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Sarah Klement
Publisher/Owner
Idaho County Free Press
Clearwater Progress

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Anita Perry, owner Lumberjack Steakhouse, Elk City, ID.

HIRING

My experience throughout the years has taught me the thing I look for the most is, 'Can you follow instructions?'

Anita Perry

Lumberjack Steakhouse, Elk City

When Elk City Lumberjack Steakhouse owner and operator **Anita Perry** is seeking an employee, the top things she looks for on a resume are work history/time at job, dedication/dependability, and references/recommendation.

In an interview, she is concerned with appearance/cleanliness/pride in appearance, confidence/personality and the ability to communicate and be polite.

"My experience throughout the years has

taught me the thing I look for the most is, 'Can you follow instructions?' Anyone can be trained, but it is imperative that they follow instructions and don't try to alter or change," she emphasized.

Perry said this is especially important in the food and beverage business.

"People like consistency, and appreciate getting the same service and product," she said. "A person can be a great cook at home, but this does me no good if they can't follow instructions on how my menu operates."



Karin and Bill Vetter,
Owners Ace Home Center, Grangeville, ID

Bill and Karin Vetter, Ace Home Center in Grangeville, look for similar resume highlights in their business hires, including length of time at

previous jobs and type of experience at previous jobs; however, they also like to see the reason for quitting/

ADVICE

leaving previous jobs.

“As for interviews, we look at personal appearance —are they dressed appropriately? Also, open and honest answers to questions and discovering if they are a team player and would be a good fit with current employees,” they added.

Syringa Hospital and Clinics has a variety of open positions, especially in the nursing field currently.

“The top things I look for in a resume are a professional aesthetic format, any relevant industry experiences and certifications and longevity with organizations,” said Syringa CEO **Abner King**.

In an interview, he likes to make sure potential employees, “fit with our community and organization, have effective communication skills and detailed answers with personal examples for situational questions,” he emphasized.

What are the top three characteristics of a good

employee? **Joe Lothspeich** has a pretty good idea. He’s general manager at Gortsema Motors, and has been with the business for 35 years.

“For a good employee, it’s dependability, attitude and honesty.”

“Attitude is pretty self-explanatory. On dependability, you need to count on people to be at work every day, to be dependable they will be there to perform their tasks and do their best.”

“On honesty, you want to be able to trust your employees,

that they are doing their job as they have stated, and that they’re honest both with the employer and the customers they serve.”



Abner King,
Syringa CEO



Joe Lothspeich,
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(L-R): Brittney, Trudy, Amanda, Jody, Katelynn, Leah, Ayla, Belinda, Jenny, Kelli, Jess, Chad
Not pictured: Jo, Kent, Amber, Katie

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L-R: Toni Kinney, Sherrie Jones, Tina Fisher, Angela Shaw, Ashlee Perkins, Kiley Johnson, Grace Wiggins, Makayla Roberts, Mandy Roberts.
Not pictured: Nicole Weeks, Jennifer Mills, Cecilia Phillips, Dawn Holy, Elisabeth Bogle and Abigail Bogle.

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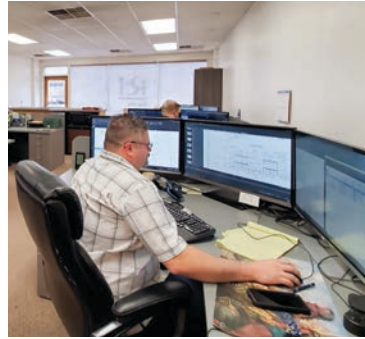
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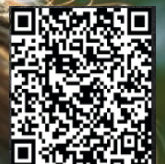
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Five tips for effective job hunting in 2023



(BPT) — Due to the COVID-19 pandemic, almost half of all American job seekers are currently looking to transition careers, according to a new Morning Consult job-seeker insight survey commissioned by Amazon. Many of those job seekers (43 percent) identified better pay and benefits as the top reason they are looking for new work.

“Whether you’ve been out of the job market for a while or have been working and want a change, this is a fantastic time to be looking for a new opportunity,” said Luli Chaluleu, hiring expert at Amazon. “Many companies are hiring, and with the right search tactics you’ll find a job that you not only love, but has ample benefits.”

Amazon is included in that list of companies eager to hire. Despite the pandemic, in 2020 they hired more than 400,000 employees in the U.S., of which, more than 60 percent are now paid more than they were paid at their previous job. Competitive benefits include health insurance, up to 20 weeks of parental leave and company-funded

career advancement opportunities.

If you want to find a new job, knowing current job search strategies can help, including updating your resume and conducting virtual interviews. Research career events that allow you to learn, network and even apply for positions of interest. Career coaching can help as well.

TIPS FOR JOB SEEKERS

To help supercharge your job search efforts, Chaluleu shares these tips:

Explore the company website: One of the best ways to learn more about an organization is through their digital presence. Look at the website, including careers pages, news sections and any applicable departmental information. If you know where you want to work or what role you’d like to pursue, have that information ready when you apply or speak with a recruiter.

Keep your resume short: Resumes should be compelling and concise. Think about skills you gained at previous jobs and how they apply to future positions. No matter how long you’ve been working or how many positions you’ve had, a resume should be no longer than two pages. Focus

on the facts, communicate essential skills and highlight career achievements. When you interview, you can go into more detail.

Customize with keywords: Many companies use technology to discover and track the best candidates for open positions. These applicant tracking systems look for important words and phrases within a resume to filter candidates, so be sure to use keywords in your copy. The job description is a good source for potential keywords. If you need more ideas, look at resumes and profiles for other people who have a similar position.

Apply even if you’re not 100 percent qualified: If you see a job post of interest, but hesitate to apply because you don’t have all the qualifications, think again. Hiring managers know that oftentimes candidates may lack experience in a few areas. If you have the majority of the skills listed and a willingness to learn the ones you don’t, apply anyway and then convey your enthusiasm about the opportunity during the interview.

Stay positive: Job searches take time and you may have to apply to many positions and interview numerous times before getting an offer. Don’t be discouraged, because if one role doesn’t pan out, there are plenty more opportunities to explore.

Working remotely? What to know about cybersecurity



Contributed photo / Brandpoint

Work-from-home arrangements have contributed to a 238 percent increase in global cyberattack volume during the pandemic.

(BPT) — If you are employed in the US, it's more likely than not that you worked remotely this past year.

52 percent of Americans have done part or all of their jobs from home during the pandemic. That's even more than the number of Americans with a college degree.

Over time, we've perfected some aspects of remote and hybrid working — from comfortable chairs to Zoom happy hours.

But there's one thing that remains a major problem for most people: cybersecurity.

A homegrown problem

Work-from-home arrangements have contributed to a 238 percent increase

in global cyberattack volume during the pandemic. And the attacks haven't simply grown in amount — they're more costly, too. The average cost of a data breach rose by 10 percent to \$4.24 million.

Why? Because employees aren't following cyber standards and best practices. For instance, the vast majority of employees are using work devices for personal tasks and personal devices for work. Some of you might even be thinking, "What's wrong with that?"

"Cybersecurity is a top priority because our clients entrust us with their sensitive information and personal finances," said Bashar Abouseido, managing director and chief information

security officer at Charles Schwab. "We make it everyone's business. We train every employee on best practices so that our clients can rest assured that their money, investments and financial futures are safe."

Cybersecurity is everyone's business. Everyone has a stake in cybersecurity.

- It impacts the employer. Businesses can lose more than money — their reputation, customers and even ability to stay open are at stake. In fact, 60 percent of small and mid-sized businesses that are hacked go out of business within six months.

- It impacts the employee. Not only



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How women **ENTREPRENEURS** can plan for success



Contributed photo / monkeybusinessimages
Connecting with mentors is a powerful way for women business owners to share best practices and learn from each other.

(StatePoint) The nearly 13 million small businesses owned by women nationwide are essential to the U.S. economy. Accounting for 42 percent of U.S. small businesses, they employ nearly 9.4 million people and generate \$1.9 trillion in revenue annually.

Healthy and growing women-owned businesses are vital to an inclusive economic recovery, yet women entrepreneurs face distinct challenges, including fewer resources and less access to professional networks, on top of having a greater share of caregiving duties.

“For many small businesses, having access to trusted experts in areas like marketing, business planning, technology and legal can be a critical turning point for getting back to growth,” said Jenny Flores, head of Small Business Growth Philanthropy at Wells Fargo. Right now, the company is deploying over \$55 million from its Open for Business Fund to 93 nonprofits across the country to provide more women and diverse entrepreneurs with resources.

According to Flores, these tips and resources can help entrepreneurs pivot from surviving to thriving as they recover from the pandemic and look to the future:

MENTORSHIP

Connecting with mentors is a powerful way for women business

owners to share best practices and learn from each other, but it’s often hard to know where to find them or initiate those relationships. A new program between Wells Fargo and the Nasdaq Entrepreneurial Center called Connect to More is giving women entrepreneurs complimentary support through its signature Milestone Mapping Coaching Circle. Born from the challenges of COVID-19, participants get hands-on help setting and reaching business goals from a network of peer mentors and industry experts.

“As a nonprofit committed to access and equity in entrepreneurship, we are grateful to partner with Wells Fargo to help women business owners accelerate their personal and professional growth as leaders and gain support as they solve big problems that make their families and communities stronger,” says Nicola Corzine, executive director, Nasdaq Entrepreneurial Center.

NETWORKING

Networking is more than a buzzword. It can help open doors to growth. Check the local chamber of commerce or consider joining a well-known organization like the National Association of Women Business Owners.

KNOWLEDGE

Knowledge is power. Visit Wells Fargo’s Women-Owned Business

Resources page for free tools to support critical business decisions. Also, female entrepreneurs should check out some of these women-specific podcasts to pick up new strategies from savvy leaders:

- Being Boss digs into the mindsets and tactics that can help women business owners make money doing what they love.
- She Leads features respected female leaders from all industries who let listeners know what it takes to rise to the top.
- The Center offers a playlist of workshops and classes for women-identifying entrepreneurs.
- Women at Work, hosted by Harvard Business Review editorial staff, features conversations about where women are and how they can move forward.

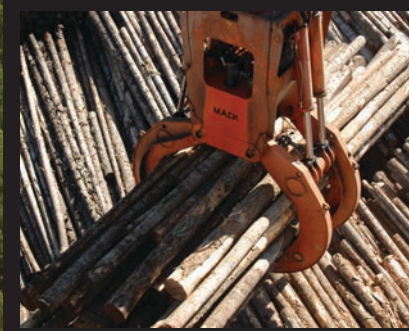
STRATEGY

Having a concrete business plan is essential to running a successful business. During the pandemic, many small businesses had to create more online offerings, change relationships with supply chains or reduce hiring. Now’s the time to review which of these adaptations can be built upon in the future.





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CYBERSECURITY: Don't mix personal, business devices

Continued from 24

can hackers unlawfully access company data through employees, but personal data can also be compromised. From social media accounts to personal finances, sensitive information becomes vulnerable without proper safeguards.

- It impacts the client. It takes a lot of trust to put your own data in someone else's hands. Sometimes, the stakes are incredibly high. Financial services companies, for instance, are entrusted with everything from employment information and income to Social Security numbers and retirement savings.

What's next?

Here are four ways remote employees can protect themselves, their clients and the companies they work for:

- Don't mix business and personal devices: Using personal devices for work-related activities can easily put company data at risk if there is a breach. And that goes both ways: If the company is hacked, personal data may also be stolen.
- Avoid public Wi-Fi: It's great when you don't need a password to connect to the Internet at your local coffee shop or airport, right? Hackers agree! Public Wi-Fi networks are inherently insecure, and that means it's best to avoid them if

at all possible.

- Get a virtual private network (VPN): These networks provide encrypted connections, ensuring that sensitive information is safely transmitted.
- Use multi-factor authentication (MFA): When transmitting sensitive information over the Internet, look for websites that ask you to verify your identity by receiving an email, text or call. Microsoft recently found that MFA prevents an astonishing 99.9 percent of all cyberattacks.

Visit <https://www.aboutschwab.com/cybersecurity> to learn more about cybersecurity and how to keep safe.



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