



Quarterly Review

**CAREER
PROFESSIONALS,
INC.**

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A Message From CPI

Merry Christmas & Happy Holidays!

*M*ay the Christmas season find you full of hope, peace and joy. This is the time of year to be thankful for our many blessings and to reflect on how we may better use our talents to improve our lives and the lives of others.

The anticipation of the New Year brings with it the excitement of change. It is a time to reflect on what is working in our lives and what areas we need to change. If career changes are in your plans, please contact us at **800-476-1103**.

We wish for you a peaceful and prosperous 2008 !

Steve Taylor & Roni Snyder

Take a Look at Our Numbers:

In our office we routinely review over 500 resumes per week, or roughly 25,000 per year, with the goal of selecting the most marketable 5% to represent. We then put our resources behind this top 5% and work to find them better jobs.

You might find it interesting that for every three phone interviews we arrange, one person will receive an invitation for a personal interview. For every three such meetings, we can expect one candidate to receive an offer, and about 80% of those offers will be accepted. With this business model, we must be extremely selective with the candidates we chose to represent.

The fact that you're receiving this newsletter shows that you were among that select 5%. Whether we're working with you currently, or have worked with you in the past, you should be proud that your background and achievements stand out from the crowd.

Manufacturing Wages:


Industry Week issued an interesting article on August 28, 2007 showing that there was a strong increase in manufacturing wages this past year. According to the article, 95 million working Americans (82% of the workforce) received real wage gains. Manufacturing workers earned 30% more than the average wage for the private sector workforce.

According to the National Association of Manufacturers' Annual Labor Day Report, the average yearly compensation for a full time worker in manufacturing rose to \$68,860 compared to an average of \$53,500 in the private sector workforce.

The article also cited the growing challenge of finding qualified employees to fill technical manufacturing jobs. Manufacturers ranked finding qualified workers second only to health care as a major concern.

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



***“Far and away the
best prize that life has
to offer is the chance
to work hard at work
worth doing.”***

Theodore Roosevelt

A Word to the Wise . . .

There's a growing internet craze with the popularity of social websites such as MySpace and Facebook. Many people are also setting up personal blogs and websites to detail events in their lives. If you participate in these on-line communications, remember that anyone can read what you post on-line---including *POTENTIAL EMPLOYERS*.

Alison Doyle, a career counselor with 20 years experience, notes that hiring managers want to know as much as possible about potential employees and many are doing on-line research---including reading blogs, websites and social website pages. Her advice is to "presume that anyone may be able to read what you post on-line so be careful what you say about your personal life and your activities. Don't post anything that you won't want a prospective employer to read."

According to a March 2007 survey by Ponemon Institute, 35% of hiring managers use Google to do online background checks on job candidates, and 23% look people up on social networking sites. About one-third of those Web searches lead to candidate rejections.

Sampling of Recent Placements:

Robotic Engineer – Machining Plant; KY

Electrical Engineer – Consumer Products Industry; KY

Manufacturing Engineer – Metal Fabrication Plant; TN

Human Resources Generalist - Automotive Industry; TN

Electrical Project Engineer – Metal Fabrication Plant; TN



Steve, Roni, & Mike

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 ON YOUR RESUME.

WE WELCOME ANY COMMENTS OR QUESTIONS REGARDING THE NEWSLETTER CONTENT.

HOTTEST JOB SEARCHES:

Welding Engineer (GA & KY):
BS Welding with experience developing welding processes for complex alloys. Must have min. 7 years welding experience.

Product Engineer (TN):
BS Engineer plus experience designing burners, heaters, combustion systems or similar.

Sr. Compound Engineer (TN):
BS Engineer with minimum 7 years experience in rubber compounding operations. Banbury mixers a plus.

Quality Engineer (TN):
BS Technical Degree and 3 years automotive quality experience required. Emphasis on gauging, PPAP, FMEA, APQP, SPC and TS 16949.

Product Control Manager (TN):
BS Degree. Automotive supplier. Coordinate planning, scheduling, materials control and expediting.

Shipping Supervisor (KY)
BS or AS degree. Automotive supplier. Will direct warehouse storage, packing and shipments of all finished goods. Three years experience in shipping and 1 year supervisory experience preferred.

In the words of Dr. Albert Schweitzer, Nobel Peace Prize Winner, "Success is not the key to happiness. Happiness is the key to success. If you love what you are doing, you will be successful."