

What's New

Easy Ways To Prevent Great Hires From Getting Away

Today's labor market is tighter than it's been in years. With this in mind, it's essential that you do all you can to attract top talent. One of the best and simplest ways to do that is to improve your hiring process.

First, make sure the job description sounds like a true sales pitch. You should feature the benefits of working in that job above the preferred credentials. Once the applications start coming in, ensure you're keeping in regular contact with your prospects. When it comes time for interviews, make the process as straightforward and comfortable as possible and cater to their scheduling needs. Finally, ask for feedback about your hiring process – checking into reviews on sites like Glassdoor can provide valuable insight.

~Inc.com, 2/1/2019



Are YOU Prepared For The End Of Windows 7?

On January 14, 2020, the world will bid a fond farewell to the beloved Windows 7 operating system. Well, sort of. Microsoft has declared that, after that date, it will no longer update or support the system. It's the final nail in the coffin for a trustworthy, oft-touted software package that's been running on fumes since newer versions hit the scene. And, as with any funeral, there are some arrangements to be made for the millions of businesses that have stuck it out to the end. Here's everything you need to know about the coming changes – and what you should do now to prepare.

THE END OF AN ERA

The news of Microsoft closing down Windows 7 support may come as a surprise to some of us, but the operating system has been on its last legs for a while. In fact, Microsoft

stopped adding new features and honoring warranties for the platform back in 2015. When 2020 comes, it will cease releasing patches and updates for good.

This doesn't mean that Windows 7 PCs will suddenly stop working in January; you'll still be able to boot up in the operating system if you keep it installed. But if you value your privacy, your data and your sanity, it's time to upgrade.

Those Microsoft updates that pop up from time to time don't exist just to annoy you; they patch security vulnerabilities and protect you against new viruses and malware. Without that ongoing support, Windows 7 users will become fish in a barrel to sophisticated cybercriminals looking for a quick buck.

That's why it's essential that you

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This monthly publication provided courtesy of Frank M. DeBenedetto, President of TRTG.

"As a business owner, you don't have time to waste on technical and operational issues. That's where we shine! Call us and put an end to your IT problems finally and forever!"

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call in the professionals to prepare your business for the switch to Windows 10 – or an alternative operating system – now, not later.

IT'S A REQUIREMENT, NOT A CHOICE

Upgrading your operating system well in advance of the Windows 7 end-of-life date may seem like a decision you should make for your peace of mind, but it's even more critical than that. Of course, as time leaves Windows 7 behind, it's certain that pieces of software will steadily become incompatible with the OS. Programs your company uses day-to-day suddenly becoming unusable will present serious headaches, but the real problem lies in the security of your network.

Windows developers are in a constant arms race with cybercriminals looking to exploit vulnerabilities in their platform. Each patch brings a host of bug fixes and security upgrades, but cybercriminals almost *always* find a new way in. Thus, the developers hastily put together a new patch, and the cycle continues.

When an operating system loses support from these developers, its users are left completely vulnerable to hackers. Like maggots drawn to rotting meat, they flock to the abandoned platform and dig into the networks of those stubbornly clinging to the outdated OS. This process is expected to be especially nasty

after Windows 7's end of life, since so many businesses still use the OS and likely will forget (or refuse) to upgrade.

If you value your business at all, it's not a choice. You need to upgrade before time runs out.

AVOID THE CRUNCH

Not only should you enlist your IT experts to facilitate the upgrade, but you should do it ASAP.

As the clock ticks down on Windows 7, tech companies are expecting a flood of upgrade requests as businesses scramble to leave the OS behind before it's too late. Many of these IT providers will have a lot on their plate later in the year as they hurry to upgrade hundreds, if not

thousands, of individual PCs. If you wait it out, you're likely to find yourself at the back of a long, long line, potentially to the point that you breeze past January 14 without a solution. If you do, you're almost certain to regret it.

Every day, the need for an upgrade becomes more urgent. Give the task the ample time required, and avoid needless stress. Reach out to your IT provider and ask them to start the upgrade process today.

"Like maggots drawn to rotting meat, they flock to the abandoned platform and dig into the networks of those stubbornly clinging to the outdated OS."

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"5 Critical Facts Every Business Owner Must Know Before Moving Their Network To The Cloud"



Discover What Most IT Consultants Don't Know Or Won't Tell You About Moving Your Company's Network To The Cloud

If you are considering cloud computing or Office 365 to save money and simplify IT, it is extremely important that you get and read this special report: **"5 Critical Facts Every Business Owner Must Know Before Moving Their Network To The Cloud."**

This report discusses in simple, nontechnical terms the pros and cons of cloud computing, data security, how to choose a cloud provider and three little-known facts that most IT consultants don't know or won't tell you about cloud computing that could end up causing you MORE problems and costing you more money than you anticipated. **Even if you aren't ready to move to the cloud yet**, this report will give you the right information and questions to ask when the time comes.

Get your FREE copy today: Send an email to kmatelski@tworivertech.com

Shiny New Gadget Of The Month:



VIZR Hopes To Revolutionize Your Dashboard

When it comes to driving, the forces that aim to keep us safe seem to be in constant battle with the pull of convenience. We're supposed to keep our eyes glued to the road while trying to navigate through Google Maps without missing a single turn. It's an inherently dangerous combination.

With their new VIZR tool, FIXD automotive hopes to fix that. After selecting the feature you want, you connect the device to your phone and place it on your dashboard, where it creates a transparent display. This way, FIXD says, you can seamlessly navigate without ever glancing at your phone and putting your life in jeopardy.

Though VIZR is a great idea, the reviews indicate it might not be all it's cracked up to be. You might want to wait until all the bugs are sorted out. For now, just keep your eyes on the road the old-fashioned way.

Expect, Inspect, Correct



It's no coincidence that we have so many ways to say we made a mistake: botched, flubbed, mishandled, misjudged, mucked, messed, screwed or goofed up – just to name a few.

As a leader, you'll hear each of these (some more than others, and likely some more explicit than the ones I've named here) pretty often. When you do, it's important to first try to remember that whoever made the mistake probably didn't mean to.

Put yourself in their shoes. Ask yourself if you have ever made a mistake. A bad decision? Have you ever said something you regret? Ever disappointed your boss? Jumped to the wrong conclusion? Done something foolish or outright stupid? Everyone has. Sometimes a simple reminder of our past failings enables us to be a little more tolerant of others' missteps.

Mistakes don't have to be the end of the

world. Mistakes are inevitable and are often essential to learning and progress. They should guide you, not define you, on you and your employees' journey to success. Mistakes show effort, and if you learn from them, they can be some of the best tools for growth.

I've heard it said before that the only people who don't make mistakes are those who do nothing at all. To me, the most interesting part about errors is the gradual evolution in how they're classified. First, they start as mistakes. Then they turn into lessons, followed by experiences and finally as gifts that help us succeed.

Therefore, the only real mistake is the one from which we learn nothing. Keep that in mind as you're dealing with your employees or considering your own shortcomings. It's one thing to recognize that mistakes are learning opportunities – it's another to actually implement that concept in your organization.



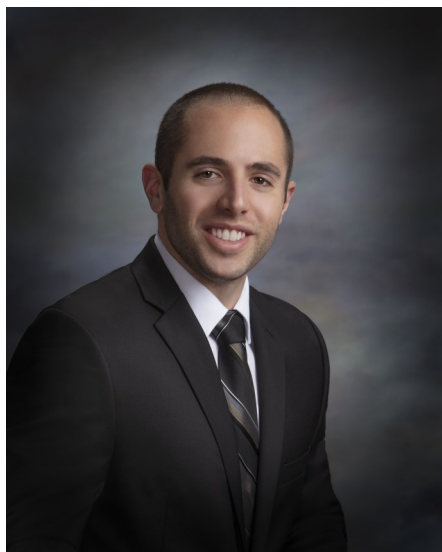
Robert Stevenson is one of the most widely recognized professional speakers in the world. Author of the books *How To Soar Like An Eagle In A World Full Of Turkeys* and *52 Essential Habits For Success*, he's shared the podium with esteemed figures from across the country, including former President George H.W. Bush, former Secretary of State Colin Powell, Anthony Robbins, Tom Peters and Steven Covey. Today, he travels the world, sharing powerful ideas for achieving excellence, both personally and professionally.

Services We Offer

*Cloud Services ~ Managed Networking Services
Cybersecurity ~ Hosted Voice over IP*

TRTG Happenings

New Team Member!



TRTG is proud to introduce to you our newest Technology Advisor, Michael Mollica! Michael just joined our team in April 2019 to fill a new position, which will greatly assist our team in the monitoring and maintenance of all our client's workstations. Michael recently obtained his bachelor's degree in National Securities Studies from New Jersey City University and he is currently working on receiving his master's degree in the same field with a concentration in Cybersecurity.

Michael interned with the United States Department of Homeland Security. While interning, his primary tasks were to perform cyber-related research and respond to inbound phone calls. Considering that this position was inside New Jersey State Police headquarters, organizational skills were both critical and mandatory. His experience working in an office environment, handling phones, managing inventory, and being very organized will be a great asset in fulfilling this centralized services role. So far Michael has been a great addition to our team, and we look forward to seeing how he grows within our firm.

New Client Alert



**Monmouth Real Estate
Investment Corporation**

We are excited to welcome Monmouth Real Estate Investment Corporation to the TRTG team! They are working on moving their main office location very close to us inside of Bell Works! We were pleased to find out they were referred to us by another one of our clients also located inside of the building.

They were happy to partner with us since they were looking to move their current IT infrastructure to a cloud-based model and wanted to have an IT company close to their office. We are very excited to have started working with them and already have implemented our technology solutions at their current location. We have heard great feedback on how our services have so far greatly helped them in reducing overall downtime and has helped them become much more efficient.

At MREIC, they specialize in owning high-quality net-leased industrial properties, on long-term leases, to investment grade tenants. This has enabled them to deliver very reliable and predictable returns to their shareholders throughout their business cycle. Monmouth was recently named by SNL Financial as The Best Performing Industrial Property REIT over the past 10 years with a total shareholder return of 233%. Their long-term shareholders have enjoyed one of the best dividend track records of an REIT. While in the past few years they have seen great achievements for their company, they are very confident that the best is yet to come!

We Stepped Up For The Arc Event

On Saturday, April 27, 2019, our clients at The Arc of Monmouth presented "Step Up for The Arc" -- the largest community-inclusive Walk & 5K in the area to benefit individuals with autism, Down syndrome and other developmental disabilities.

TRTG was happy to join in, along with many of their other supporters, and donate to their annual Walk & 5K!

Last year's event attracted nearly 800 participants and raised more than \$60,000 to improve and enhance the lives of individuals with intellectual and developmental disabilities and their families.

This year's venue was held at the Headliner in Neptune, which included:

- ◆ Free breakfast, BBQ lunch & T-shirt
- ◆ Live band & dancing
- ◆ Pool & beach volleyball area / VIP Cabanas
- ◆ Vendor tables
- ◆ Free day-of-event admission to the Silverball Museum in Asbury Park

The Arc services 1,600 individuals. If you would like to make a donation please click here:

<https://arcofmonmouth.org/donate/donate.html>

