



Michael Mellott, President

“As a business owner, I know you don’t have time to waste on technical and operational issues. That’s where we *shine!* Call us today and put an end to your IT problems finally and forever!”

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“Dad doesn’t need summer off. He plays at work all day with something called mutual funs!”

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“Insider Tips To Make Your Business Run Faster, Easier, And More Profitably”

**Facebook, LinkedIn, Twitter:
Can Employers Demand Employees
Give Up Their Login Info?**

Here’s a new question that’s being discussed in the courts: Do employers have the right to ask new hires for their username and password to various social media sites? According to the state of Maryland, the answer is, “No.”



Recently the Maryland General Assembly passed legislation that prevents employers in the state from asking prospective employees for their login information for various social media sites, including Facebook and Twitter.

If Gov. Martin O’Malley signs the bill, it would make Maryland the first state in the nation to set such a restriction into law. Other states are considering similar legislation, including Illinois and California.

Ironically, this practice was criticized by Facebook, one of the biggest users of personal information to sell advertising to its members. Erin Egan, Facebook’s chief privacy officer, wrote about the issue on Facebook, calling the practice of employers requesting potential hires’ Facebook passwords “alarming” and “not the right thing to do.” Maryland business groups, including the Maryland Chamber of Commerce, pointed out that there may be cases where an employer should be able to ask for the login information of potential new hires in order to weed out unwanted candidates. Of course, this bill is just one of many issues being raised between employees and employers using social media. While asking for login information may soon become illegal, employers are still free to “friend” potential hires or search online for information about potential employees. Supporters of the bill point out that it’s illegal for employers to discriminate based on age, sexual orientation, race or religion; since most social media sites contain this type of information, they feel employers might gain access to a candidate’s personal details and use them to disqualify candidates illegally.

What are YOUR thoughts on this matter? Have you ever reviewed a potential new hire’s Facebook page, blog or LinkedIn account before hiring them? Do you think it’s fair for employers to request this information, or is it a violation of someone’s privacy? Go online to our blog at xpertechs.blogspot.com and post your thoughts.



Get More Free Tips, Tools, and Services at our Website: WWW.XPERTECHS.COM

Microsoft Releases iPad Comeptitor:

Surface



On Monday, June 18th, Microsoft announced the imminent release of their newest product, Microsoft Surface.

This new Microsoft product will, no doubt, be the next big competitor for the ever popular, Apple iPad.

This new devices touts a large screen at 10.6 inches wide, a built-in stand and keyboard, and this tablet will run on Microsoft's brand new operating system, Windows 8. The basic version of the tablet will be available in 32 or 64 GB.

While a specific release date has not yet been announced, this new tablet will likely tote a lot of hype along with it.

Stay Connected with XperText

Our Marketing Team needs your help. Please take a minute and let us know if you would like to continue to receive our monthly print newsletter and/or receive our email newsletter. Contact Chris by calling 410-884-0225, or send a message to marketing@xpertechns.com and let us know if you would like to make a change to your subscription preference.

5 Smart Tips To Know Before Moving Your Data To A Cloud-Based Application

1. Back It Up!

Migrating data to any new location is a mess and anything can (and usually does) go wrong. Therefore, make sure you have good, recent backup copies of everything before you make the move.

2. Maintain An On-site Copy

At first, moving to the cloud can be a bit scary. What can help mitigate the risk (and the fear) is keeping a local, on-site copy of your data and network image on a NAS (network-attached storage) device. That way you have a local on-site copy in addition to the working cloud copy.

3. Have A "Plan B" To Access The Internet

One of the biggest questions about moving IT to the cloud is, "What if the Internet goes down?" To mitigate that fail point, have a business-class Internet connection as your initial and main way to connect, and then also have a second Internet connection service as a backup. If Comcast is your main connection, you might consider keeping a Verizon wireless account as a backup.

4. Use It As An Opportunity To Do Some Housekeeping

You could just copy and paste your files from your local machines into the cloud, but why not take this as an opportunity to re-evaluate the structure and organization of that data? Here are some ideas:

- Re-evaluate and/or update your file naming conventions and file organization. A good file naming policy will make it much easier to find files and information. Also, consider reorganizing all the folders into smarter, more efficient categories.
- Consider who will be using what and what levels of permissions are required to access files. Revisiting your permission levels will help keep sensitive data from falling into the wrong hands.
- Look at old files and consider deleting them or archiving them so they aren't cluttering up your server and costing you money for storing and backing them up.

5. Phase The Move

Don't try to migrate everything all at once. Create a transition plan and implement it. Make sure you move your files in bite-size pieces so that the changes are easy to digest for your clients, employees, partners and everyone else involved. This also gives you the opportunity to test the water before taking the plunge, and it allows you to put out one fire at a time instead of having all systems down or broken.



This Summer XPERTECHS Supports Local Elementary School & Technology Initiative

The Camp Invention program provides children with meaningful, out-of-school-time enrichment that instills creative problem solving and teamwork through the hands-on application of Science, Technology, Engineering, and Math.

Are You STILL Using Outdated Tape Backups?

If your computer network and the data it holds got erased or corrupted because of a virus, hard drive crash, fire, flood or some other random, unforeseen disaster, **how confident are you RIGHT NOW that your business could be back up and running again FAST?**

If your answer to that is, “I don’t know,” or “I’m not sure,” you are taking a HUGE risk with your company’s most important asset—the data on your network. Just imagine what would happen to your business if you lost your entire client database...

...Lost all accounting documentation and history...Lost all the work files you’ve spent YEARS developing...Lost the work files and documentation you so desperately need to service your customers...

Can you even put a price tag on it? Probably not – yet so many business owners aren’t 100% certain that they could be back up and running after a disaster and are purely *hoping* that their current tape drive or backup is working and storing a usable copy of their data.

All tape drives fail; it’s only a matter of “when,” not “if.” So if being able to get back up and running again in the event of a data-erasing disaster is important, then you need to know about our **Backup & Disaster Recovery (BDR)**.

Want to know if your data is REALLY secure and being backed up properly? Call us for a **FREE** Data Backup and Disaster Recovery Audit at (410) 884-0225 or visit www.XPERTECHS.com/BDR

A Note From Chris...

Many clients have asked me if we know anyone who can design a new website for their business. It makes sense too, because in many peoples’ eyes, a website is part of their technology. Since we want to be a one-stop-shop for all things technology, XPERTECHS is now offering website services to all of you! Now, you can turn to XPERTECHS for all of your technology and web needs.



Marketing Manager

Our new service allows us to create business websites, that generate search traffic and potential leads. We will take your old website and turn it into a customized, professional area for potential customers to find you online.

Today, the internet has totally changed the way companies approach sales and marketing. Each year, more-and-more people are turning to the web to find the companies and services they need. Make sure that when they search, they find you!

To learn more about our website services, please give me a call at XPERTECHS 410-884-0225.

How Hackers Can Set Fire To Your Office Printer

In case your printer isn’t making you crazy enough with paper jams, ink smears and general issues, here’s something new: Hackers are now accessing printers through an overlooked flaw in many printer systems connected to the Internet, particularly older models.

Why should you care? Because hackers can use your printer as a way to infiltrate your network and then see and make copies of any documents you are printing or scanning. The security flaw involves the printer’s software used to run “embedded systems,” which enable both advanced functions and connect the printer directly to the Internet. In one case, researchers were able to hack into a printer and give it instructions to continuously heat up the part of the device that dries the ink after it’s applied to the paper, causing the paper to heat up to the point of turning brown and smoking.

The implications of this type of security flaw are concerning, but this problem can be addressed properly and promptly with the right planning. HP is looking into the study for their own line of printers, and business owners should also take precautionary steps to protect already installed devices on their networks.

Of course, all of the clients on our Xper**CARE** Proactive Managed IT Services need not worry since we’re monitoring printers as well as all other devices for these types of attacks. But if you’re NOT on our plan, call us about how we can set up network monitoring, care and maintenance to make sure these types of attacks don’t happen.

Extra Tip: When disposing of old printers, take care to erase the internal hard drive. Printers store copies of documents printed and scanned; if you don’t wipe it clean, the person who purchases or inherits your old printer can easily access all of those documents.

Shiny New Gadget Of The Month

Big Blue Wireless Bluetooth® Speaker



Wouldn't it be nice to listen to music or watch a video from your mobile device with the same quality sound as a large speaker system? Well, now you can, but without the hassle of the big, bulky speakers!

Introducing the Big Blue Wireless Bluetooth Speaker...

This little speaker box packs a big punch. Get surround-sound quality with this wireless, Bluetooth-enabled device.

No cords, no apps and no extra parts to buy. The Big Blue conveniently connects to your MP3 player, smartphone, laptop or tablet providing crystal-clear sound in just seconds.

The small, compact design makes it a great device to use for travel or to transmit great quality sound for events indoors or outdoors.

This device can be found at local retailers like Brookstone or online at Amazon.com.

How To Deal With Disappointment

Disappointment is inevitable; there are just too many things going on in our lives to not have something or someone disappoint us. There are certainly degrees of disappointments, they come in all sizes, but it's the big ones I want to address today.

People, associates, companies, teachers, bosses, teammates, classmates, spiritual leaders, politicians, spouses, brothers, sisters, Moms and Dads are all on the list of *potential disappointers*. I am writing this because I just had a big disappointment occur. It's not important what happened. What is important is how I will deal with it. Disappointment can lead to frustration, anger, and even bitterness; these are all emotions that will sap the excitement, energy and vitality right out of you. Over the years, I have learned that dwelling on a disappointment won't make it any better, make it go away, or ease the fact that it happened. But occasionally, I still catch myself dwelling on it.

I have no intention of letting anyone or anything keep me down long. That doesn't mean I won't feel the pain, anger, frustration, or hurt at the moment it occurred. But, it does mean I won't keep feeling it. If certain people keep letting you down, then avoid them. The same is true for companies whose product or service fails to meet your expectations; avoid them, too. Thomas Jefferson once said, "*If I am to meet with a disappointment, the sooner I know it, the more of life I shall have to wear it off.*" Disappointments don't just vanish, but as Jefferson noted, they will wear off, if you **let it go**.

Dwelling on disappointment takes time and energy away from you, time which you could be using somewhere else. By dwelling on it, you are actually making it worse. If someone did something on purpose, dwelling on it is allowing them to win even more. I had a football coach once tell me that when I got tackled really hard to *get-up* off the ground fast, like I was totally unaffected. He said it will rattle your opponent. He said your opponent, who just delivered the painful blow, is thinking they crushed you, hurt you, and beat you. By getting up fast, as if nothing happened, they will start thinking otherwise. If I can share anything with you today that will help you better handle disappointment, it would be summed up in having the following reaction: **GET UP FAST! ... MOVE ON! ... GET OVER IT! ... LET IT GO!**

Guest article provided by Robert Stevenson; internationally known speaker and author of the best-selling book "How to Soar Like An Eagle in a World Full of Turkeys."

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The Law Offices of Peter G. Angelos

Baltimore, MD

The Law Offices of Peter G. Angelos, have been dedicated to serving the legal needs of working men and women since 1961. They are known for their tradition of service and history of success.

We want to extend our sincerest 'thank you' for the trust and confidence you have shown in us!



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