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Job of the Month:

WebSphere Administrator

Concentric Corporation is currently seeking a WebSphere Administrator to implement, manage and perform operational support for a WebSphere Application Server environment. They will also handle Java Support, tuning & troubleshooting.

Applicants must have experience working in secure enterprise WebSphere environment.

63 Days to Our Fifth Annual Client Appreciation Golf Tournament!!

Every year, we host an afternoon of golf, food and fun as a way of expressing our thanks to our clients for the opportunity to work with them and build a relationship with their organizations. This year the tournament will be Monday, August 23 at Quarry Oaks. Look for more information soon.

The final College World Series at Rosenblatt is underway!

A 60 year tradition will come to an end this year as 8 teams make the final trip to Rosenblatt Stadium to compete for the National Championship! There are only 8 more guaranteed games before this historic championship will be decided. Make sure you don't miss your chance to witness the conclusion of a great Omaha tradition!

A Message from our President

It made an impact on me a few years ago when a friend told me that each of us should have three types of people in every aspect of our lives: one that we learn from, one we grow with and one to whom we teach. I've taken this concept and have applied it to my professional life this past year.

It's not as easy as you think it would be, finding a knowledgeable person that can offer you wisdom and advice from a business perspective. It takes time, research and a lot of trust. You first have to find that person that you can put your confidence in and that wants to take the time to invest in you. There are resources out there to help you, some offered by the Chamber of Commerce and other organizations and clubs. It's good to investigate all avenues, which takes time, but when you find that person that can help you avoid pitfalls, can offer valuable experience and who pushes you to succeed, you'll realize it's worth the effort.

Finding a trusted person that understands your business that can share not only support and encouragement but sometimes criticism, is just as important. I'm fortunate enough to have such a business person to lean on. An experienced business person that understands my industry and that can relate, give direction, as well as offer different perspectives. He sets me straight at times and instills confidence at other times.

Then there are those with which we need to share our time and experience. Professionals that are just starting out, asking for help. We need to have the wisdom to stop, take time to listen to them and give them our best. This is good for our business community, and one way in which our city grows.

Once I identified these 3 people it made a positive difference in my professional life. I hope it does for you as well.

Getting to know our Team

Name: Shane Yockey
Title: Systems Administrator
Hometown: Meeteetse, Wyoming
Education: University of Nebraska at Omaha, several Microsoft & Cisco Certifications
How I got into this industry: I got a job teaching and coaching football at a high school. I was also the assistant to the Network Administrator and when he left, I took his place.
Toughest part of the job: Work/life balance.
Family: Wife & son
Best advice I've received: Never assume anything



Future goal: Open another branch of Concentric in the Northern Rockies.

Favorite movie: I like historical, war, and sci-fi epics.

Book I've recently finished: Death & Honor (W.E.B. Griffin)

Hobbies: Golf and biking

Favorite sport: Rugby

How I see our business changing in the next 5 years: Continued growth and advanced specialization in certain facets of information technology and managed services.

Favorite cause/charity: Nebraska Humane Society



Employee Morale and Retention

One of the biggest factors to the success of a company is in its employees. Employee morale and retention are two things that are constantly studied by employers, in an attempt to ensure that their most valuable employees' eyes don't wander as the job market continues to improve. As your company attempts to continue improving retention and morale, here are a few things to consider:

Rewards are great, but don't ignore the 'penalties'. When most managers sit down and think about how to keep their employees happy, their first reaction is to add something: incentives, vacation time, company parties. They completely ignore the other half of the equation: what would their employees like them to take away from the current environment. Is there a particular manager you hear a lot of complaints about? Is your reimbursement procedure more trouble than it's worth? Have you ever asked your employees if they have any thoughts on how things could run smoother? Asking what your employees don't like/are frustrated by and if they have any ideas on how the same goals could be met in a different way is a great way to ensure you are addressing the issues that matter most.

Retention begins with recruiting the right employees. Having someone who fits a job description on paper does not make them the best person for the job. Consider a candidate's personality and interests as well as those of the people they will

be working with most closely. If a candidate is very structured and reserved, they probably won't enjoy working with someone who is disorganized and intrusive. If an individual prefers working independently and the position requires working as a team, they may soon realize that that's too big of an issue for them to get past. By considering the full scope of what an employee's life will be like at a company from the morning commute to the potential for after hours interaction with fellow employees, you are better able to see if this will be a long term fit for your potential employee.

Discuss tasks with employees rather than giving order. When you have a task that needs to be completed, do not act as a drill sergeant, giving your employee specific orders. Having a conversation with them about the task can reveal a lot: You may discover one employee does not like dealing with a certain area, but another would like to give move involved with the same area. They may have a more efficient way of accomplishing the goal. You may discover that your employee is lacking the skills needed, but would love to learn. Having these conversations will help you to mold individuals' roles in the company to their interests, increase their loyalty and increase the productivity of the company at the same time. Also, empowering employees to participate in a collaborative environment and promote discussions, allows them to feel like they are a bigger part of the company.

Solid State Drive Performance

This month we'll take a look at the next generation of storage, Solid State Drives, or SSD's. A solid state drive is essentially a USB flash drive in the form of a 2.5" laptop drive. The look and size of the drive is larger than a traditional USB drive that someone might carry on their keychain, but the technology is (basically) the same. The drives use non-volatile flash memory which means the hardware has no moving parts. The term "solid state" refers to an object that uses no moving parts, only electronic current. Traditional hard drives use an actuator arm that has to move back and forth across the actual disk platters to read/write data from disk, increasing seek time and affecting responsiveness. Solid state drives can read and in most cases write data much faster than traditional hard drives, as there are no moving parts.

The performance increase however does come with a cost increase. Leading SSD vendors will charge an average of around \$3 per gigabyte and more for larger capacity drives while traditional hard drives cost about 15 to 30 cents per gigabyte. Some of the cheaper 80GB SSDs are selling for around \$275. Although prices have been coming down gradually from what they once were, the price gap between faster solid state drives

and traditional drives will likely remain for years to come.

We've assisted our clients with finding ways to maximize the performance of the solid state drives while also minimizing the cost associated with the drive. The best way to optimize the performance of the drive is to put highly accessed files and data on the SSD such as the Windows OS and Office applications. By installing Windows and Office onto a solid state drive, you are able to increase performance when accessing files and folders because of the quick disk seek times. Any other highly used programs should also be installed to the SSD for increased seek performance. A separate traditional hard drive can then be utilized for larger files like pictures and documents that aren't used as frequently. To summarize, the solid state drives greatly increase the speed of the OS boot time, however the current technology is currently expensive and presently can't match the capacity of traditional hard drives at the same price point.

Whether you combine SSDs with HDDs, or you bite the bullet and purchase an SSD large enough for most of your needs – you will most certainly notice the difference and be pleased with the performance gains.