

MAY 2024

# LAKESHORE TALENT NEWSLETTER



## Summer is coming!

And that can often mean vacations, staycations, and long weekends. However, did you know that in 2023, only 48% of workers said they used all of their vacation days?



### **Taking time off is important for several reasons:**

- **Productivity:** When employees recharge and feel refreshed, they can be more productive
- **Stress reduction:** PTO can help employees decompress and reduce stress, which can prevent burnout
- **Improved health:** Taking time off can lead to less reported stress and burnout, and fewer sleep problems and general health complaints like back pain and headaches



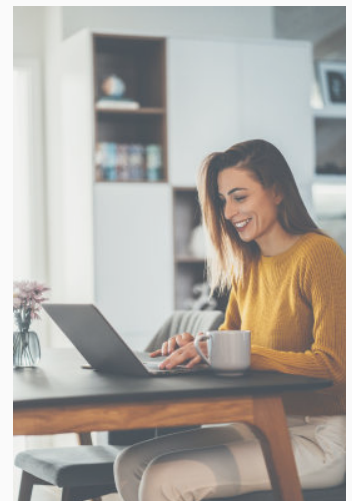
### **Reasons people give for not taking time off:**

- They think they don't need it
- Fear of falling behind or losing the chance at a promotion
- Employees feel bad about putting extra work on their peers
- Forgetting they have the time off

## How Lakeshore can help

Lakeshore has candidates ready to go for short-term coverages ranging from days to weeks to months! We often see roles such as front desk, AP/AR, and HR for these short-term needs and have a qualified pipeline of candidates to tap into next time a need arises!

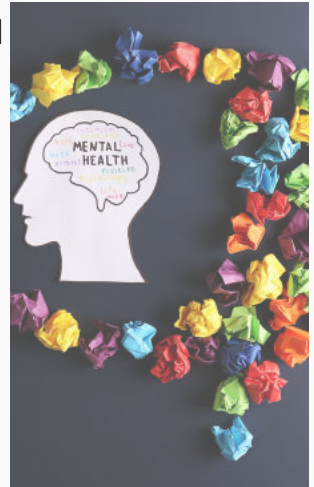
Reach out to request a candidate today.



# May is Mental Health Awareness Month

May is Mental Health Awareness Month, a national observance started in 1949 by Mental Health America to bring attention to the importance of mental wellbeing. Across the country, individuals and organizations step up to raise awareness of and help address the challenges faced by people living with mental health conditions.

For organizations, a strong work/life balance is one of the most important ways to support employees' wellbeing and mental health. We recently conducted a survey asking people what their company offers to support work/life balance. Below are the results based on 149 respondents.



49% Remote/hybrid work options

4% Unlimited PTO

16% Flexible schedule

31% None



Based on these results, there is still a lot of room for improvement in work/life balance offerings. Now is a great time to review your PTO and scheduling options. Here are a few suggestions to look into:

- No meeting days: 1 day per week designated for no meetings
- Summer Fridays: shorter work hours or Fridays off typically offered between Memorial Day and Labor Day
- Chronoworking schedules tailored to circadian rhythms or body clocks. See article link below

## Other tips to create a workplace culture where mental health is prioritized:

- Lead by example: Check in with your coworkers regularly. Companies can create safe places in the office for team members to do yoga, meditate and relax to promote work/life balance. People managers can invite guest speakers to discuss the various aspects of mental health and common disorders.
- Education/Resources: Share and speak as a team about company benefits that support mental health and wellness. Lot's of companies are offering employee assistance programs and have resources that can support individuals who are in need.
- Free Resources
  - The NAMI HelpLine is a free, nationwide peer-support service providing information, resource referrals and support to people living with a mental health condition, their family members and caregivers, mental health providers and the public. Call 1-800-950-NAMI (6264), text "HelpLine" to 62640
  - The NAMI Teen & Young Adult HelpLine: Call 1-800-950-NAMI (6264), text "HelpLine" to 62640

# Mother's Day

## Lakeshore Talent supports mothers in all forms

In honor of Mother's Day this month, Lakeshore Talent asked our team to share some personal stories about balancing work with parenting (and all other types of caring for themselves and others!)

"My son just turned one a few weeks ago, and in his first year of life, I have felt extremely supported by the leadership and team here at Lakeshore Talent. Between the ability to have a flexible schedule to ensure I am able to be there for my son when he needs me, and unlimited PTO which allows me to not miss any of the most important moments - I feel empowered to be not only a full time professional, but also a full time mom!"

*Kaylee, Recruiting Account Manager*



"Lakeshore has provided the flexibility and time off I've needed during my pregnancy to make sure me and baby are taken care of. It's hard trying to do it all and I am so grateful for how understanding and supportive my team has been. We are excited to add another crazy boy to our house!"

*Lizzy, Business Development Specialist*

"I appreciate the flexibility to work remotely to take care of our old lady that requires some extra attention and love."

*-Rachel Reinhart, Recruiting Specialist*



"I'm part of the 1 in 6 couples who have suffered from infertility. For me, the journey to motherhood started long before I was ever pregnant. Because of our flexibility, at no point did I feel nervous of the reactions at work to my ever changing schedule and was met with support every step of the way. Once my son was born, I realized returning to work postpartum is not discussed nearly enough - that is a HARD transition! I'm so proud that as a women-owned organization, we are able to offer perks that help everyone, but seem especially crucial as a working mother. We are able to have a generous mat leave, the ability to slip out for appointments without judgment, unlimited PTO, and every other Friday off."

*Lindsay, Co-Owner and VP of Recruiting*



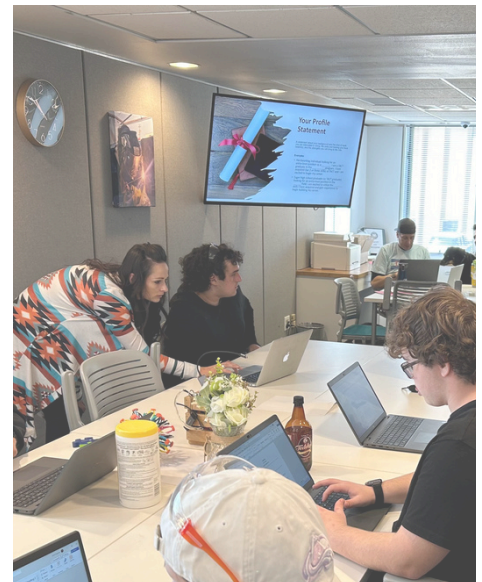
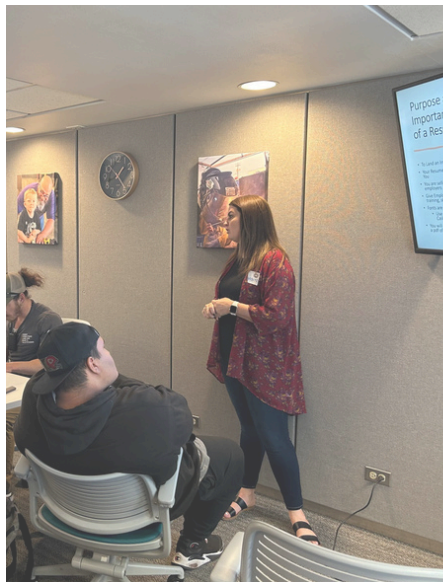
# Lakeshore Talent supports our community

## Last month was both National Autism Awareness Month and National Volunteer Month

Lakeshore celebrated both by spending several days volunteering at TACT Denver, one of our favorite non-profit organizations to partner with.

TACT (Teaching the Autism Community Trades) is a Denver-based nonprofit organization founded to encourage and empower the full spectrum of individuals with autism through skilled trades education and employment. Addressing the needs of the ASD community which experiences a 90% unemployment rate, TACT offers a strengths-based program developed specifically to provide training and create meaningful employment opportunities that are personally fulfilling to each individual student. For the autism community, TACT creates a future full of purpose and promise.

Learn more about TACT on their website ([link below](#))



# Featured Candidates

Contact us to connect with any of these candidates or see all of our featured candidates at the link below.

## ACCOUNTANT

- Bachelor's degree
- 10+ years of experience as an accountant in the oil & gas industry
- Great experience with full-cycle accounting, reconciliations, balance sheets, accounts payable, and cost accounting/JIB accounting
- Strengths: dependable, great at working independently or as a team, strives to work efficiently
- Proficient with the full Microsoft Suite, including Excel
- Available immediately and is open to contract, contract to hire, and direct hire opportunities

## ANALYST/ ADMIN ASSISTANT

- Bachelor's degree
- Worked in the oil & gas industry for numerous years as both an administrative assistant and a business/ regulatory analyst. Experienced with project management, vendor relationships, and providing data-driven solutions as well as arranging travel for executives, planning corporate events, and coordinating meetings.
- Very polished, professional candidate with a global perspective.
- Strengths: organization and flexibility, time management, open mindedness and growth mindset

## ACCOUNT MANAGER

- Bachelor's Degree
- 5+ years of sales experience in the hospitality industry with experience managing a team and being an individual contributor and consistently exceeding sales goals
- Strengths: relationship building, hard working/dedicated team player, time management, and organizational skills
- Presents as sharp, articulate, personable and reliable
- Software skills include MS Office Suite, Google Suite, Salesforce, Salesloft, and Hubspot