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# Jobless executives' future looks up

United Press International  
NEW YORK — It still may be easier to get a job when you have a job, but for some executives, especially in California, being out of work doesn't carry the stigma it once did.  
"Only two or three years ago many firms wouldn't look at a resume from an executive who was out of work. Now they are quite willing to look at the reasons why the man isn't working and perhaps interview him and hire him," said Richard Kinser of the San Francisco office of William H. Clark & Associates.  
Herbert T. Mines of Business Careers, Inc., New York, agreed.

Both Kinser and Mines said there are two chief reasons why many companies have had a change of heart about jobless executives.  
"The first reason is that we are going through another big wave of mergers and acquisitions with a lot of good executives being displaced through no fault of their own," Kinser added.

Mines agreed and added that employers are finding that many good executives simply prefer a mobile life style which often leads to misadventure that puts them out of work temporarily.  
The two headhunters said skyrocketing housing costs and high mortgage interest rates have discouraged out-of-state executives from coming west looking for jobs.

In the early 1970s, executives would even come out to California on the chance of finding a good job and would settle for a little less pay than they could get in the East because they were enchanted by the California life style," said Kinser.  
Both agreed this is a thing of the past and said now it takes a big step up to entice a good executive to move to California from a secure job elsewhere.  
As a result, a California resident with a good record who is out of job and lives within any reasonable commuting distance suddenly looks rather attractive.  
"The fellow's record in the years immediately before he lost his last job is the critical factor," Kinser said.  
"If he had simply been stagnating in the same job for eight or ten years, the average employer's reaction to his resume is to toss it. But if he had been promoted in the last year and a half or so or can show good accomplishments, he may look like a real find both to the recruiter and employers."

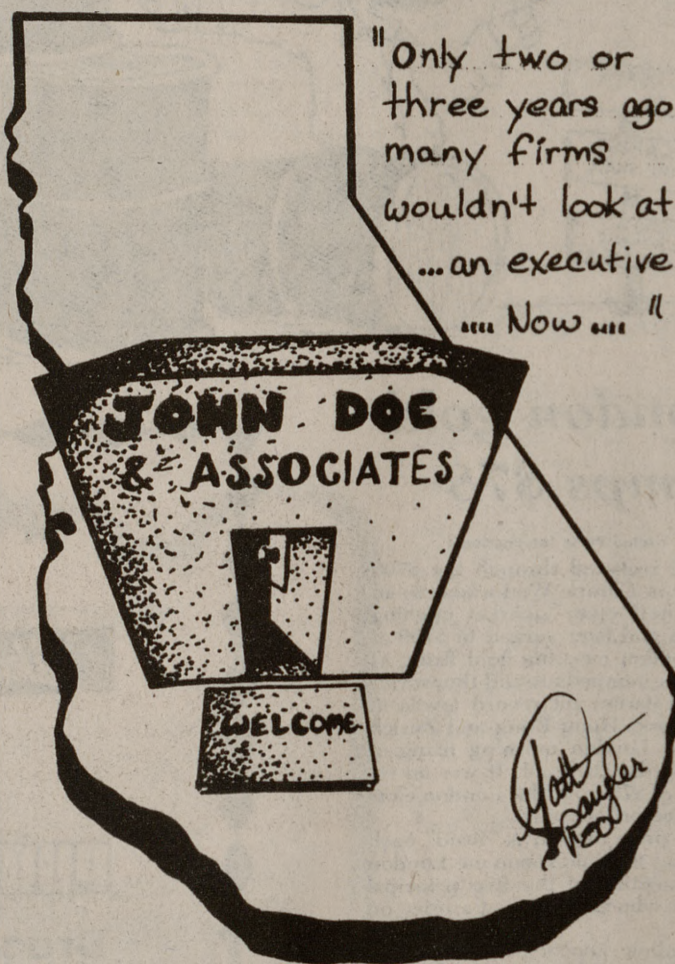
A corollary to the situation, both Kinser and Mines said, is that recruiters are being instructed by prospective California employers to exhaust all local possibilities before even hunting for out-of-state executives.

Both conceded somewhat ruefully that this has led to a lot of "stealing your neighbor's cook" tactics by California firms needing new experienced and aggressive executive talent.

Kinser said the situation has gotten so tough "it now takes a salary increase of at least 30 percent and lot of other financial help and inducements, particularly help in finding a home and getting a mortgage," to recruit someone from out of state.

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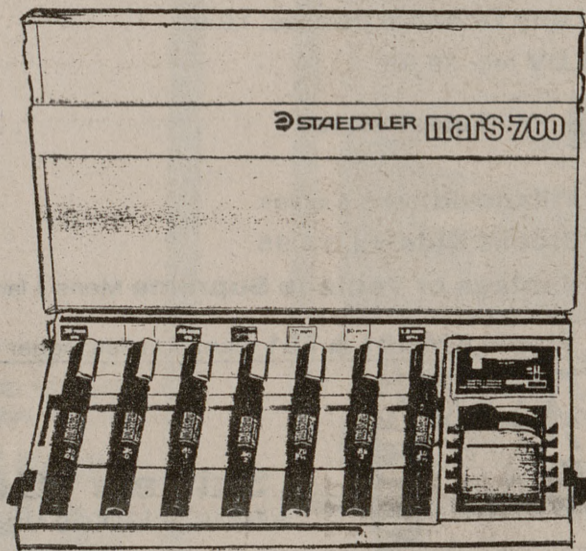


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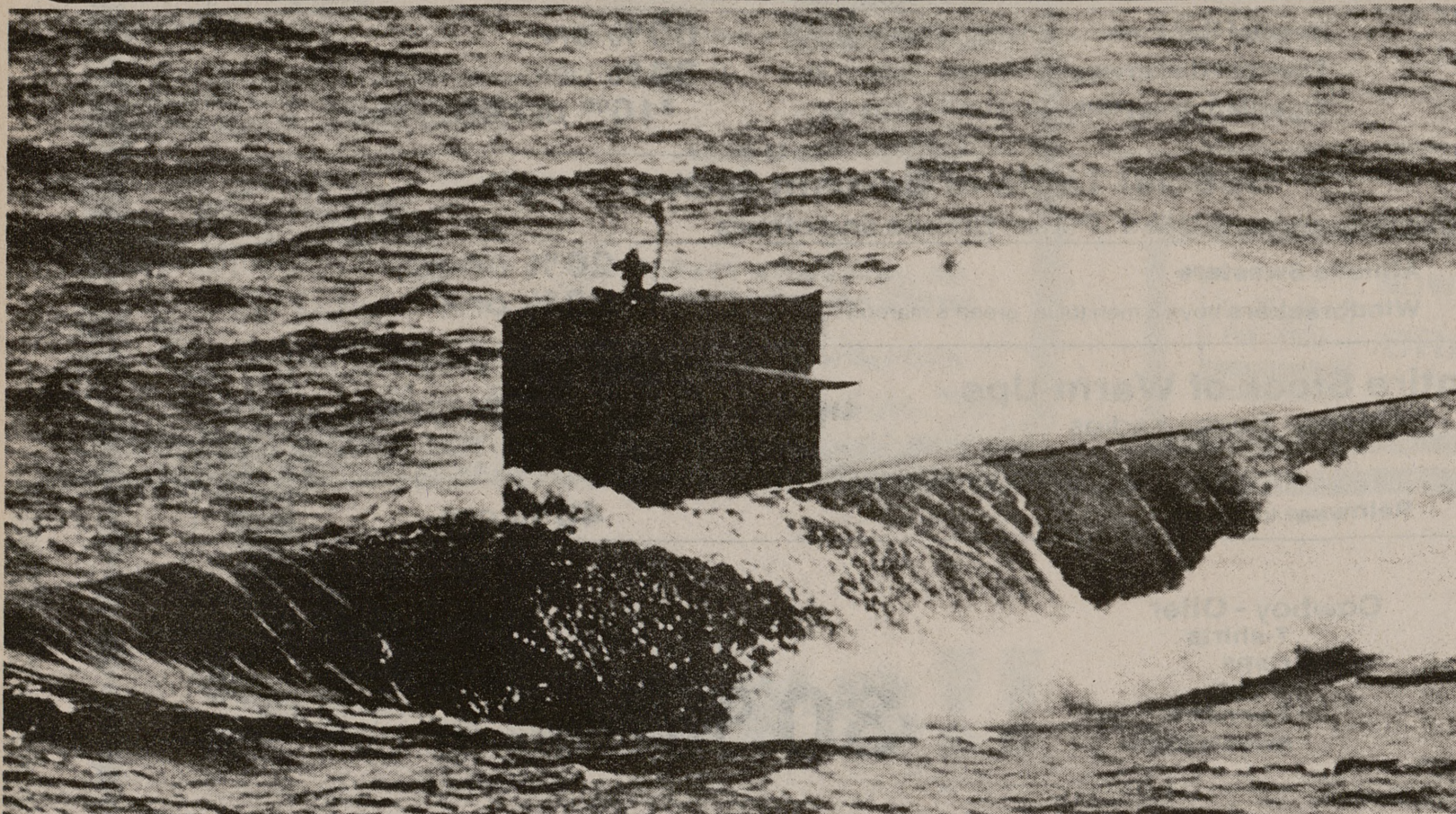


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