



CPI Quarterly Review

CAREER PROFESSIONALS, INC.

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A Message From CPI

Good Afternoon,

We're happy to report that after surviving nearly 19 months of a major recession, life is finally starting to return to the manufacturing sector. Our recruiting firm has been busy working several job orders across a variety of industries, and our recruiter affiliates are also experiencing an upswing in activity as well. THANK HEAVENS!

There are two big obstacles right now in the recruiting world. The first is finding good, high-quality candidates. Even though the market is still flooded with available candidates, it is difficult to weed through the sea of marginal performers and identify the cream of the crop. The second obstacle is that companies are taking a slow, measured approach to hiring. They want to make sure they hire the right person into the right job and the process can be slow moving.



In other good news, the U.S. Department of Labor announced that since January 2010, just over 100,000 jobs have been added to the manufacturing sector. We still have a LONG way to go to make up for the 1.44 million manufacturing jobs that were lost in 2009, but at least we're heading in the right direction.

If we can assist with any of your career needs, please give us a call at 800-476-1103 or visit us online at www.cpisearch.com.

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TYPES OF CANDIDATES CPI PLACES:

- Plant Managers
- Production Supervisors
- Engineering Managers
- Manufacturing Engineers
- Product Design Engineers
- Industrial Engineers
- Electrical Engineers
- Maintenance Engineers, Supervisors and Technicians
- Accounting Professionals
- Human Resources Managers
- Quality Engineers
- Purchasing Professionals

Current Job Searches:

Manufacturing Engineers (NC): Openings in both Machining and Assembly departments. Will focus on process improvement, equipment optimization, feeds & speeds, tooling, etc. Must have BS Engineering degree.

Production Supervisors (NC): Requires BS degree and prior supervisor experience, especially with Tier 1 automotive suppliers. Off-Shift positions.

Mechanical Project Engineer (TN): Hands-on position requiring experience improving metal fabrication processes (stamping, bending, forming). Will modify equipment and tooling for new products. AutoCAD skills a plus. Will consider experience in lieu of degree. Non-automotive plant.

(continued)



Quote:

“One important key to success is self-confidence. An important key to self-confidence is preparation.”

Arthur Ashe
Tennis Champion.

Current Job Searches: *continued*

Production Manager (NC): Non-Automotive plant. Prefer BS degree and strong management skills. Will oversee 3 shifts. Skills in cost control and 5S are a plus. Must have “take charge” attitude.

Production Manager (TN): Automotive supplier. Requires BS degree and 10+ years experience in production management and supervision. Knowledge of rubber or plastic extrusion a plus.

Quality Engineer / SQE (TN): Tier 1 automotive supplier. Requires BS degree and 5 years experience working with PPAP, FMEA, APQP, TS-16949, control plans, flow charts, 8D and quality audits.

Controller (TN): Requires BS Accounting with CPA or MBA preferred. Must have 10+ years experience along with accounting background handling annual revenues in the \$300-400M range.

The 3 A's of Successful Interviewing:

- **Appearance:** Look like you want the job. Men should dress professionally and be well-groomed. If you wear an earring, take it out for the interview---it might convey the idea that you're an individualist and not a team player. Women should wear professional suits and avoid short skirts or low cut tops.
- **Attitude:** Come in with a positive, friendly attitude. If you have a chip on your shoulder, the interview will not go well.
- **Actions:** Interviewers study your actions throughout the entire process. Make sure you come across as honest, capable and interested in the job and the company. Be forthcoming with information---don't make the interview pull answers or questions from you.

Quote:

Everyone wants to be on a championship team, but no one wants to come to practice.

Bobby Knight
College Basketball Coach.

A Sampling of Recent Placements:

Automation Technician (SC):
Automotive Supplier

Quality Engineer (TN):
Automotive Supplier

VP of Finance (TN):
Metals Processing Company

Engineering Manager (TN):
Adhesive Manufacturer

Maintenance Tech (NC):
Automotive Supplier



Since referrals are the backbone of our business, we'd appreciate you sharing this newsletter with your friends, colleagues and co-workers who may be interested in considering new job opportunities.

FOR ANY ADDITIONAL INFORMATION

PLEASE REFER TO OUR WEBSITE:

www.cpisearch.com

OR CALL US AT 1-800-476-1103

PLEASE KEEP US INFORMED OF ANY UPDATES TO YOUR RESUME.

WE WELCOME ANY COMMENTS OR QUESTIONS REGARDING THE NEWSLETTER CONTENT.