

Choose the Best Employee: The key here is to take your time. Choosing the best employee is a process and requires that you do your due diligence. Review resumes and speak to top candidates. It may take two or three rounds of interviews to get a solid understanding of which candidates are best for the job. When you are interviewing, do not undervalue the softer attributes that are not as easy to identify on a resume, like cultural fit and the candidate's ability to communicate clearly with clients or customers. Finally, check references. References can help you learn more about how the candidate performed in past roles and whether they would make a good fit within your organization.

Rely on insight from trusted mentors and colleagues before you make a hiring decision.

Even if you are a sole proprietor, do not make hiring decisions in a vacuum. Consult trusted industry partners or mentors as you go through the hiring process and get additional insight to round out your thinking.

One of the best resources to help you hire the right talent is with the guidance of a SCORE mentor. Your SCORE mentor

will become familiar with your business and help you through your hiring from start to finish so you hire the best talent for your business.

Since 1964, SCORE "Mentors to America's Small Business" has helped more than 10 million aspiring entrepreneurs and small business owners through mentoring and business workshops. More than 11,000 volunteer business mentors in over 320 chapters serve their communities through entrepreneur education dedicated to the formation, growth and success of small businesses. For more information about starting or operating a small business, contact SCORE TriCounty, <https://tricity.score.org/content/find-mentor-183>.

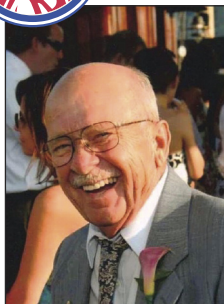
Today at SCORE, we are on the frontline fighting to keep Main Street America in business. If you believe that you can help a small business with your experience, advice and mentoring please think about joining us. Email us at tricity@scorevolunteer.org, call us at 610.327.2673, or to learn more. To submit an application to be a SCORE TriCounty volunteer, visit our website at <https://tricity.score.org/become-volunteer-2>.

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Speck's Legacy Lives On

Speck's has been a Collegeville landmark for almost 70 years, serving Pipin' Hot Sandwiches and award winning Broasted Chicken since 1953. Their secret recipe coleslaw has also won many accolades over the years along with other popular items. From sandwiches, salads, soups, chicken dinners, seafood items, kid's meals, or family style buckets of chicken available, there is something for everyone on the menu. Eat-in or take-out, you can't go wrong!



Stanley "Speck" Landis

have employed approximately 3,100 people over the years providing steady jobs for adults as well as a solid foundation for many young people who begin their working experience here.

In 2021, their founder, Stanley "Speck" Landis, passed away, but his son Randy has been running the business since the '80s and continues to carry the torch along with Dawn Flynn, a long-time manager, who is now growing into operations management. While COVID has challenged so many businesses, Speck's tailored their setup to safely serve customers and is still a local hot spot for a fast, affordable, delicious meal just as Mr. Landis originally envisioned. You can find them on www.speckschicken.com.

ROUTE 422 BUSINESS ADVISOR DINING GUIDE



Speck's Drive-In

(610) 489-2110

"Chicken at its finest!"



3969 Ridge Pike, Collegeville, PA 19426

www.speckschicken.com

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Hours:

Mon - Fri 10am - 9pm

Saturday 11am - 9pm

Sunday 12:00pm - 8pm

- Broasted Chicken
- Sandwiches
- Soups
- Salads
- Sides
- Milkshakes
- Kid's meals
- Party Orders

**Luncheons
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Beer
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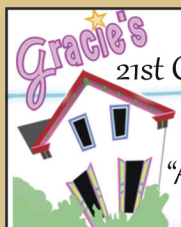
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