



Bullock Personnel is celebrating its 25th year of successful business. We are locally owned and operated and are proud to be San Antonio's leading direct hire firm. Our award winning team of Placement Consultants recruit in the areas of Accounting/Finance, Management, Marketing, Construction Management, Engineering, Administrative, and Executive Support. We also specialize in Medical Healthcare and Food Manufacturing Industries.

When is the Best Time To Start Working With Your Recruiter?

Before you answer, consider these questions.

When is the best time to first meet with your doctor? It's not when you are seriously ill.

When is the best time to first meet with your tax accountant? It's not on April 15th.

When is the best time to first meet with your financial advisor? It's not when you are ready to retire.

So now ask yourself - When is the best time to first meet with your recruiter? It's not when you urgently *need* another job.

Of course, a new doctor can help you when you are sick and a CPA can prepare your taxes on April 15th, just as a professional recruiter can help you when you find yourself in need of a new position. It's just not the most effective and personally beneficial approach. When a doctor is familiar with your medical background he has a significant advantage in determining the correct diagnosis. When your CPA is familiar with your financial background she can minimize your taxable income.

The same rationale applies to partnering with a professional recruiter. When a recruiter is familiar with your background and career goals they are able to effectively evaluate your skills and advise you of employment opportunities as they become available.

The key factor is timing...as they say, "timing is everything!" It is best to start working with a recruiter when you anticipate making a move within the next six months to a year.

The higher the level of position, the longer it takes to find the right opportunity. Although it does happen, it is very rare for the timing to work out so that the optimal career opportunity is available at the exact time you want to make an immediate change.

It is common practice to proactively work with professionals that increase the quality of your life, such as your health and financial stability. However, it is not as common to partner with a professional recruiter to manage your career growth—but it should be. Your career is just as important. After all, you spend the majority of your time at work.

If you are considering making a move within the next year or so, we would like to invite you to speak with our award winning team of recruiters. Keep in mind that the professional recruiter goes beyond simply accepting and faxing your resume, but is truly an advisor and advocate in managing your career progression.



Interview Tips

When choosing between two equally qualified candidates, companies typically select the applicant who asks the best questions during the interview.

Do your research!!

Please visit our website for current job listings @ bullockpersonnel.com



San Antonio - A Great Place to Live

San Antonio residents enjoy one of the highest standards of living relative to other large U.S. cities.

An individual living in San Antonio earning \$50,000 would have to make the following income to maintain the same standard of living.

STANDARD OF LIVING INDEX

New York	\$111,600	Los Angeles	\$ 86,800	Chicago	\$ 64,100
Philadelphia	\$ 67,600	Phoenix	\$ 54,800	Boston	\$ 73,900
San Diego	\$ 82,100	Dallas	\$ 51,600	San Jose	\$ 86,300
Indianapolis	\$ 51,900	San Francisco	\$ 93,600	Jacksonville	\$ 52,200
Columbus	\$ 55,900	Austin	\$ 52,500	Memphis	\$ 51,500



CANDIDATE REFERRAL AWARD

If you refer a candidate to us and we place them in a permanent position within 1 year you will receive a

\$ Referral Award \$

To be eligible the candidate must designate you as the referring party on their application

*It has been said that the success of a recruiter is a reflection of the number of lives they have touched.
Congratulations to our team for their award winning year!*

Janet Connell—3rd in State

Maria Calvillo—9th in State & 3rd in San Antonio

Linda Schimmel—12th in State

Niki Belden— 1st Place Blended Desk in San Antonio

Greg Pugh—San Antonio's Rookie of the Year

Congratulations to
Niki Belden & Christine Walters
Our Newest
Certified Personnel Consultants
&
Linda Schimmel
A CPC Since 2003

What is a Certified Personnel Consultant?

The Certified Personnel Consultant (CPC) is a certification designated to those who operate within the highest standards of ethical practices and who possess proven knowledge in the areas of employment law and best business practices.

Since 1961, the National Association of Personnel Services has been certifying recruiting and staffing professionals nationally. Certification is viewed by the business community and the industry as a seal of excellence. Fortune Magazine reported in its July 20, 1998 issue that one way to choose a recruiter is to ask if they've been certified.