



LIGHTING



EGRET  
CONSULTING GROUP

# THE BUZZ

Insights into the forces shaping our industry's future.

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## Compensation Laws

by Ted Konnerth

### Brooke Ziolo

*Partner, Lighting Recruiter*



Brooke Ziolo is an executive recruiter in the lighting industry. She helps lighting manufacturers and lighting design firms hire industry specific talent to grow their companies.

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By January 1, 2018, we will have at least four states and four cities that have enacted a new regulation that stipulates you cannot ask a candidate for employment, how much money they make. There is no equivocation there...you cannot ask them how much their salary is, their bonus, their past W-2, their estimated earnings or their history of income. These new laws specifically prohibit anybody in the interview chain from asking that question;...

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## Blog Offer Letters



# HOW TO PRESENT A STRONG OFFER LETTER

I'm sure you've heard the expression "time kills all deals", and it's certainly true in recruiting. If your company takes days (or even weeks) to make an offer to a candidate, you're sending a potential employee the wrong message; reflecting poorly on your company, before they even start. Candidates may interpret the delay as...



## Featured Jobs

**VP Product Management**

**Electrical Engineer**

**National Sales Manager**

**Outside Sales**

**Applications Engineer**

[VIEW MORE JOBS](#)

## Industry Events Winter 2018

**LightOvation**

Dallas Market Center, Texas  
January 17 - 21

**Strategies in Light**

Long Beach, California  
February 13 - 15

**NAILD Innovation**

Rancho Mirage, California

READ MORE



## Recent Successful Lighting Placements

- RSM - Specialty Harsh & Hazardous Lighting Manufacturer
- Quotations - Lighting Rep Agency
- RSM - Commercial & Industrial LED Lighting Fixture Mfr.
- Engineering Manager - Commercial LED Lighting Fixture Mfr.
- Project Manager - Electrical Contractor
- Lighting Designer - Lighting Design Firm
- RSM - Decorative Lighting Fixture Manufacturer
- VP of Sales - LED Components Manufacturer
- Design Engineer - Industrial & Infrastructure Lighting/Lamp Mfr.
- RSM - Commercial & Hospitality Fixture & Lamp Lighting Mfr.
- Product Manager - Industrial Lighting Manufacturer
- Lighting Specialist - Harsh & Hazardous Lighting Manufacturer



February 13 - 16

### LEDeducation

New York, New York  
March 13 - 24

### Light+Building

Frankfurt, Germany  
March 18 - 23

SCHEDULE A MEETING

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