

AnteoNews.

A quarterly newsletter published by Anteo Group.

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Some of Our New Clients:



Story Ideas for AnteoNews?

Send any story ideas or article submissions for future editions of AnteoNews to Margaret Hearne at marketing@antegroup.com.

Anteo Group Acquires Future State Consulting



In October 2005, Anteo Group acquired the assets of Future State Consulting, an ERP consulting partner to state and local governments and not-for-profit organizations seeking to achieve strategic and tactical optimization of enterprise business applications.

The acquisition of Future State Consulting expands Anteo Group's Consulting practice as well as clientele. Following the acquisition, Anteo Group launched a consolidated Consulting practice with new materials, website support, etc. in December 2005.

Rob Prinzo, Future State Consulting Founder and CEO, will join the Anteo Group management team as Vice President of Consulting, and will manage Anteo Group's Consulting Practice.

"The acquisition of Future State Consulting allows Anteo Group to expand the ERP expertise of our Consulting Practice," said Anteo Group President Dion DeLoof. "We are proud to be joining forces with not only a recognized leader, but also an organization with a proven track record of delivering projects on time and within budget."

Prior to founding Future State Consulting, Prinzo held technology leadership positions at the Georgia Technology Authority and Cedar (formerly The Hunter Group), and was a consultant with Dun & Bradstreet Software. Prinzo earned Master of Science and Bachelor of Science degrees from Clemson University.

"I am excited about the opportunity to combine Future State with Anteo Group," said Anteo Group Vice President of Consulting Rob Prinzo. "The combined organization provides our clients with a proven methodology for ERP consulting solutions backed by a deep bench of skilled consultants."

For more information about Anteo Group's practices, visit: www.antegroup.com.

Fast Facts

Bureau of Labor Statistics of the U.S. Department of Labor

"Nonfarm payroll employment was little changed (+56,000) in October, and the unemployment rate was essentially unchanged at 5.0 percent," reported the Bureau of Labor Statistics of the U.S. Department of Labor on November 4, 2005.

Still have a land line?

According to the Yankee Group, 6.2 million U.S. households are expected to cut their telephone land lines and become wireless.

Consulting Services on the Rise?

As published by Optimize Magazine, 51% of companies will spend more on consulting services this year. In addition to Optimize Magazine's research, Forrester Research reported that companies will spend 25.3 billion U.S. dollars on consulting services in North America this year.

Skill Shortage?

"Twenty-five percent [of IT executives] anticipate a shortage of skills in the next two years," according to Forrester Research data and published by InformationWeek.

Year in Review: 2005

A rebounding job market

Remember the late nineties? The flourishing high tech economy put IT knowledge and expertise at a premium, and a competent professional could count on being courted by multiple companies offering high salaries and great benefits. The collective mood was ambitious and optimistic, and any naysayers who saw the times of plenty as a bubble were shunted aside. The bust did come, though, and the layoffs and bankruptcies that followed gave investors, employees, and entrepreneurs cause to question whether IT was the field for them. In 2005, times have changed—the economy is scuttling back onto its feet, and IT jobs and salaries are posting steady gains.

Most analysts now agree that the economy as a whole is in a state of recovery. The National Bureau of Labor Statistics reported in November that employers added 56,000 jobs in October, and unemployment is holding steady at a relatively low 5%. These numbers represent an increasing concordance of growth in employment and pay.

Current Job Market Trends

So we're on the rebound. The IT job market, which ricocheted from being an employee's game to an employer's one, is very quickly becoming a more balanced playing field. Both employers and employees are finding it easier to get some, if not all, of what they want. IT workers are likely to find that they have more job opportunities than they did a year ago, though employers continue to be guarded and discriminating in their decisions to hire. In addition to an increase in the number of people being employed in IT, salaries and wages within the industry are on the rise, and demand for certain skills and experience in particular is rising.

According to a new study released by research firm Foote Partners, pay for U.S.-based IT skills such as application development and database knowledge had been eroding as recently as 12 to 18 months ago at an annual rate of 7% to 10%, but that has shifted. In 2005, rates of compensation for those skills are gaining back those losses and growing. In the first six months of 2005, the biggest pay growth was for networking skills, which jumped 5.1%; followed by database skills, which grew 4.3%; and application development, which rose by 2.1%.

Overall pay for 89 non-certified skills grew 3.8%, while pay for 87 certified technical skills rose 1.3% in the first half of 2005. Foote attributes the bigger raise in pay for non-certified skills in part to the demand for "talent beyond certification," such as industry expertise, as well as "hybrid experience," in customer-focus and operational IT. Thus, companies will see their difficulties in finding qualified senior level IT professionals increase in years to come.

"We are seeing a very high demand for employees and consultants with proven technical as well as business skills," said Anteo Group President Dion DeLoof. "Degrees and certifications still carry weight, but clients are asking for those employees with proven experience in leadership, strategy, and communications skills that compliment their strong technical knowledge."

Recently, Anteo Group surveyed Information Technology Consultants in order to receive the latest market trends, hottest industries, skills, positions, etc. An overwhelming 85% of respondents perceive the market to be more active now as compared to 6 months ago, and 52% had only a week in between their current and last position. In addition to an improving job market, 44%

of respondents answered that their rate and/or salary increased in the past 6 months. Interestingly, nearly half of respondents have worked in the technology industry for more than 15 years and only 12% of respondents have worked in the technology industry for less than 5 years.

The Future of the IT Industry

In many ways, the coming labor shortage is the legacy of the recession. After the bust, between late 2001 and 2002, 100,000 Americans dropped out of the IT workforce – and of those, 70% have not returned. Memories of that time have combined with newer worries about off-shoring to dissuade college students and other potential IT workers from choosing to enter the field. For entry-level technologists, these worries are well-founded: increased use of overseas firms to perform non-core business tasks means that there are fewer entry-level jobs for Americans who want to begin IT careers. Without ways to gain experience, there are fewer and fewer people around to rise through the ranks.

"Some of the hardest people for our firm to recruit are those with 2-5 years experience," said DeLoof. "With the number of U.S. graduates shying away from IT in the post dot com bust years, there is about a 5 year window of too few graduates who would eventually become the experts in the field."

To combat this threat to the labor pool, companies now find more compelling reasons to offer internships to college students as well as accelerate their hiring processes for senior level employees in order to ensure that they attract and retain the best people from the limited pool.

All in all, IT seems to be on the mend. The past year suggests that the trends of growth are stabilizing and becoming stronger. With the boom and bust behind, the IT industry can look forward to a profitable, and hopefully less volatile, future. ●

Recent Anteo Group Awards

A+ Employers – Best Places to Work

In September, Anteo Group was included on Atlanta Business Chronicle's List of A+ Employers – Best Places to Work in Atlanta for the second consecutive year. Anteo Group ranked 19th on the A+ Employers – Under 100 Employees list.

40 Under 40 – Rising Stars in Georgia & Up and Comers

Then in October, Anteo Group's Co-Founder and President Dion DeLoof was named one of Georgia Trend Magazine's 40 Under 40 – Rising Stars in Georgia.

DeLoof was also included on Atlanta Business Chronicle's Up & Comers List of Atlanta's Most Promising Young Stars.

Additional Awards in 2005

In July, Anteo Group was included on Catalyst Magazine and Reznick Group's List of Top 50 Entrepreneurs. Also during the summer months, Anteo Group was ranked #39 on Entrepreneur Magazine and PricewaterhouseCooper's 11th Annual Hot 100 List of America's Fastest-Growing New Businesses as well as inducted into the Center for Entrepreneurship and Corporate Growth (CECG) at Emory's Goizueta Business School (GBS) and Innovations Publishing: GBS Eagles Program of the Southeast's Fastest-Growing Private Companies. ●

Top Ten Skill Sets of a Java Developer

By Ashik Uzzaman

Java developers have to deal with various keywords, definitions, terms, etc. regularly in their jobs and readings. There are so many tools and technologies that are already available in this platform to confuse matters and so many that are to come. We don't have to use all of these or most of these together. Rather from project to project, developers use different as well as upgraded technologies coming in the front line of mainstream Java development.

There are few tools and technologies that a Java developer must know to keep his/her employment safe in today's competitive job market. In this article, I have pointed out 10 necessary skill sets that the current job market demands from a Java developer.

10. Java IDE
9. Design Patterns & UML
8. XML & Web Services
7. Persistence Framework & ORM Tools
6. Application Frameworks – Spring/Struts
5. Remote Method Invocation (RMI)
4. JFC/Swing
3. SQL, JDBC & Database Server
2. EJB, JMS & Application Server
1. Servlets, JSP & Web Server

Conclusion

If you have at least a couple of years of Java development experience professionally and are looking to improve your future employment opportunities as well as promote your current job responsibilities, master the above skill sets one by one. A few of these technologies may not be important to you in your present or future job; but not everything you learn needs to be job-focused. You can always prepare a different list for yourself. Keep yourself updated with the industry and include the useful ones in your skill sets to stay ahead in the field of employment.

See below for a few other Java technologies here that may prove worthy of your consideration.

JSF • Java Reflection API • Unit Testing – JUnit, TestNG • Multi-Threading • JAAS • Knowledge of SDLC, CMM, ISO, Agile/XP • Version Control System – CVS, SubVersion, Arch • BugZilla, JIRA • Logging in Java, Log4J • Applets • AOP/AspectJ • Build Management Tool – Ant, Maven • Javadoc • Java on Windows/Unix/Linux • Midlets • XDoclets • MDA • JavaScript • Java Performance Tuning

To view this article in detail, visit http://www.anteogroup.com/press_room/newsletters.html •

Growth Leads to New Office Space

Anteo Group announces the relocation of its headquarters to a new Atlanta office due to continued expansion.

The new location, Promenade II, is still in midtown and on Peachtree Street, but offers a larger office space for Anteo Group's high growth rate.

"Thanks to our clients' strong demand as well as more than a 50% internal growth rate from 2004 to 2005, we definitely needed to pursue a larger office space," said Anteo Group President Dion DeLoof.

Anteo Group's current offices are located in Atlanta, Dallas, Los Angeles and London.

New Atlanta office contact information:

1230 Peachtree Street, NE
Suite 2075
Atlanta, GA 30309

Anteo Group's telephone and fax will remain the same.

Tel: (404) 897-5152
Fax: (404) 897-1960 •

Tips to Achieve Success

By Craig Applehof, Anteo Group Director of Sales California



We all want to get the most out of our careers. The following are a few tips to help you achieve your career goals.

COMMUNICATION

- **Be positive.** People tend to align themselves with people who have a positive outlook.
- **Treat everyone as an equal.**
- **Be a good communicator.** Give your full attention to what others are saying.
- **Be a good problem-solver.** If you have a problem or complaint, bring a solution to the problem.
- **Establish good relationships with supervisors and co-workers.** You do not want to burn bridges because you never know if they will refer you to another job.

PERFORMANCE

- **Proactively learn.** Always learn more through classes, user groups, seminars, etc. Ask for help from experts or senior people within the organization. Also, learn about the organization whenever possible as this will provide you with additional opportunities to contribute.
- **Be reliable.** Be a person who consistently meets deadlines. Be on time to work and meetings and do not take extended breaks.
- **Prioritize your work.** If you have a tough time prioritizing, do what your boss/project leader needs first.
- **Be flexible.** As changes occur, be ready and willing to adapt and compromise.
- **Be active in your industry.** Join professional organizations, user groups, blog sites, etc. Constantly strive to build opportunities and good industry contacts. •



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About Anteo Group

Anteo Group is an award-winning Technology Staffing and Consulting Company. Through structured methodologies, Anteo Group simplifies project resourcing and implementation for small to Fortune 100 companies.

For more information, visit www.anteogroup.com.

ERP Hits the Small Biz Market

By Shira Backer

An Enterprise Relationship Planning (ERP) system tries to integrate all departments and functions across a company into a single computer system that can serve all those different departments' needs. This allows the various departments to communicate with one another and share information far more easily. If properly implemented, an ERP system should expedite and streamline company processes and thereby improve customer service and overall performance, but the overhead for installing an ERP system and getting it on its feet can be prohibitively high. Also, the software can hinder business functionality unless it can be tailored with reasonable ease to suit the workings of a particular business. Recognizing these drawbacks, particularly in the small business market, ERP software manufacturers have begun to fine-tune their product to make it less expensive and more adaptable. Before employees modified their business processes to fit the software, but ERP systems are now increasingly amenable to modification in order to fit the pre-existing processes of individual businesses, big and small.

Web services, offered as a component of an ERP software package, are one important way in which companies are making this happen. SAP, Oracle and other firms are offering versions of this technology to integrate existing pieces of software and change them to fit the needs of a particular business over the Internet. This way, the problem of data fragmentation, which ERP systems aim to solve, is also overcome within the various components of the ERP system and the business.

The tendency of ERP software packages to become more and more adaptable is a result of the ERP industry turning its attention to small to mid-size businesses, since most large enterprises have already implemented high-end ERP. These larger companies are now spending money on incremental and strategic technology acquisitions aimed at solving specific business pain points, or to fix headaches caused by their original ERP implementations. In contrast, the small business market contains a large number of companies who are coming to ERP systems fresh, since until recently most ERP systems were financially and technically out of their league, as well as being ill-suited to their needs. Small businesses also lack the in-house technical staff needed to deploy and maintain ERP applications. Without a large IT department, and sometimes without any staff at all who specialize in IT, it can be difficult for a small business to select the right vendor and product to suit their needs.

Why should a small business use an ERP? If properly implemented, enterprise applications can help small businesses enter new markets with a relatively low investment. It can help lower the cost of operations, improve employee productivity, reduce time to market and improve quality. However, a small business needs to carefully weigh the risks in terms of time to market, costs, available development capabilities and many other factors before deciding to build an application. ●