

# JOIN US WE'RE HIRING

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Tuesday, April 25, 2023

A SPECIAL SUPPLEMENT TO THE AWARD-WINNING THE LAKES NEWS SHOPPER





### Full Time Positions Available

Matuska Taxidermy Supply Company is growing and is looking for individuals who are willing to grow with our company. We supply the taxidermy industry with top quality products manufactured right here in Spirit Lake, Iowa. You must be a self-starter, detail oriented, reliable, follow directions, great communication skills and a team player to work in a fast paced environment. We offer a fun friendly/family work environment, flexible schedule, competitive pay and benefits.

#### POSITIONS AVAILABLE:

**Molding/Casting • Shipping/ Receiving  
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3735 Hwy 71, Spirit Lake, IA 51360  
or send resume to [matuskataxidermy@gmail.com](mailto:matuskataxidermy@gmail.com)**



*Looking Ahead*

**Premier Communications**, a Smart Rural Community designated telecommunications provider located in Sioux Center, IA is seeking a **Chief Financial Officer (CFO)** due to the upcoming retirement of their current CFO. Premier is progressive, growth-focused and ready for a new member to join the executive team to contribute to, and share in, their success.

This key position, reporting directly to the CEO and supported by an engaged and well-rounded board of directors, will oversee all financial activities including but not limited to; organizational budgets, financial statements, regulatory reporting, business and financial planning, audit functions, forecasting and grant accounting.

Successful candidates will be strategic and forward looking in nature, a team player, and possess strong communication and leadership skills. Ability to prioritize and juggle competing priorities is essential to success along with a passion for the rural telecommunications industry. Experience with federal regulatory requirements and filings is preferred but not required. A bachelor's degree in Finance and 5-10 years in a similar role is ideal. MBA or master's degree a plus but not mandatory for the right candidate.

This dynamic, fiscally sound, company boasts a close-knit community that takes pride in their surroundings. A golf enthusiast? They have a championship course! Like splashing around? You'll love the nearby indoor/outdoor water park. If that's not enough...then travel less than a half hour to the ice cream capital of the world, or an hour to one of Iowa's largest tourist destinations, the Iowa Great Lakes!

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Lori Fischetti at [lorifischetti@outlook.com](mailto:lorifischetti@outlook.com)**

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*Pre-employment drug screen required.*





## How Mid-Career Professionals Can Find Their Next Job

Newly minted college graduates often utilize career placement services at their colleges and universities as they seek to land their first job in their chosen field. Such services typically are not utilized by mid-career professionals, who are generally those individuals with ample experience but who are still many years away from retirement. But it's not necessarily easy for anyone to find a new job in the digital era, so mid-career professionals can utilize some strategies to increase their chances of finding

a job that allows them to advance to the next step in their careers.

### • Identify your priorities.

Mid-career professionals who are working but want to move on to a new opportunity have the luxury of looking for a position that aligns with their priorities and should take full advantage of that position. Identify what you like or don't like about your current job. Variables that merit consideration include the job itself, but also company size, workplace culture and benefits and perks. Make a list of these priorities and identify which are most and least important to you, and then allow that list to inform your search for a new job.

### • Determine if your next job will be your last job.

Many mid-career professionals looking for a new job may be looking with the intention that their next employer will be the last company they work for. If that's the case, then it's important to keep that in mind as you begin your search. Opportunity for professional growth and advancement should be available within an organization that you envision being the last firm you work for. If you enjoy the challenges and excitement that comes with switching employers, or even careers, then you may not need to prioritize advancement opportunities over chances to

beef up your experience.

### • Practice interviewing.

Mid-career professionals may not have interviewed for a job in many years, and the process of interviewing has undoubtedly changed since individuals were offered their current jobs. For example, initial interviews are now often conducted over conferencing apps like Zoom, so mid-career professionals may want to study up on how to master such interviews. Everything from lighting to backgrounds to how you sit during the call can affect interviewers' impression of you as a candidate. So preparing for interviews may involve more than traditional steps like studying up on the company and preparing responses to questions interviewers may ask.

• **Utilize a recruiter.** Mid-career professionals can benefit from the services of a recruiter. Recruiters can provide pointers on constructing a résumé and how to answer interview questions with the goal of emphasizing your experience and accomplishments. Such insight can be invaluable for established professionals. Mid-career professionals looking for their next job can utilize various strategies to ensure they ultimately land at a company that values their experience and challenges them in new and exciting ways.

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Must be certified or willing to become certified. Will train if you are not certified.

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[www.okobojymca.com/employment](http://www.okobojymca.com/employment).

Questions? Contact George Wigen at 336-9622.



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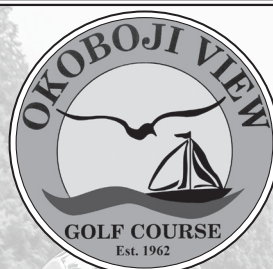
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Must have:

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Must have:

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Approximately 35 hours per week.

\$17.10 starting hourly wage.

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Positions open until filled. EEO/AA

## How-To Establish A Well-Rounded School Résumé

A quality education is priceless. Lessons learned in the classroom are vital to students' long-term success, serving as a foundation as young adults transition from the role of student to professional.

An academic résumé is a great vehicle for young people to illustrate how well-rounded their educational experiences have been. Such résumés also give college admissions departments a snapshot of students' accomplishments, hobbies and extracurricular activities. In fact, the National Society of High School Scholars says there are certain criteria that colleges and trade schools look for in students — and things graduate schools may look for in university students who hope to do postgraduate work. Recognizing these attributes can help students better prioritize their time as they look to build strong résumés.

• Grade point average: The NSHSS says some colleges will recalculate students' GPAs based only on core subjects, such as math, language arts, social studies, science, and foreign languages. It is essential to do well in these core subjects.

• Advanced placement classes: Many schools weigh honors or AP classes more heavily toward GPA or acceptance requirements due to their rigor. AP courses often translate directly into college credits, which can make them even more valuable to high school students.

• Extracurricular activities: Schools and even future employers look at more than just test scores and GPAs. In a competitive admissions climate, colleges will weigh the entire picture of a student. Someone who was heavily involved in sports, clubs and peer-run groups like scouting organizations may find that such participation is what sets them apart from other applicants. Pick extracurricular activities that align with passions rather than just ones that will look good on a résumé. According to Christine Chu, a premier college counselor at IvyWise, a New York-based education consulting company, students who demonstrate grit, authenticity and integrity stand out.

• Well-crafted essay writing: Essays give students an opportunity to tell their unique stories in ways a résumé cannot. An essay should be highly personal and thoughtful, and also present students as a real person. Students should write essays even when they are optional, as the essay can be a window into what makes applicants tick. It is important for students to continually hone their essay-writing skills, which they can ultimately utilize to make a strong impression with university admissions departments.

• Depth, not breadth, of experience: Students should focus their passions on a few select activities over widespread participation in many different ones. Activities that carry over into academic focus and a future major may be especially valuable.

It's never too early for students to start building their school résumés. Achievements in and out of the classroom can lay the groundwork for both short- and long-term success.

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## How to account for a rising cost of living

Cost of living is a significant component of financial planning. The cost of living may dictate where people live and work, and a high cost of living can influence how individuals spend their free time.

Data from Statistics Canada indicates that consumer prices rose 4.1 percent and 5.3 percent in August 2021 in Canada and the United States, respectively. As Canadians headed to the polls in late September, a survey from Abacus Data found that 38 percent felt reducing their cost of living was a key factor affecting their vote. Similarly, a 2020 survey from TD Ameritrade found that 47 percent of Americans feel that cost of living is the biggest threat to their financial security and long-term investments. It's worth noting that the survey was conducted prior to the pandemic. Since the onset of the pandemic, cost of living has increased considerably.

Though the fight against a rising cost of living can feel like an uphill battle, individuals can take steps to prepare for such increases.

- Apply lessons learned during the pandemic. A recent Pew Research Center analysis of U.S. government and Eurostat data found that roughly 9.6 million workers in the United States lost their jobs in the first three quarters of 2020. That period coincides with the onset of the COVID-19 pandemic. When forced to confront sudden and unexpected job losses, millions of individuals learned how to get by on less income. Cost-saving measures adopted during the pandemic can be continued or reimplemented, helping individuals to combat higher energy costs and other rising expenses.

- Look for a new job or fresh income streams. A rising cost of living is a concern for people from

all walks of life, but it may be especially concerning for retirees or individuals with costs like childcare that can be hard to pare back. In such instances, individuals can look for new a job or fresh income streams. According to the Q3 2021 CNBC | Momentive Small Business Survey, 50 percent of small business owners say it's gotten harder to find qualified people to hire compared to a year ago. And nearly one-third of survey respondents indicate they have open roles they have not been able to fill for at least three months. Individuals can explore local employment opportunities in an effort to find a new, more lucrative job that can help them combat a rising cost of living. Others who want to remain in their jobs can look for part-time work to supplement their existing income.

- Consider relocating. The pandemic forced many companies to transition from in office working to remote working overnight. That trial by fire could have lasting results. A 2020 survey of 317 Chief Financial Officers and leaders in the finance industry found that 74 percent will move at least 5 percent of their previously on-site workforce to permanently remote positions after the pandemic ends. The survey, conducted by Gartner, Inc., also found that nearly one-quarter of respondents will move at least 20 percent of their on-site workers to permanently remote positions. That could make it possible for millions of working professionals to relocate to regions with a lower cost of living than their current towns or cities.

The cost of living might be on the rise. But individuals can combat that increase in various ways.

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## How to Make Early Retirement a Reality

Retirement is something millions of professionals aspire to. Retirement isn't necessarily when a person stops working forever. In fact, many retirees continue working as part-time volunteers and consultants.

Individuals have traditionally retired at the age of 65. However, the United States Social Security Administration indicates the normal retirement age (NRA) is the age at

which retirement benefits are equal to the primary insurance amount. Primary insurance amount is based on a certain formula that includes year of birth. For most people born in 1960 and later, NRA is 67. Choosing to retire earlier may result in reduced benefits. But people who have financially planned for an early retirement may not view a decline in SSA benefits as a deterrent. If

early retirement is a goal, these strategies could make it happen.

- Use a retirement formula. The retirement planning resource New Retirement says that the basic formula for retirement is to accumulate 25 times your annual expenses and then plan to draw down no more than 4 percent of that value every year. For example, if you spend \$50,000 per year, then you need to have \$1,250,000 in savings to be able to retire. Budget to realize that savings goal. For those who have trouble calculating retirement figures, utilize this planner: [www.newretirement.com/retirement/planner-signup/](http://www.newretirement.com/retirement/planner-signup/), which offers various retirement strategies.

- Trim extra expenses. Reduce your spending to put more cash toward your future. Comb through credit card statements and look at various bills to see where you can save.

- Reduce your biggest expenses. Food, transportation and housing com-

prise most people's largest expenditures. Instead of routinely buying new cars, look for certified pre-owned models, which are equally reliable. Carpool to save money on commutes. Reduce food expenses by shopping sales and making eating out a luxury and not a regular thing. Downsize your home, or rent out a room (or apartment if it is a two-family) to offset mortgage costs.

- Consider a government gig or another pension-backed job. Pensions used to be part of many companies' benefit packages, but now they're harder to come by. Focus employment on companies or careers that offer retirement perks that go beyond what a 401(k) offers. A pension waiting for you may mean you don't have to do as much personal scrimping and saving for an early retirement.

With the right savings strategies, early retirement can be a reality.

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  - Maintain a positive rapport with students, staff, parents, and community members
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Join an amazing team as we work to fulfill our mission of Pioneering Pathways for Every Student!

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- Thoroughness in accomplishing a task - Attention to detail
- Must support District mission, vision, expectations, and philosophy
  - Must possess excellent customer service skills
- Maintain a positive rapport with students, staff, parents, and community members
  - Maintain confidentiality in the school operation

Join an amazing team as we work to fulfill our mission of Pioneering Pathways for Every Student!

## \$1,000 SIGNING BONUS

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# SHINE

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## The Many Benefits Of Vocational Training

Earning a four-year degree is one path toward a rewarding career. However, that path is the only one available to aspiring professionals. Enrolling in a vocational program can provide students with the skills necessary to engage in high-demand and well-paying jobs. Vocational school, often referred to as "trade school," can be an advantageous route for many people who are looking for an alternative to college. In 2020, the National Center for Education Statistics said a four-year private college cost around \$50,300 for a student

living on campus, while a four-year public college was roughly \$24,300 annually. A 2018 poll from The Learning House, a skills training and coursework company, found 35 percent of students said tuition and other fees were their primary concerns when choosing college programs. Trade schools can cost three times less than other schooling, making them more palatable to young people concerned about the high costs of college.

Career and Technical Education programs number around 1,200 in the United States alone. Many students begin vocational career tracks in high school, according to American Education Services. Here are some benefits to pursuing an education in the trades.

- **Lower cost:** According to NCES, trade schools cost significantly less than four-year institutions. Data from the U.S. Department of Education says programs may run between \$3,600 to \$16,000 per year. Most vocational programs last two years, meaning that students graduate with far less debt than they might accrue when pursuing a four-year college program.

- **Individualized attention:** Many trade programs offer instruction in very intimate settings, with experienced

practitioners serving as mentors and trainers. While each program is different, vocational training schools tend to have lower faculty-to-student ratios than traditional colleges.

- **Fewer admission requirements:** Trade schools may not have the same stringent application and admissions processes as colleges. Course prerequisites and grade point average requirements also may not dictate trade school admissions policies.

- **Direct, hands-on training:** Unlike a traditional college that marries general education courses with those specific to a major, trade school programs focus only on skills and training relevant to each student's chosen career path.

- **Less time to complete schooling:** More direct lessons means that students can complete their certifications or degrees in shorter times and enter the workforce much more quickly than their counterparts at traditional colleges and universities.

Vocational training in trade schools is a viable option for students who want to spend less money and gain valuable skills they can utilize to earn a good living.

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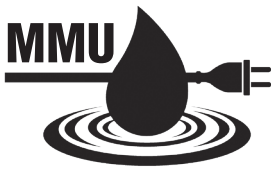
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**Send resume/application to: Milford Municipal Utilities Attn. Brad Willemssen**

**806 N Ave. Suite III, P.O Box 124, Milford, IA 51351**

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# How to Navigate Salary Inquiries During the Interview Process

Navigating a job search can be exciting. As professionals look to take the next, or even the first, step in their careers, they may encounter numerous opportunities that will allow them to make the most of their talents and fulfill their potential. The excitement of a job search is sometimes accompanied by nerves. Nervousness often fluctuates during the hiring process, and salary is one area that can cause some anxiety. As candidates progress through the interview process, salary can seem like the elephant in the room. No matter how great an opportunity may be, professionals still want to ensure their salaries are commensurate with their experience and reflective of their talent.

In an ideal situation, hiring managers will discuss salary early in the process. In fact, many job postings list salary range in the job description. However, that information may not be as readily available when professionals earn interviews through networking. That's a significant distinction, as surveys have indicated that networking is how many experienced professionals find new jobs. In fact, a 2012 analysis of data from sources such as the U.S. Bureau of Labor Statistics and Glassdoor conducted by Interview Success Formula concluded that as many as 80 percent of job openings are never advertised. So it's often not as simple as scouring a job listing to determine salary range.

Candidates should not interpret a failure to broach the topic of salary as a firm having something to hide. A lack of salary information in a job posting might be related to potential legal concerns. In an effort to combat pay discrimination, a growing number of state and local

governments now forbid employers from asking about candidates' salary histories. The human resources experts at HR Dive note that 21 states in the United States have state-wide bans that prohibit employers from asking about salary histories. Those bans are not in place in Canada, but in 2019 Ontario became the first province to pass pay transparency legislation that mandated all publicly advertised job postings include a salary range. Various firms in the United States insist they are committed to transparency and will list salary ranges in job listings. But even those that do not list salary range in a listing may reference it during an initial interview. Candidates in the early stages of the hiring process can therefore benefit from being patient. If salary still hasn't been brought up after an initial interview or a second interview, candidates can request a range. An initial interview is not the appropriate time to do that, as it can make candidates appear overeager about salary. However, requesting a range after a first or second interview indicates to a firm that candidates are still interested in the position. And though it can spark some nervousness on the part of candidates, it's entirely reasonable to request a salary range before committing any additional time to the interview process, especially since that process may require travel and time off from work.

Salary can be the elephant in the room during a job interview. A patient and delicate approach to salary discussions can reflect positively on candidates and ensure they get the information they need to make the most informed career decision. *@metrocreativeconnection*



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