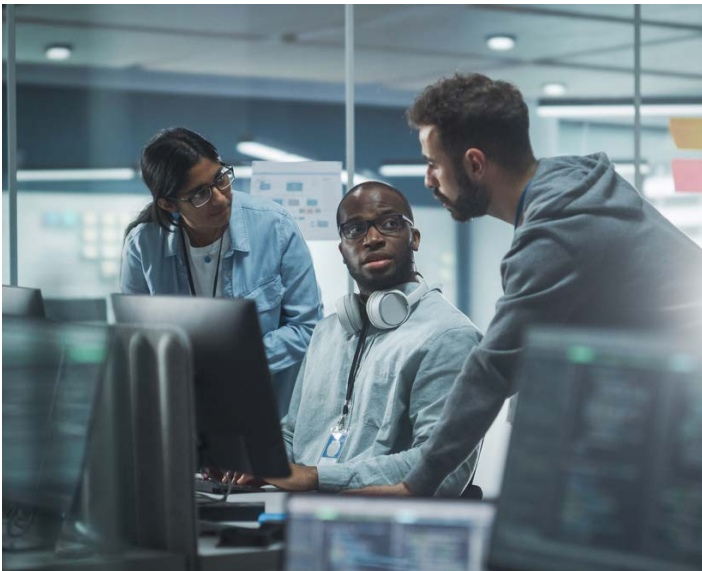


THE **Techie** TIMES



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IT'S TIME TO IMPROVE YOUR ORGANIZATION'S CYBERSECURITY



It's no secret that hacking and cyberattacks have been on the rise over the past few years. As a result, cybersecurity has become a very hot topic and should always be top of mind when it comes to protecting your organization's future. However, this involves bringing together a wide range of forces within an organization in order to achieve this goal. Here are a few of the things you should keep in mind while setting up your organization's cybersecurity plans:

EDUCATE YOUR TEAM

Your employees are your front line when it comes to keeping your digital defenses up against bad actors. Because your team members are often going to be the first to encounter potential issues, it's important to make sure they are up to date on the best ways to protect themselves and your organization's data against cyberattacks. A thorough education should include making your team members aware of proper password hygiene, digital hy-

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giene, how to spot phishing and similar scams, recognizing false links, and what to do if they encounter ransomware or other attacks. Employees should also become familiar with ensuring that work stations are prepared against physical incursions by password protecting their devices and not leaving password lists out at their desks. A well educated workforce will be far less likely to fall prey to common schemes, protecting valuable data at every level of your organization.

HIRE EXPERT IT STAFF

One of the most important pieces of a cybersecurity plan for your organization should include having the right IT people in place to set you up for success. Utilizing a trusted IT staffing partner is a great way to ensure that you have the experts you need to build out a top notch cybersecurity team that matches your organization's needs. This can include both permanent staff for the long term as well as contract IT personnel for certain projects. Knowing that you have true experts handling your IT and cybersecurity needs will let you focus on your business with peace of mind. Having the right people ready to help in a time of need can make all the difference when it comes to a fast-paced IT security issue.

HAVE A PLAN

What is your plan if the worst does happen? Will you be able to recover data held for ransom? Can your business continue despite systems being down due to a malicious program? Besides having the right staff in place to handle an incursion by a bad actor, investing in resources such as backups and network security can help minimize the impact of a damaging attack. That's why the best incident response plan begins with prevention. Having the right people and education systems in place to ensure that your data will be safe and your business can continue running will make all the difference in the long run. When the worst does occur and there is a breach, it's important to know that you have people and systems ready to work toward the best possible solution to the problem so your organization can continue its work.

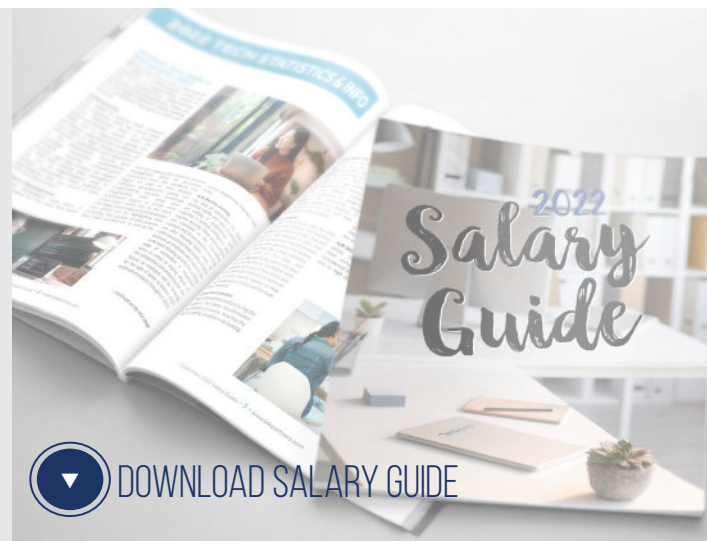
LOOKING FOR CYBERSECURITY PERSONNEL?

Finding the right people for your IT needs is paramount to your organization's defenses against cyberattacks. [Get in touch with TekPartners](#) today so we can help you find the right people for your IT staffing needs.

2022 IT SALARY GUIDE

Our new salary guide is hot off the presses! Get up to date on the latest hiring trends, industry hot topics, digital strategies and more with our complete 2022 IT Salary Guide. Inside you will find cutting edge information including:

- The Latest Technology Salary Data
- The Hottest Tech Skills in Demand for 2022
- Where to Find Tech Jobs in 2022
- Winning the War for Talent
- The Future of Digital Transformation
- Cybersecurity and Remote Risks
- How Hybrid and Remote Models Are Changing How We Work



IS THE JOB MARKET COOLING OFF?



With inflation on the rise and a possible recession looming on the horizon, many people are wondering how these factors will affect the job market. In the short term, this could indeed stall hiring in many sectors, but what about trends for the longer term? The [U.S. Bureau of Labor Statistics](#) recently reported that, “employment is projected to grow from 153.5 million to 165.4 million jobs from 2020 to 2030,” which suggests that in the long term, the market should recover and employment will continue to increase. Certain sectors may see more growth than others, with the Bureau commenting on healthcare’s bounce back from pandemic, as well as the reopening of many public-facing service jobs. Meanwhile, the tech industry is also projected to see gains over the next decade at around 2.1 percent projected annual employment growth. With that projected growth, what is behind the recent trends in the market?

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RECENT LAYOFFS SPOOK JOB SEEKERS

A number of tech firms have recently [pivoted from rapid growth to laying off](#) portions of their workforces, which has led to fears that the tech sector's hiring boom may be coming to an end. As whispers of an economic slowdown become more pronounced among rising interest rates and stock market fluctuations, [a number of companies](#) including Carvana, Klarna, Latch, Netflix, Paypal, Robinhood, [and more](#) have begun to cut staff. The reasons behind the layoffs are varied, but some of these include latent effects of the pandemic for companies that saw a boom during the height of the pandemic and a subsequent drop in customers after restrictions lifted. Other factors include overhiring, with layoffs focused on correcting areas that grew too fast for demand, as well as economic and supply chain issues driving the need to tighten spending. For those in the job market already, the layoffs present additional competition for work even as the economy has begun to signal further disruption.

INFLATION, SUPPLY CHAIN IMPACT PROJECTS

One of the main forces driving layoffs and other cost-cutting measures by business-

es is the current economic inflation. The [sharp trend upward from late 2021 into 2022](#) has seen inflation reach 8.5% in March and trend downward just slightly in April to 8.3%. Between rising costs and the continuing supply chain issues affecting many businesses, many projects have been delayed due to both the cost and difficulty obtaining materials, which has in turn stalled hiring across many sectors in a ripple effect. When it comes to the tech sector, issues such as the [chip shortage](#) and other supply chain pressures have severely limited many businesses as supply has been frequently bottlenecked by manufacturing and shipping difficulties. While some sources predict that the semiconductor shortage may finally ease this year, the pressure on the tech sector will not be relieved until these vital parts are in the hands of manufacturers and electronics are being produced on a regular schedule again.

HOPE FOR JOB SEARCHERS

For tech workers who are still in the market, these factors do not necessarily mean that there is no hope. For instance, the U.S. Bureau of Labor Statistics [recently stated](#) that, "Employment of information security analysts is projected to grow 33

percent from 2020 to 2030, much faster than the average for all occupations." For those in the information security field, there are more jobs than there are qualified applicants and the number of openings is growing. This trend is expected to continue in part due to workers exiting the labor force to retire, as well as the expanding need for seasoned professionals in this area due to the growth of cybercrime and the need for knowledgeable workers to defend organizations against it. Other [growing IT occupations](#) include system analysts, network and systems administration, software developers and quality assurance, and computer architects. While the market may have its ups and downs, modern businesses rely heavily on technology and will require the right staff in place to build, manage, and grow that technology for the future. For IT professionals looking to sharpen their skills in certain areas, these are jobs that are expected to see growth in the coming years.

LOOKING FOR A JOB IN IT?

The team at TekPartners is here to help you take the next step in your career. Check out our [current IT job openings](#) or [reach out to our recruiters](#) today.



TEKPARTNERS INCENTIVE PROGRAM (TIP)

The TekPartners Incentive Program (TIP) is a referral program designed to maximize our ability to serve the U.S. IT labor market. Your referrals of either IT professionals or IT job openings allow TekPartners to gain even greater access to the critical resources companies are seeking today and the dream careers professionals are searching for.

GET REWARDED

When your referral gets placed or your job opening is filled, it's time to collect your reward for awesome service.

Payout	Tip Tier	Salary Thresholds
\$250	Bronze	\$1 - \$50,000
\$400	Silver	\$50,001 - \$85,000
\$600	Gold	\$85,001 or more
\$1000	Platinum	3 referrals, any salary

THE DETAILS

Who May I Refer? Any IT professionals and/or open IT jobs in the U.S.

Who Can Submit for a TIP? Anyone is eligible to refer IT candidates and/or open IT positions.

How Do I Submit for a TIP? It's easy! Simply complete the form on the [website](#).

If you're a current TekPartners Consultant, you may also email your recruiter directly.

What if I have a question? Contact us at HQ@tekpartners.com and one of our Recruiters will be in touch within 24 hours.

Disclaimers:

You will receive payout upon the completion of the referral's 90th day of employment.

All awards are subject to the usual tax withholdings applied to your paycheck.



TEKPARTNERS PROFESSIONAL SERVICES

Our Professional Services division has deep expertise in a number of specialized areas to assist with the delivery of your most strategic initiatives.

We have trusted partnerships with Databricks, Microsoft, Snowflake, Tableau, and UKG Pro™.

OUR OFFERINGS INCLUDE:

- Assessment of Current State, Roadmap & Strategy to Future State
- Consulting – Utilizing Best Practices & Reinforced By Our Practice Leads
- Co-Managed Project Solutions – Our Teams Working Together
- Delivery Centers – TekPartners Domestic Facilities
- Fully Managed Project Solutions – Turnkey Delivery By Our Team

WE SPECIALIZE IN THE FOLLOWING PRACTICE AREAS:

Technical Practices:

- Application & Mobile Development
- Data Analytics & AI
- ERP, CRM & Collaboration
- Cloud - Network & Infrastructure
- HR / Payroll Software

Functional Practices:

- Project Management /Business Analysis
- Quality Assurance

Our methodology, TekPartners RPM, enables us to deliver in a very quick and collaborative way to realize ROI of your investment in the shortest time possible.

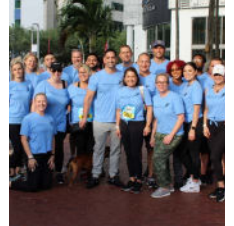
Ready to get started? [Contact us today!](#)



JOB ALERTS

[Sign up](#) for our Job Alerts and get new IT job openings delivered straight to your inbox or smartphone.

TEKPARTNERS IN THE COMMUNITY



NATIONAL PIZZA DAY

Our teams were serving up slices in celebration of National Pizza Day! We always love a fun way to bring everyone together, and there's nothing like fresh, hot pizza to share with your team.

CINCO DE MAYO

Each of our offices held a Cinco de Mayo celebration because there's nothing like a fiesta to spice things up!

CORPORATE RUN EVENTS

Our teams took part in three different Corporate Run races! Our Miami team participated in the Miami Mercedes-Benz Corporate Run, our Orlando team participated in the SimplyIOA Corporate 5k, and our Fort Lauderdale team took part in the Fort Lauderdale Mercedes-Benz Corporate Run. We had a great time in all three, and our t-shirt design won 2nd place in the Fort Lauderdale run's "Creative Use of Your Company's Logo" category!

HOT JOBS



IMPLEMENTATION ENGINEER/ARCHITECT

Term: Direct Hire

Location: Remote

MARTECH CUSTOMER DATA PLATFORM LEAD

Term: Direct Hire

Location: Charlotte, NC (Hybrid T,W,R on site)

SR.PORTFOLIO RISK ANALYST

Term: Direct Hire

Location: Detroit, MI or Lewisville, TX

SR. PYTHON DEVELOPER

Term: Direct Hire

Location: Remote

Compensation: Competitive salary + bonus

[See all job postings](#)

TekPartners
A P2P Company

