are the basic components of a good hiring plan:

- (1) *The Right Application.* An application is designed to obtain information about an employee regarding his or her job experience, education and qualifications. Develop a form that fits your business's individual needs. Make sure that you review the application carefully and screen out incomplete and unsigned applications or ones with excessive red flags (job-hopping, questionable reasons for separation, large gaps between jobs, etc.). Never accept a resume in lieu of an application.
- (2) *Smart Interviewing Practices.* Always interview in person. Try to develop a set of open-ended questions relating to the position. The goal should be for the applicant to speak 80% of the time. Do not be afraid to ask pointed questions about the applicant's prior work history and background. Avoid asking questions relating to an applicant's legally-protected status (*i.e.*, race, national origin, religion, sexual orientation, etc.). Listen carefully to the applicant's responses and watch his or her body language, particularly when answering tough questions. Avoid making any statements that might be inconsistent with at-will employment.
- (3) *References.* You should call each of the business and personal references listed on the employment application. You would be surprised at how many times the listed individual either does not know or, even worse, does not like the applicant.
- (4) *Drug Tests.* In this day and age, there is a great deal of liability that can be created by having an employee under the influence of drugs. Prudent businesses regularly require drug screens for all new hires. A drug screen is not considered a medical examination and, therefore, can be conducted at any time during the hiring process.
- (5) *Background Checks.* Believe it or not, applicants with criminal histories do not always disclose past crimes on applications. You need to be able to cross-reference what is represented in the application with what actually exists in the records. Engage a respected company to conduct background checks – including MVR reports if the applicant is going to drive or operate equipment or machinery for you. Always review the background check materials *before* putting the individual to work.

Tim Scott – tscott@laborlawyers.com
Fisher & Phillips LLP