

## PEOPLESCAPE'S INTELLIGENCE NEWSLETTER

### LEGAL UPDATE: DID YOU KNOW?

- As of July 1, 2015 employers will be required to provide sick leave for employees working on/after January 1, 2015 (for at least 30 days in 1 year).
- A Nonprofit Corporations Code revision took effect on January 1, 2015 and clarifies the term *ex officio* and the principles of voting nonprofit board members.
- Recent events at the Paris offices of French magazine, *Charlie Hebdo*, have prompted an increase in workplace safety and gun policies. Is your policy effective and up to date in order to protect your business and your employees?

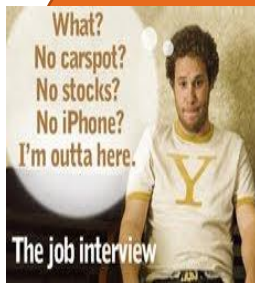
### SPOTTING & MANAGING YOUR MILLENNIALS

There are an estimated 80 million millennials in the world today, and over half of those individuals are already in the workforce, right alongside the silent generation, baby boomers, and Generation X. So what's different about these millennials? Here are some tips for you! Managers are called to adjust their company structure to encourage growth and success in their millennials, while still being sensitive to the needs of their multi-generational workforce.

Unique Characteristics	Managing Millennials
Casual dress & rhetoric	<i>SUPPORT</i> their unconventional ideas
Lovers of new ideas	Provide <i>OPPORTUNITIES</i> and <i>REWARDS</i> for innovative thought and action
Technology experts	Utilize their <i>SOCIAL MEDIA</i> skills and grow your presence
Master multitaskers	Assign many <i>VARIED</i> projects
Seek balance with work/life	Examine the <i>FLEXIBILITY</i> of your company structure (telecommute, flex schedules)
Crave response and mentoring from leadership team	Establish <i>MENTORSHIPS</i> early on and provide <i>FREQUENT FEEDBACK</i>



Jennifer Burton Arroyo



### MEET THE TEAM: JENNIFER BURTON ARROYO

Jennifer has worked in human resources in both the private and public sector for the past decade. She enjoys working on a variety of client projects here at Peoplescape, from recruitment, to policies and procedures, to handbooks and investigations. Jennifer has a Master's degree from CSU Fullerton in American Studies, as well as a certificate in Human Resources Management and she completed her PHR certification in 2011. Jennifer is a regular contributor to *PINPoint*, and is also an avid reader and writer in her spare time. She is an active mom to twins in 2<sup>nd</sup> grade who keep her busy with soccer and dance, as well as a 1-year-old little boy and one more on the way! Jennifer hopes to one day pursue her Ph.D. in culture studies while continuing her career in human resources with Peoplescape Consulting.

### TECHNOLOGY IN THE WORKPLACE

Technology is a vital component of the workplace today. From online interviews to social media, companies are constantly challenged with new tools. Having a comprehensive Technology Use Policy is critical to protect your company from costly litigation. In addition to policy revisions and updates with technology, we now offer our clients the option to use recorded online interviews as part of our executive search package. Call us today to discuss how we can meet your needs!

*"Passionate, organized, professional, knowledgeable, classy, sophisticated and high level of urgency to succeed with attention to the details. I would definitely recommend Peoplescape!"*

*Senior Director Strategic Sales & Business Development - Clinical Healthcare, California, Florida, USA June 2014*

CONTACT US FOR A COMPLIMENTARY CONSULTATION: [WWW.PEOPLESCAPEHR.COM](http://WWW.PEOPLESCAPEHR.COM) (323) 900-0511 or (760) 565-3392