



August 2, 2004

TO: CLM Board members

FROM: Thomas E. Skinner, Jr., Executive Vice President

RE: Attached information: Workforce Demands Issues

The attached documents are part of a presentation that I have enhanced after discussing the “Workforce Demands” paper with Katherine. In Marion, and I believe the situation here will be realized in both Citrus and Levy, the issue of economic development is being challenged by the problems with filling current employment openings. It is my contention that we must create a new synergy for recruitment and that we must look beyond the immediate geographic boundaries for talent.

I have referenced two articles about a book entitled “The War for Talent” which deals with a number of pertinent issues related to workforce recruitment, employee retention and transitioning from an “old” workforce concept to the concept of the new workforce.

I made this PowerPoint presentation today to the Marion County EDC. Of course the numbers in the presentation are Marion, but the detailed documents provide numbers for Citrus and Levy.

Our plan is to gain support through the EDC and with the HR professionals in Marion County for some action steps. As you know, we are engaged in moving forward on a number of these. Some require additional support and commitments from a broader segment of our community in Marion. This will be brought before our High Skills High Wages Committee during August.

**Please also note that a chapter from “The War For Talent” is being mailed to you separately due to copy-right laws.**