

ANTEO NEWS

PASSIONATE ABOUT PEOPLE

ANTEO NEWS

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Anteo Group Chosen to Sponsor Atlanta Java User Group

During the past 18 months, Anteo Group has seen an increased demand for consultants with OOP/OOA/OOD experience, specifically Java/J2EE. The rise in Java requirements as well as the opportunity to support an organization targeted to developers led Anteo Group's leaders to pursue sponsoring AJUG.

"Technology staffing seems to have become commoditized in recent years, but it is not a commodity business; it is a customer service business. The professional technologists that we place are our clients every bit as much as the companies that they go to work for," said Director of

Resourcing Vince Mayers. "We hope to address this issue by not only offering career enhancing employment opportunities, but also by really listening to what professionals, consultants and candidates need from a business relationship with a technology staffing firm. "

The Atlanta Java Users Group (AJUG) is organized by Java Developers for Java Developers in order to provide a forum for exchanging information and for brainstorming with other developers on how to successfully implement new Java solutions; deliver monthly technical and vendor presentations on the latest Java

technologies; support the needs of both starters and experts through related Study Groups targeted at Java Certification and Java-OO architectural issues; and promote the advantages of Java as a development and deployment environment to the business and educational communities.

Anteo Group welcomes the opportunity to support AJUG and its initiatives.



Market Fast Facts

Company Profits-- Hiring to follow?

US companies posted the strongest quarterly profit in the 4th quarter since 1993. A recent Business Week profit survey of 78 companies shows that fourth quarter income from continuing operations before extraordinary items rose a robust 47% on an 11% sales increase. Technology companies were the big winners

where profits soared 225%, Financial services companies profits grew 67%.

Offshore:

Until recently, the downside of "offshoring" wasn't clear. Recently published studies by Forrester Research Inc. (FORR) and Gartner Inc. (IT) suggest that the practice shouldn't be undertaken lightly. Gartner says that based

on a survey of 219 clients who outsource projects offshore and domestically, it expects half of such projects undertaken in 2003 to fail to deliver anticipated savings.

2004 Outlook

"Businesses of all sizes are poised to spend more in 2004," reported Gartner recently.

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2004 Demand: Mid to Senior Level Experience

By James Yeagle, Director of Sales US



"Offshoring has definitely impacted the industry but it may be creating the next stage of 'higher level' jobs in the US," said Yeagle.

During the layoff frenzy of the last 3 years, software professionals were hit harder than most as customers atoned for their IT spending excesses in the late 1990's. That has about run its course. One of our "unscientific" but steady measures is the fact that the base line number of positions listed on Atlanta.computer.jobs.com is at its highest level since 2001-2002.

The demand we see for 2004 from both our Atlanta and London office customers is for strong mid and senior level software professionals. Most of the offshore outsourcing is focused at the lower level tech support roles, where the role require-

ments are precisely defined and easily understood by offshore talent. Due to the offshore trend, we have seen a tremendous drop in requests for lower mid and junior level developers.

The mid to senior level professionals bring not only development skills and high productivity levels to projects, but they also bring business logic and architecture knowledge. With such a strong skill mix, these professionals are able to: immediately impact a large company's intricate, mission critical system; handle both Senior level and Junior development issues in a cost conscious, conservative mid-sized company; and make dra-

matic system changes/suggestions to the small and startup firms where it is about product evolution and not about coding.

Offshoring has definitely impacted the industry but it may be creating the next stage of 'higher level' jobs in the US. Along with the higher demand in this area we see higher wages, higher productivity, tougher selection and a better reputation and image for the software industry as a whole.

Best wishes for a successful 2004.

Hot Technology - Pattern Based Design for Java

By Mark Mnich, Technical Architect

Java has seen rapid growth since its inception in 1995 both in terms of mindshare and its defining APIs. With the introduction of EJB technologies in 1998, Java has moved quickly to the forefront of computing technology.

The latest trend has been toward "pattern" based designs. From top level architectural layout considerations to the most intricate coding specifications, pattern based design is transforming the field from custom engineered solutions based on programming language fundamentals to assemblies of "off-the-

shelf" design Patterns.

Patterns are generally considered to have originated from the Gang of Four (GoF) and are founded on the idea that a given design problem has been encountered many times by many developers who more or less have converged on a common solution. Patterns are defined, given a name, and become a fixture in the ever growing official list.

Although the use of Patterns may be considered a buzzword rich trend, it is truly changing the way applications are being developed. Few compa-

nies are willing to take a chance on complex pieces of code unless they are backed by documented Pattern solutions. Developers are much less likely to discuss or build custom solutions without having extensively searched for an appropriate Pattern match. Java and EJB based applications can have a considerable level of complexity which benefits greatly from the organizing potential Patterns offer.

Patterns, as a foundational base of knowledge may emerge as a language of its own.

"Patterns, as a foundational base of knowledge may emerge as a language of its own."

Anteo Group Launches New Website

Anteo Group announced the launch of a new company website on January 16, 2004. The re-design of the Anteo Group website marks the beginning of a tremendous marketing effort.

The new website communicates the quality of Anteo Group's services and the distinct company vision, *Passionate about People*.

In addition to improved interactive communication, the new website demonstrates the key advantages of choosing Anteo Group over the competition to potential clients and consultants.

Anteo Group partnered with Atomic Fusion, one of the leading independent interactive services firms in the Southeast, to design and develop the

new website.

Anteo Group engaged Atomic Fusion based on their interactive experience and the creativeness of the Atomic Fusion employees.

"Atomic Fusion effectively created our site to communicate our truly unique offering to our clients," said Anteo Group President Dion DeLoof.

"The re-design of the Anteo Group website marks the beginning of a tremendous marketing effort."

The Secret to Employee Retention

By Jeff Multz, Sales and Business Strategist

After reading a book called *Raving Fans* by Kenneth Blanchard, my company applied this philosophy to our employees who then never left!

R-Record what you're willing to do. Be specific, keep the language simple and be willing to clarify points with an employee.

V-Vanity doesn't belong

in business. Don't let your ego dictate who gets what job and don't hire or retain employees who don't cut it just because you like them.

F-Fast delivery. Decide what's an acceptable turnaround time on everything in your company. Be sure it is well communicated and understood by

everyone in the organization.

Develop a formula that works for you and your business. Evaluate your results regularly, and make changes where necessary. Above all, ask yourself, "Would I be a 'Raving Fan' of this business?"

Tips of the Trade - Resume Writing

By: Vince Mayers, Director of Resourcing

Hiring managers, HR departments and recruiters receive a large amount of resumes every day. If you have no previous history with a company, your resume is the first impression that you make.

Below are just a few basic guidelines that I have found work well:

1. Make sure that the document is in a single

font and size with a crisp clean layout.

2. Describe the project and list the technologies that YOU used.

3. Detail your exact role on the project in the first person, such as "I built" and don't use "we."

4. Put dates on the projects.

5. Have more than one version of your resume.

6. It's OK to have a 4 or 5 page resume, but 7-8 pages is too long.

7. Spell check your resume.

Remember that your resume is only one step. Build a great network and good relationships with key recruiters as hiring managers will trust their judgment and meet with you, despite how the resume reads.



"It makes sense that time and effort should be spent on your resume," said Mayers.



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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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Circulation...A Non-Medical Saga

By Barry Flink, FlexHR Executive Vice President



According to Flink, Atlanta needs many more miles of rapid rail as well as rail lines in order to improve transportation woes.

Consider the human body. Critical to its functioning is the circulatory system. A complex system of arteries, veins, capillaries which allow essential movement throughout the body, nutrients for the body, etc.

Consider the body, Metro Atlanta, a 200 year old mass which

has grown at an ever accelerating rate. Our system, some 300 miles of limited access freeways, a small but excellent rapid rail system and our capillaries...over 9000 miles of streets, roads and boulevards which were developed without the benefits of any strategic planning over 200 years.

We today face in our 31 county, 40 city empire a danger no less severe than a human body with clogged arteries. Our roads and highways are usually congested. Our subway system although excellent in quality is woefully inadequate for the metro area it serves. Buses share congested streets, light rail dedicated bus ways, and commuter trains are

discussed to excess but nothing is being built.

We specifically need a minimum of 180 additional miles of rapid rail, 5 commuter rail lines going northwest to Cartersville, east to Athens, southwest to LaGrange northeast to Gainesville and south to Griffin/Macon, light rail circulating in downtown, Buckhead, Lenox Square and Perimeter Center, dedicated bus ways, sidewalks, street lights as well as a unified sewer system for Atlanta, Dekalb, Fulton and Cobb counties.

Of course, the only way to implement these changes is through our elected officials, so make sure you vote this year!