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## News Release

For Immediate Release:  
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### ***409 Management Introduces new Management Recruiting Group for Sports & Entertainment Venue Management Industry***

Cincinnati - 409 Management & Consulting, LLC (409 Management) Managing Director Patrick Leahy announced today that 409 Management has launched “***Venue Management Recruiting Group***”. The ***Venue Management Recruiting Group*** at 409 Management will work with clients and candidates throughout the United States and abroad and is the only management recruiting firm specializing in the Sports and Entertainment facility and event management industry. Leahy, with over 20 years of experience in venue management and multiple market operations throughout the United States will lead the group.

“There is such a need for facility management companies, event managers and venue managers to have access to the vast talent available throughout the United States when seeking to find motivated, experienced and qualified team members. As the facility management industry has evolved and performance expectations have increased, the time has come for an industry focused management recruiting firm to emerge,” said Leahy “and it is our unique position in the hiring process that enables us to reach candidates that may be beyond a hiring manager’s approach. We are looking at and evaluating candidates, many of whom we have working experience with, to find the right fit for each opening while managers can focus on running their business.”

Conservative estimates place the cost to an employer for employee turnover at 25% of annual salary plus benefits (Saratoga Institute and Kepner-Tregoe, Inc.). Thus, the importance of getting the right candidate for a position is essential. The competition for quality candidates to fill management positions is no longer just within the Sports and Entertainment facility management industry as other industries are competing for employees experienced in managing events, facility operations and the day to day business. “The proverbial “catch of the day” in American business is the middle manager - an experienced worker ready to head up the corporate ladder. The demand for employees skilled enough to oversee and manage others has reached a level where recruiters are constantly and aggressively looking for experienced talent, said John Challenger, chief executive officer of Chicago-based outplacement company Challenger, Gray & Christmas Inc.” This will prove to be competition for the venue management industry as more and more experienced staffers are lured out of the venue management industry and finding the right candidate to fill an opening becomes evermore challenging.

#### **About 409 Management**

409 Management & Consulting, LLC provides specialized Managed Services; Management Recruiting, Strategic Planning and Project Management in the areas of Venue Operations, Food & Beverage Management, Venue Planning, Operational Design and Development, Business Development, Special Event Creation and General Management. Learn more at the company’s web site [www.409management.com](http://www.409management.com)

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