



## **Gray Hair Management Releases Job Placement Survey Results for Corporate Executives and Senior Managers**

*Mid-Year 2007 Data Reveals Trends Related to Relocation,  
Mid-Career Industry Switches and Severance Pay*

Chicago, IL – July 10, 2007 – Gray Hair Management, Inc.

([www.grayhairmanagement.com](http://www.grayhairmanagement.com)), a national provider of coaching, mentoring and personal-touch networking services for the experienced professional, today released mid-year results of its ongoing job placement survey, which tracks job landing data for its more than 6,000 members. Gray Hair Management (GHM) network members are experienced professionals who have held senior management titles or P&L responsibility of at least \$5 million.

“The most significant change we’ve seen so far in 2007 versus the previous year is the decrease in the number of people who had to relocate for their new position,” said Scott Kane, founder and partner of Gray Hair Management and co-author of *Winning the Job Race: Pathways Through Transition*. “We’ve also seen a moderate decrease in the number of people who had to change industries, and who ran out of severance pay before getting their next job.”

Of the GHM network members reporting a new position during the first half of 2007, 16.7% had to relocate for their new job, a 19% decrease from what was reported in 2006.

“We have found that more opportunities are now contract positions rather than full-time positions, and as a result there is little relocation involved,” said Kane. “We’ve also found that the typical position for a professional earning \$100K or more lasts, on average, from 1.8 to 3.0 years. While this is a sobering statistic, more and more candidates have begun to realize that the only difference between a full-time position as an employee and a contract position is who pays the taxes.”

Additionally, 51% of those finding a new position in 2007 reported that they ran out of severance pay before getting their next job, a 6.6% decrease over 2006; and 56% changed industries, a 5.8% decrease from 2006.

“Because more candidates are willing to accept a contract position, more have found opportunities before their severance packages run out,” said Jack Heyden Gray Hair Management senior coaching partner and co-author of *Winning the*

*Job Race: Pathways Through Transition.* "We have also noticed a greater awareness of the reality that they can, in fact, run out of severance pay before their next job. That's a motivating reality."

Explaining the decrease in those needing to change industries, Heyden said: "Many candidates felt the industries they were exiting in 2006 were 'dead' and chose to reinvent themselves and look for opportunities in alternative industries. In 2007, we have seen opportunities begin to open up in many areas that were previously considered 'dead,' and fewer people have had to switch industries to find employment."

### **About Gray Hair Management**

Gray Hair Management® is a national provider of coaching, mentoring and personal-touch networking services for experienced professionals. With more than 6,000 members of their network, the company's mission is to help professionals get jobs. Gray Hair Management does this by helping organizations and recruiters around the country find qualified candidates, providing members with networking events and job leads and by coaching clients through its exclusive Pathways Through Transition™ program. For more information, please visit [www.grayhairmanagement.com](http://www.grayhairmanagement.com).

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