



Retention First, Then Hire

Join us at noon on **Wednesday, January 23** at TechRanch to hear John Parkes, Vice President of Murdoch's Ranch & Home Supply, discuss the process of hiring and retaining employees. He will go into detail about how important it is to discuss employee retention before you hire, especially with the current unemployment rate.

John will also touch on recruiting and hiring in a competitive market.

A graduate of Concordia College in Minnesota, John's professional experience includes Human Resources and Merchandise Management with the following companies:

Dayton-Hudson, Powerhouse and RightNow Technologies.

Earlier this year, John was awarded the Professional HR Excellence Award for the state of Montana.

Please **RSVP** by **January 21** to Prairie at plee@techranch.org.

Note: This project is funded by a grant from the U.S. Small Business Administration (SBA). SBA's funding should not be construed as an endorsement of any products, opinions, or services. All SBA-funded projects are extended to the public on a nondiscriminatory basis. Reasonable accommodations for persons with disabilities will be made if requested at least three days in advance.

This seminar is part of the TechRanch Entrepreneurial Knowledge (TREK) series. All TREK events are free of charge; all speakers/presenters volunteer their time and expertise. We encourage everyone to bring their own lunch to mid-day events because food is not provided by TechRanch. Our educational presentations are developed based on the requests and needs of our constituents; thus, if you have suggestions for future TREK events, please email them to plee@techranch.org. We look forward to hearing from you. Thank you.