

# ANTEO NEWS

PASSIONATE ABOUT PEOPLE

ANTEO NEWS

Anteogroup.

Summer Edition

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## Anteo Group Makes Entrepreneur Magazine and D&B's Hot 100

Anteo Group is proud to announce the inclusion in Entrepreneur Magazine and Dun and Bradstreet's 10th Annual Hot 100 List of America's Fastest-Growing New Businesses.

"We are extremely excited to be included in the Hot 100 list," said Anteo Group Co-Founder and President Dion DeLoof. "We can't thank our clients enough for partnering with us the way they have over the past two years!"

Anteo Group opened its doors in the summer of 2002 with only three employees and has since grown to 75 employees worldwide and close to seven million in sales. Even in the midst of

one of the most severe economic downturns in the past 80 years, Anteo Group's founders felt strongly that customers were not getting the detailed service and delivery in the technology staffing market that they deserved.

According to Entrepreneur, "The companies on our annual Hot 100 list of America's fastest-growing new entrepreneurial companies are proof that nice guys do finish first."

"Our key to success is hiring great people and letting them run," said Anteo Group Co-Founder and Director of Sales James Yeagle. "We balance our company by creating a great

place to work and delivering the 'wow' effect to our customers."

Also impressive was that eight out of the Hot 100 companies were located in Georgia, ranking Georgia third as the most common state for a Hot 100 company to be located.



According to DeLoof (above) and Yeagle the key to success is "Try to exceed expectations at all times!"

## Market Fast Facts

### College Grad Hiring Increasing

According to CollegeGrad.com, the #1 Entry Level job site, entry level jobs have increased by 12.8% from 2003.

### Outsourcing Fast Facts

McKinsey Global Institute says that the "US economy recovers \$1.13 for every \$1 that goes to an offshore location."

According to Gartner Group, "by the end of 2004, one out of every 10 jobs within US-based vendors and IT service providers will move to emerging markets."

### Project Staffing Evolves

In a recent InformationWeek article about Meta Group's Monthly Review of its Worldwide IT Benchmark, hourly contractors as part of an organization's

internal support has increased from 5% a few years ago to 8.4%. "If companies want to shed IT expenses quickly," Meta Group Executive VP Howard Rubin says, "hiring contractors are a way to go. Companies may pay a premium for their services, but they don't have to deal with severance and other issues when they want to cut costs."

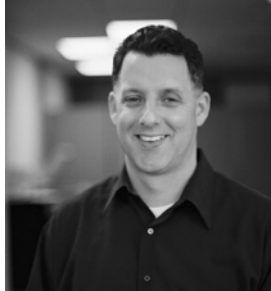
### Inside this issue:

Communication Skills a Must in Technology	2
Hot Technology-PeopleSoft	2
Anteo Group Opens a New London Office	3
Add Value to the Recruiting Process	3
Tips of the Trade-Maximize the Value of Recruiters	3
Real Estate-The Best Investment	4

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## Communication Skills a Must in Technology

By James Yeagle, Anteo Group Director of Sales US



"We see communication skills increasing in importance rapidly over the next 5 years," said Yeagle.

Communication skills have always been in demand in the consulting/contracting arena, but we [Anteo Group] have seen a significant increase in demand in the past year for consultants with the ability to truly communicate with both internal and external customers.

Here are a few reasons we believe are driving the increase in demand for IT professionals with excellent communication skills:

- \* Development tools have matured and become so efficient that employers expect more out of the

time developers spend at the office.

- \* Off-the-shelf products have become more and more prevalent requiring IT professionals to have the ability to functionally integrate the system into the user environment.

- \* With the advent of Rapid Application Development (RAD) tools, employers are putting more projects in the pipeline and not increasing the number of Business Analysts (BA) on staff. Thus, the developer assumes the BA role and is responsible for more elements of the Software Develop-

ment Lifecycle (SDLC), such as requirements definition.

- \* Overall, companies are just expecting more out of their IT staff these days. The pressure to "do more with less" has increased with outsourcing as a headline issue.

We see communication skills increasing in importance rapidly over the next 5 years. In response to this trend, we look forward to communication skills becoming more prevalent in the IT market and working with the well-rounded employee.

## Hot Technology:

### PeopleSoft Applications for the Entire Enterprise

By Charles Barthel, Anteo Group PeopleSoft Technical Lead

Originally, PeopleSoft became famous for its Human Resource Management (HRMS) and Payroll applications. The HRMS database supports recruiting, position management, and the administration of benefit programs. The benefits package includes business functionality for medical, dental, 401K and savings. The HRMS database also stores employee information used for the processing of payrolls. The Payroll application prints and reports on payroll for salaried and hourly employees in either their North American or Global product suite.

The PeopleSoft application environment also

provides a full suite of development tools based on a repository storing definitions for all database and system objects. Object definitions include data elements, tables, panel definitions and application programs.

The flexibility of this environment is best demonstrated in that PeopleSoft executes on a variety of operating platforms: MVS, Unix, Windows 2000, and Win NT, while supporting database management systems: Oracle, SQL Server, DB2, Informix, and Sybase. The latest version is web enabled allowing for users access through web browsers.

In addition to HRMS, PeopleSoft provides application suites for both its government and corporate customers. Clients can select modules from Financial, Student Administration, or Supply Chain Management offerings.

As you would expect the Financial suite includes all accounting functions; the Student Administration suite focuses on business processes required by colleges and universities; and Supply Chain supports manufacturing organizations.

For more information on PeopleSoft products, training, or services, browser their website, [www.peoplesoft.com](http://www.peoplesoft.com).

**"Originally, PeopleSoft became famous for its HRMS and Payroll applications"**

## Anteo Group Opens a New London Office

Anteo Group announces the opening of a new UK office in central London.

Due to customer demand in central London, Anteo Group UK has opened a new office near the Barbican. Anteo Group Director of Sales UK Mike Smith believes that "having an office in the

heart of London will allow us be more responsive to the needs of our clients and at the same time provide us with an infrastructure that will enable us to continue with our exceptional growth."

Anteo Group's current offices are located in Atlanta, Georgia, USA, and

London, United Kingdom.

New London office contact information:

45 Beech Street  
London  
EC2Y 8AD  
United Kingdom  
Tel: 0207 953 9760  
Fax: 0207 953 9764

**"Having an office in the heart of London will allow us be more responsive to the needs of our clients"**

## Add Value to the Recruiting Process

By Vince Mayers, Anteo Group Director of Resourcing

Well respected recruiting companies model their business process to provide a service to the candidates for the jobs as well as their clients.

In order for a recruiting company to add the most value, recruiters must follow a recruiting process which includes quality assurance for both the client and the candidate. During the recruiting process, it is imperative that the recruiter meet the

candidate in person. Recruiters provide the expertise in selecting a candidate that matches not only the technical requirements, but also a match for the company's internal team dynamics. **People drive business not resumes.**

Above and beyond process guidelines, it is good manners to meet the candidate at the interview a few minutes early. Many first impressions have

been enhanced by a discreet "perhaps you should buff your shoes/straighten your tie/leave the funky jacket in the car..."

Lastly, communication with the candidate is key in establishing a long lasting relationship. Contractors and Full Time Employees (FTEs) placed by recruiters are their clients, not a commodity. **Recruiters should never forget that their jobs start when a candidate is placed.**

## Tips of the Trade—Maximize the Value of Recruiters

By: Lynn Perry, Anteo Group Recruiter

Recruiting firms can be a valuable resource to consultants when they are looking for their next project or are trying to get a feel for the market. Many people simply apply to a job posting with a standard resume and wait for a response.

These are some tips that may help you get more out of a recruiting firm.

### Replying to Postings

1. Include an attachment that briefly relates your experience directly to the description of the job posting.

2. Update your resume.

### Following Up

1. Call the contact on the posting 24 hours after you send your resume.

2. Be persistent. That doesn't mean leaving a million messages, but

asking for a status update by email.

### Gaining Market Knowledge

1. Find out how recruiters perceive the IT market today. This may help you if you are thinking of changing positions.

2. Offer to meet for a coffee or lunch. It is important to build a relationship with a recruiter.



"Find out how recruiters perceive the IT market today. This may help you if you are thinking of changing positions..." said Perry.

**Anteogroup.**

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**About Anteo Group**

Anteo Group is a leading Atlanta and London based ROI Consulting and project based Information Technology Staffing Company. Anteo Group leverages over 30 years of experience in the Technology and Technology Staffing Industries.

After building businesses in the US and Europe, Anteo Group's leaders have refined a ROI proprietary software analysis tool and methodology known as Economic Modeling and Methodology (EAMM™) as well as a Staffing Engagement Requirements Definition and QA process.

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**Real Estate – The Best Investment**

**By Darren Crosby, Homebanc Assistant Vice President**



"Take advantage of the booming real estate market," said Crosby.

Investing in real estate isn't as risky or difficult as you may think!

According to the Wall Street Journal, "In the past five years, home prices nationwide have climbed an average of more than 40 percent."

Buying a 2nd home or rental property is an enduring asset

that may not offer immediate returns, but with patience, can be a stable source of positive cash flow over time. In addition to a principal residence, buying a 2nd home provides a stable investment in today's volatile market and is an important part of a diverse financial portfolio.

Tax laws also favor home ownership: almost all interest paid is deductible; any discount points paid are deductible; state and local real estate taxes are deductible; and all additional expenses such as insurance, maintenance, and supplies can be used to offset rental income as well. Finally, when the property is sold, up to \$500,000 of appreciation can go tax free.

Rental properties can pay for themselves with rental income covering the mortgage payment plus generating passive revenue. And, with today's low rates and creative financing products, almost anyone can buy. If a purchaser is willing to look, he can purchase property at a low sales price. Over time, he will see the worth of his investment multiply through increases housing values and making improvements to the house itself.

Historically, real estate has proven to be a profitable and reliable long-term investment, so take advantage of the booming real estate market and invest in your future.