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Volume 18, Issue 3
 March 2026

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Fred Holzager,
 IT Director
 Holzager Technology Services
 and
 Publisher of
The Tech Insider

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Snapple Real Fact #44

"The bullfrog is the only animal that never sleeps."

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The Tech Insider

"Insider Tips To Make Your Business Run Faster, Easier and More Profitably"



AI May Not Be the Biggest Job Killer

For the past year, headlines have warned AI job loss is accelerating and artificial intelligence is quietly replacing human workers. That narrative feels unsettling and hard to ignore.

But new research from *Oxford Economics* suggests the story may not be so simple. Despite widespread concern about workforce displacement, there's still no evidence AI is directly eliminating jobs at scale.

AI Layoff Panic Is Real, But There's a Gap Between Headlines and Hard Data

Stories about AI-fueled layoffs are everywhere, but the data doesn't yet show a wave of these losses sweeping the economy.

When companies announce job cuts and mention automation in the press releases, everyone assumes artificial intelligence is the reason people have to find new jobs. But research from *Challenger, Gray & Christmas* reveals in the first 11 months of 2025, AI

accounted for only about 4.5% of total reported layoffs. Meanwhile, four times as many job losses were attributed to market and economic conditions.

AI promises to increase productivity, but in most industries, productivity gains from automation are incremental at best. If automation really is replacing people at scale, productivity per worker should be shooting through the roof. But the data show productivity growth has actually been sluggish.

The fact is, AI can change how we work, but companies still need people to manage systems, interpret results, and handle customer relationships. Artificial intelligence can help with tasks, streamline processes, and free up time in some roles, but the evidence doesn't show widespread workforce displacement.

(Continued on page 2)

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 if you refer a business to us and they become our customer,
 we will donate \$100 to your favorite charity.

At Holzager Technology Services, we believe that referrals are the greatest form of flattery. By recommending your partners, associates, or professional contacts, you can help them enjoy worry-free IT and support a worthy cause of your choice!

For more information, please see our website at www.tech4now.com/we-love-referrals, contact us by phone at 201-797-5050

Quotations

“Keep your face always toward the sunshine, and shadows will fall behind you.”

—Walt Whitman

“The pessimist sees difficulty in every opportunity. The optimist sees opportunity in every difficulty.”

—Winston Churchill

“If today were the last day of your life, would you want to do what you are about to do today?”

—Steve Jobs

“Let us raise a standard to which the wise and honest can repair; the rest is in the hands of God.”

—George Washington

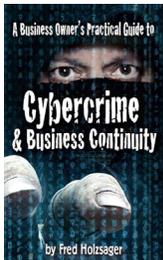
“Discipline is the bridge between goals and accomplishment.”

—Jim Rohn

“Be who you are and say what you feel, because those who mind don't matter, and those who matter don't mind.”

—Bernard M. Baruch

Read Fred's Book!



If you would like to have us speak to your organization and give away some free copies to attendees, give us a call. For more details on the contents and how to get your own copy, please visit our special web page at www.tech4now.com/cybercrime

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AI May Not Be the Biggest Job Killer

(Continued from page 1)

AI Is a Convenient Scapegoat

So why is AI taking all the blame? It's a convenient narrative cover for routine business decisions. Cost-cutting measures, restructuring, and strategy shifts are not new. Framing layoffs as “AI-driven” sounds more forward-thinking than admitting to tougher realities like low profits, over-hiring, or cost-cutting.

It's uncomfortable to admit management missed the mark, and blaming automation can reduce corporate responsibility. For employees, it suggests the change was inevitable. For investors, it can signal innovation rather than trouble.

This framing may protect a company's image, even if AI was not the real driver behind the layoffs.

Smart Ways To Use AI Without Losing Talent

Instead of using technology as a cover, business owners

“Layoffs are still most often driven by forces like market shifts and budget pressure, not automation alone.”

should focus on balancing AI and talent. This means:

- Using automation to reduce repetitive tasks, rather than eliminating roles
- Investing in employee training so people can maximize new tools
- Communicating about how AI fits into long-term plans

These steps help businesses stay competitive while supporting workforce stability. This also enforces transparency about technology use.

The Bottom Line on AI and Jobs

The fear of AI job loss is understandable, but the evidence doesn't support the claim AI is currently replacing workers en masse. Layoffs are still most often driven by forces like market shifts and budget pressure, not automation alone. AI could be one driver behind current market shifts, but it shouldn't be solely blamed.

Truthfully, the opportunity to use AI thoughtfully cannot be denied. As the technology evolves, staying grounded in facts rather than fear will be key to protecting job security.

— *Used with permission from Article Aggregator*

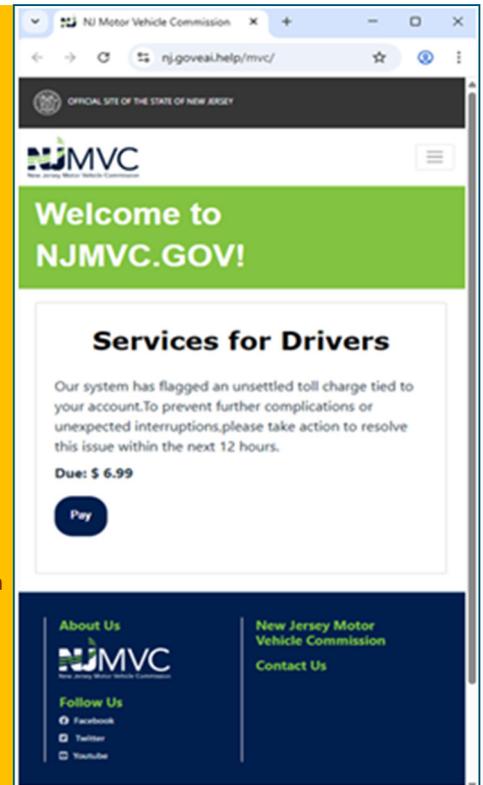
QUICK SECURITY TIP: The New Jersey Cybersecurity & Communications Integration Cell (NJCCIC) sends out notices regarding Cyber Threat Highlights. On 2/5/26, they sent out the following notice : *Anticipate Surge in Toll Charge SMS Text Scams.*

Over the last week, hundreds of domains were registered to impersonate 20 states and establish toll scam websites. The domains aimed at NJ residents include URLs similar to "nj.gov**[.]help/mvc." The webpages use stolen branding and mimic the official Motor Vehicle Commission (MVC) website's look and feel. While the webpage displays "Welcome to NJMVC.GOV," the actual URL ends in a .help top-level domain (TLD). A very similar campaign circulated in early 2025. The NJCCIC has already received incident reports of SMS phishing scams that include links to these websites and anticipates a surge in scam texts targeting NJ residents. These texts may claim there is an unpaid toll, threaten late fees, and direct recipients to fraudulent webpages. The NJCCIC report, "SMiShing at Scale: A Deep Dive into Toll Violation Text Scams," provides more details on these threats. The NJ MVC only sends text messages to remind residents about scheduled MVC appointments. It does not send texts regarding outstanding toll payments.

Recommendations

- 1. Avoid clicking links, responding to, or acting on unsolicited text messages.
- 1. Confirm requests from senders via contact information obtained from verified and official sources.
- 1. Check your toll service's account by manually typing the official website URL into the browser.
- 1. Report SMiShing to the NJCCIC, FTC, and FBI's IC3, and forward the message to 7726 (SPAM).
- 1. To reach NJCCIC Text Scams, visit <https://www.cyber.nj.gov/home-njccic>
- 1. To reach FTC to report fraud, visit <https://reportfraud.ftc.gov>
- 1. To reach the FBI's IC3 (Internet Crime Complaint Center) to file a complaint, visit <https://www.ic3.gov>
- 1. To reach NJCCIC for their latest ALERTS and ADVISORIES, visit <https://www.cyber.nj.gov/threat-landscape/latest-alerts-and-advisories>

We have modified this section to provide a greater awareness of online security for our readers. If you wish to read more about these subjects — all of the sites listed are available free-of-charge.



More Cringeworthy and Ponderances from Dad

How many times have you heard a quick one or two liner that made you cringe or ponder? How about some more? *Many memes are from shared Facebook groups.*

☺ I bought a dog and I've named him "Five Miles" just so I can tell my friends I walk five miles twice a day.

☺ My wife just stopped and said, "You weren't even listening, were you?" I thought to myself... "That's a pretty strange way to start off a conversation."

☺ **Pro Tip:** In the event of a natural disaster like a tornado, earthquake, or flood, put weiners, bacon and cheese in your pockets. This way, the search dogs will find you first. You're welcome!

☺ On my first day as a waiter... Me: Do you have any questions... Customer: (pointing at the menu) How is this prepared? Me: We laminate sheets of paper listing the food choices.

☺ What were electric eels called before electricity was discovered?

☺ I wasn't planning on going for a run today, but those cops came out of nowhere.

☺ If you've never tried blindfolded archery, you don't know what you're missing.

☺ A waitress asked me if I wanna box for the leftovers. We went three rounds before she knocked me out.

☺ It's like my Mom always told me: "You might not be the dumbest guy in the World, but you better hope he doesn't die."

☺ A husband and wife had been arguing all day. They pass a herd of jackasses. The wife says, "relatives of yours?" Husband says, "Yep, my in-laws."

☺ When your horoscope for 2026 tells you that you'll meet the love of your life and you don't know what to do with your husband.

☺ It amazes me how much "exercise" and "extra fries" sound alike.

☺ Calories? I think you mean delicious points.

☺ I hate it when I see an old person and then realize we went to school together.

☺ I don't drink alcohol, I drink distilled spirits. Therefore, I'm not an alcoholic, I'm spiritual.

☺ I thought I had Covid because I couldn't breathe. Then, I unbuttoned my pants and it was all good.

☺ Have some fun with your life, call in sick to places where you don't even work.

☺ Some people exercise every day. I'm watching a show I don't like because the remote fell on the floor.

☺ They tell me being a waiter isn't a good job, but it puts food on the table.

☺ People cheating on their taxes disgusts me. This is not the world I want to raise my 23 dependents in.

☺ It's customary for everyone in my town to wear sweaters that are just a size too small for them. We are a very tight knit community.

☺ It takes dedication to wake up early and still be late.

NOTE: It is best to read this column while at your computer for a better understanding of the content presented. *Enjoy!*

Quick Productivity Tips

For those of you still interested in learning more about Windows 11, here are more tips. This month, we shall continue to focus on "**Accessibility**." Take note, it's accessibility, **not** disability. These options may prove useful to you whether you are or aren't disabled.

To open it, simply **Right click** on your Windows 11 icon **Start Button** () [mind you, the new logo is four blue squares in one square shape.], then it will display. Please select **Settings**, then **Accessibility**.

Accessibility is divided into three sections: *Vision*, *Hearing* and *Interaction*. Each section also provides *Related settings* which describe other added benefits.

Vision:

Color filters: Adjusts the display to assist those with *colorblindness filters* (allows use of a color filter on your screen to make it easier to see and differentiate between colors), *grayscale* (gradient changes in value from black to white and all shades in between) and *inverted*. *Color filters* (Default: Off) can be enabled to allow you to adjust *intensity* and *Color boost* on a sliding scale (with a *Reset* button to restore to defaults) or predetermined presets to specifically help those with *deuteranopia*, *protanopia* and *tritanopia*. Additionally, you may invoke *Grayscale*, *Grayscale inverted* or *inverted* (picture a black background with knockout type). If you don't have colorblindness, you may perceive the color combos as strange choices, but they work for those that need them.

Contrast Themes: Allows you to use more distinct colors to make text and apps easier to see (default: off). There are presets in *Theme previews* (default: off). Slightly below the previews, you may select a contrast theme (None, Aquatic, Desert, Dusk and Night sky). The last feature in this section allows you

to enable keyboard shortcuts to enable the themes as well as enable an alert sound when enabled (Default: on).

Narrator: Provides a screen reader for those visually challenged (Default: off); When you enable Narrator, your computer will use audio to describe in detail what you need to do to review and use this item. You will get two options: "Start Narrator before sign-in" (default: off) or "Start Narrator after sign-in" (default: off). The "Keyboard shortcut for Narrator is the Windows Logo key () + CTRL + Enter key (a.k.a., "Return key") (Default: on). There is a section called *Narrator Home* (Default: on) which launches on the screen whenever Narrator is opened. This also offers shortcut links to more information about this feature *including a Complete Guide*.

Where would a narrator be, if you were not to offer the user an option of voice gender or regional accent/style of speech. Once you choose a name and region (e.g., "Microsoft Zira Desktop—English (United States)"), you then may expand the speed, pitch and volume of the speaker. You may also add (download & install) added voice characters to expand your selection, but these are the "Natural Voices" with higher quality. If you want more to choose from, you may also review the "Legacy" voice choices as well. The option *Lower the volume of other apps when Narrator is speaking* (Default: on) and *Narrator audio output device* (default: "Default audio device") are preselected.

Verbosity helps the audio reader's understanding by introducing cadence to the voice as it reads. Added to the 5 levels of verbosity, there are also 5 levels of *Context level for buttons and controls*. The last feature enables the end user to choose what to announce as the user types (e.g., "Words"). Visit it for more insights.



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Did you know...?

- Cyber-attacks have continued to grow in cost, size, and impact—causing 60% of SMBs to go out of business within 6 months of a cyber incident.
- Over 80% of data breaches leverage stolen passwords as the principal attack vector—often acquired on the *Dark Web*.
- Far too often, companies that have had their credentials compromised and sold on the Dark Web don't know it until they have been informed by law enforcement—but then, it's too late.
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March 2026

The Lighter Side...

Worried about the neighbor...

Worried that they hadn't heard anything for days from the widow in the apartment next door, the mother said to her son, "Tom, would you go next door and see how old Mrs. Hatfield is?"

A few minutes later, Tom returned.

"Well, is she alright?" asked the mother.

"She's fine, but rather annoyed with you," he said.

"At me?!" the mother exclaimed, "Whatever for?"

Tom told her, "Mrs. Hatfield said it's none of your business how old she is."

The Dorm Rules

On the first day of college, the Dean addresses the students, pointing out some of the rules:

"The female dormitory will be out-of-bounds for all male students, and the male dormitory for all of the female students. Anybody caught breaking this rule will be fined \$20 the first time."

He continued, "Anybody caught breaking the rule the second time will be fined \$60. Being caught a third time will cost you a fine of \$180. Are there any questions?"

At this point, a male student in the crowd inquired, "How much for a season pass?"

At One Point During a Game

At one point during a game, the coach called one of his 7-year-old hockey players aside and asked, "Do you understand what cooperation is? What a team is?"

The little boy nodded in the affirmative.

"Do you understand that what matters is not whether we win or lose, but how we play together as a team?"

The little boy nodded yes.

"So," the coach continued, "I'm sure you know, when a penalty is called, you shouldn't argue, curse,

attack the referee, or call him a pecker-head." Do you understand all that?"

Again the little boy nodded.

He continued, "And when I call you off the ice so that another boy gets a chance to play, it's not good sportsmanship to call your coach 'a dumb a-hole', is it?"

Again the little boy nodded.

"Good," said the coach. "Now go over there and explain all that to your mother."

Quickies:

"When the smog lifts in California, UCLA!"

"Cows have hooves because they lactose."

"Did you know French fries are not cooked in France? They are cooked in Greece."

Working in the Factory

John and Suzy are working together in a factory. Suzy says, "You know, it's a beautiful day. I don't want to work anymore. I bet you, I can get the boss to give me the day off."

John says, "Oh, yeah, How are you going to do that?"

She says, "Watch this! The boss is coming." Suzy climbs up to the ceiling and hangs upside down from the rafters.

The boss comes up to her and asks, "What are you doing up there?"

Suzy replies, "I'm a light bulb!"

The boss stomps his feet and says, "You're losing it. You should probably take the day off."

Suzy gets down from the rafters, puts her things in her bag and starts to walk out. John starts to follow her.

The boss says to John, "Well, where to you think you're going?"

John replies, "Do you expect me to work in the dark?!"