

AnteoNews.

A quarterly newsletter published by Anteo Group.

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Some of Our New Clients:



Anteo Group Market Survey Results

Job Market Improving

The job market and rates/salaries are improving, according to the Anteo Group Market Survey of Information Technology Consultants.

An overwhelming 85% of respondents perceive the market to be more active now as compared to 6 months ago, and 52% had only a week in between their current and last position. In addition to an improving job market, 44% of respondents answered that their rate and/or salary increased in the past 6 months.

Hot Jobs. Hot Technologies. Hot Industries.

- **Developer.**

Nearly half of the respondents are Developers, followed by Architects, then Project Managers, Business Analysts, QA Testers, and Database Administrators.

- **Java.**

Fifty-seven percent of consultants work primarily with Java. In comparison, only 9% work primarily with either .NET, ASP/VB, COBOL, PERL, or C/C++.

- **Technology.**

More than 33% of consultants work for clients in the technology industry. The second highest percentage was 20% in the banking and finance industry. Other hiring industries include Healthcare, Telecommunications, Retail & Consumer Products, Energy & Utilities, and Manufacturing.

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Fast Facts

Bureau of Labor Statistics of the U.S. Department of Labor

According to the Bureau of Labor Statistics released on 8/5/2005, "Both the number of unemployed persons, 7.5 million, and the unemployment rate, 5.0 percent, were unchanged in July. A year earlier, the number of unemployed was 8.2 million and the jobless rate was 5.5 percent."

Outsourcing Hurts Employee Morale

"Sixty-one percent of the 12,158 IT pros who participated in InformationWeek Research's 2005 National IT Salary Survey say outsourcing causes lower employee morale. Nearly seven in 10 say outsourcing results in fewer IT jobs being available; 42% say it means fewer opportunities for advancement; and 53% say new hires receive reduced salaries because of outsourcing." (InformationWeek)

Online Recruitment Increases

As published by Online Recruitment Magazine, "According to the UK National Online Recruitment Survey (Winter 2004), 45% of job seekers use the Internet as their preferred method of looking for a job, 75% have applied for a job online and 59% have obtained an interview as a result. 44% of these have actually obtained a job through the Internet."

Where are the Fortune 500 Companies?

The most recent Fortune 500 list released in July indicates that New York has the most Fortune 500 companies (43), followed by Houston (20), Atlanta (14), Chicago (10) and Dallas (8). ●

VoIP—The Next Digital Wave

By Andrew Gillespie, PMP

There is a growing “digital wave” that has become more popular recently: VoIP, or Voice over Internet Protocol (a.k.a voice delivered over the internet). Ironically, this technology isn’t really that new, but consumers like you and I are just now starting to understand and possibly use it. VoIP has the potential to change the way that we utilize phones both at and away from home. And if this technology eventually catches on, you the consumer will have more telephone options at a cheaper cost.

So you are asking, what is VoIP? To keep it real simple, VoIP allows the sending of both data (current internet usage) and voice over the internet (in packets) via your computer at home (compared to the Plain Old Telephone System (or POTS) that the majority of us use at home now everyday). The technology will be pushing new handsets (of course), but they are working on allowing you to use your existing phones and cell phones you have already today.

Like any new technology, there are both advantages and disadvantages to VoIP as it exists today. From a disadvantage standpoint, there have been critics regarding the quality of the service

providers as well as some are concerned that all of the functionality that has been promised may actually not come to fruition. But it is anticipated that the more consumers buy into the new technology, the more the demand will grow and the more stable and customer-focus driven the market will become.

Regarding advantages, VoIP will save customers money by avoiding the tolls charged by the ordinary telephone services that we now subscribe to. One such service that you will be able to subscribe to is referred to as unified messaging where you the consumer will be able to check your voice, fax, and text messages in one location and can be accessed via your regular e-mail or by your new telephone service (just like you are in the office). This “office-on-the-go” ability will definitely be an attractive feature for small to medium sized businesses as well as for those teens (and adults) who can’t seem to sit still.

There are numerous service providers out today that offer VoIP and many more are on the horizon. So next time someone asks “Do you VoIP,” you’ll understand exactly what they are referring to. The digital surf is up – are you in? ●

Market Survey Results Cont’d

About Our Respondents

Anteo Group surveyed Information Technology Consultants in order to receive the latest market trends, hottest industries, skills, and positions, and more.

Length of Time in the Technology Industry

Experience is key in the technology industry! Nearly half of respondents have worked in the technology industry for more than 15 years, and only 12% of respondents have worked in the technology industry for less than 5 years.

Current Work Status

Sixty-seven percent of respondents are consultants, while 32% of respondents are a permanent employee at a company. Only 1% of consultants surveyed are unemployed. Thus, there are still more contract positions available than permanent, but permanent positions are rising steadily.

Size of Current Employer

Half of respondents work for companies with 1000+ employees, while more than 20% work for companies with less than 50 employees. Thus, the largest and smallest companies are currently producing the most IT job opportunities.

What the Data Means

According to Anteo Group Director of Resourcing Vincent Mayers, “We have seen a marked increase in the number of IT related positions in the past 18 months, but there has been a demographic shift in the demand for levels of experience.”

“Although many perceive that IT jobs, specifically software engineering jobs, are bleeding overseas, these tend to be roles that can be filled by less experienced candidates. The results from the survey indicate that only 2% of those surveyed have less than 3 years experience and would be considered entry level. ”

“Almost 50% of the companies that respondents are working for have over 1000 employees, traditionally the kind of companies

that would outsource roles, and almost 50% of those surveyed have over 10 years experience in technology. This all indicates that the demand for senior IT professionals at large corporations is increasing while the demand for junior technologists is decreasing.”

What the Data Means for Hiring Managers

“The results of the market survey mean that the labor pool is tightening,” said Mayers. “Because the majority of those surveyed are accepting contract roles, companies should accelerate the hiring process for permanent employees, especially for senior level candidates.”

What the Data Means for Current Consultants

Demand is high for skilled and experienced workers. According to one of Anteo Group’s Senior Java Developers, “Even though I haven’t been looking for work over the last 4 months, I field at least one phone call or email every week with a contracting opportunity offer.” In addition to high demand consultants, Anteo Group’s consultant has recently noticed an extreme shortage in candidates with 2-4 years of experience due to the fact that companies weren’t hiring new developers 2-4 years ago.

What the Data Means for Those Entering the Technology Workforce

According to Mayers, “Traditionally, junior technologists joined large corporations for experience, but with the current market data, my recommendation is to join a small company.”

For the Anteo Group Market Survey 2005 Results detailed, visit: www.anteogroup.com ●

Why Project Governance Matters and What to Consider in Implementation

By Jim Itner, President Orchestrated Solutions

Like corporate governance and IT governance, project governance is all about accountability and controls. It is the assigning of decision-making responsibilities and the defining of controls that, if combined, drive behaviors to ensure that projects both meet required business needs and do so in an effective manner.

The Two Tiers of Project Governance

On one level, project governance is concerned with project selection and review, which may be addressed by an organization's portfolio management process or IT investment decision-making process. The idea is to establish guiding principles, a structure, and an associated process for choosing and reviewing projects.

However, project governance also addresses individual projects (and, for some, this is all that project governance is about). Simple decision-making examples for a single project would include establishing who makes resource decisions and who can approve changes. Sample controls would include sign-offs, project change control, and status reporting.

Why It Matters

Project governance is a practice that addresses a large part of two fundamental issues that CIOs and IT groups have long suffered from – showing value to the business and gaining control over run-away projects. It also provides a means to react quickly to changing market demands and to position companies to better take advantage of IT in business processes.

By enforcing a project selection discipline, management can ensure that projects that add value are the projects that are approved. By driving desired behaviors via individual project controls, management improves the likelihood of timely, project success.

Implementation Considerations

There is no 'one-size fits all' to project governance. Some key success factors to consider in a project governance implementation include:

- Distinguishing a project from ongoing programs and stand-alone tasks and/or determining what projects (all company projects, IT projects, application development, etc. apply)
- Understanding the corporate culture because it will influence how the framework is built and help determine the feasibility and fit of a project management office
- Identifying which components (structures, policies, processes, methodologies, skilled project managers, etc.) are in place and which need to be built
- Determining how projects get funded
- Addressing scalability in terms of project size
- Ensuring effective communication

Measuring Success

Choosing measurements on which to evaluate the success of a project governance program depends on the objectives that are set for the program. The same is true for individual projects. However, some of these measurements are not the easiest to take. A measure of the success of project selection that is based on the value delivered by the projects can be influenced, favorably or unfavorably, by unanticipated changes in the market. Similarly, a measurement of individual project success that is based on timely delivery is fraught with complications resulting from date changes associated with approved enhancements.

Nonetheless, creating a governance process, or improving one that is already in place, should result in a reduced number of projects that fail simply because selection decisions are made by the people most affected by the results, and controls are put in place that enable earlier detection of projects going awry. For these reasons alone, project governance is worth considering. •

What Industry Are You In?

By Jason Sheppard, Director of Sales Texas Anteo Group



What industry are you in?

Most would answer the above question with a mere response of "technology." Is that enough to be marketable in today's technology job market? Not necessarily as the technology market has gone through a major transformation over the past seven years.

Seven years ago, IT budgets were up, technology was on the move, and companies were racing to have the latest and greatest. Once the downturn started, many IT resources were released and budgets were slashed. Those people left standing were still expected to deliver required technology solutions.

The market is now back but not without some adjustments. In today's climate, IT executives are being tasked with making

their organizations efficient and competitive; however, their budget has not increased with the demand.

One of the trends that we are seeing in the technology industry is that IT executives are not just satisfied with a consultant that is in "technology." They want a consultant with specific industry experience, i.e. banking, energy, etc. The goal is that a consultant will bring best practices, intellectual capital, and their technology skills to the organization. This trend is beginning to surface and consultants need to stay marketable.

Staying marketable is nothing new to consultants that work in the ever changing technology market. However, in the past, being marketable focused mainly on technology trends. Consultants that want to be marketable in today's technology environment will not only need to understand those technology trends, but will also need to understand the industry in which they are focusing their expertise.

So, again I ask, what industry are you in? •



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About Anteo Group

Anteo Group is an award-winning Technology Staffing and Consulting Company. Through structured methodologies, Anteo Group simplifies project resourcing and implementation for small to Fortune 100 companies.

For more information, visit www.anteogroup.com.

Three US Publications Honor Anteo Group's Growth

In the US, Anteo Group was included in Entrepreneur Magazine and PricewaterhouseCoopers 11th Annual Hot 100 List of America's Fastest-Growing New Businesses, The Center for Entrepreneurship and Corporate Growth (CECG) at Emory's Goizueta Business School (GBS) and Innovations Publishing: GBS Eagles Program - Southeast's Fastest-Growing Private Companies, and Catalyst Magazine and Reznick Group's Annual Top 50 Entrepreneurs.

"We are more than thrilled to not only be included in the Hot 100 and Top 50 Entrepreneurs list, but also the GBS Eagle Program," said Anteo Group Co-Founder and President Dion DeLoof. "We believe our growth reaffirms our hands-on approach of developing meaningful relationships with our contract consultants, which enables us to provide our clients with the best software consultants possible. We can't thank our clients and consultants enough for partnering with us the way they have over the past three years!"

Hot 100 Criteria

Each Hot 100 company was founded no earlier than 2000, had annual sales that exceeded \$1 million in 2004, and has a founder with a controlling interest in the business who is actively involved in daily operations. Entrepreneur reports that the hottest industry this year is technology, with 20 of the 100 companies listed falling into this category. This year's Hot 100 companies report \$1.5 billion in total sales, a substantial increase from the \$795.3 million reported by the companies in 2004. This year's Hot 100

companies also raised over 10 times as much startup capital as last year's group, an increase from \$62.1 million to \$631.1 million.

Anteo Group made its first appearance on the Hot 100 List of America's Fastest-Growing New Businesses in 2004. From 2004 to 2005, Anteo Group jumped from 95 to 39.

Top 50 Entrepreneurs Criteria

Reznick Group partnered with Catalyst Magazine in order to compile Atlanta's Top 50 Entrepreneurs of companies with revenues between \$5 million and \$100 million. Factors contributing to the award selection include: revenue and earnings growth, industry awards, milestones, patents, acquisitions, innovation, reputation and leadership.

GBS Eagles Program Criteria

Companies included in the GBS Eagles program must have:

- Generated more than \$3 million in revenue during the last twelve months and
- Exhibited annual revenue growth in excess of 20% compounded over the past three years, and/or
- Experienced headcount growth in excess of 25% compounded over the past three years. ●