



CPI Quarterly Review

**CAREER
PROFESSIONALS,
INC.**

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A Message From CPI

Good Afternoon,

The economy and the eroding job market have been the dominant topics of conversation the past several months. From a recruiter's perspective, we have been extremely busy working with candidates who have suddenly found themselves without jobs. However, like all recruiters right now, we're having a very difficult time developing solid job leads. Companies that haven't gone through massive reductions are reluctant to hire right now, and the manufacturing world is in a state of flux. In February alone, 338,000 manufacturing jobs were lost.

America is a nation of manufacturers and we'll always have goods to produce. We just have to get through this difficult period and get our economy back on track. Our nation is one of the largest consumers in the world, and at some point consumer confidence will start to rebound. We all just have to hold on until then.

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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

Flexibility, Flexibility, Flexibility:

If you are among the millions of people who have lost your job this past year, you're no doubt experiencing a great deal of anxiety regarding your future. Our best advice to get you back into the workforce is to be as flexible as possible.

Be Flexible on Location: Cast as broad of a net as possible in the early stages of your job search. Make sure you have a frank discussion with your spouse about the possibility of relocation. Understand that finding a local job will be a tough thing to do, and unless you have the resources to keep you afloat for an extended time period, you're going to have to make some sacrifices.

Be Flexible on Salary Expectation: Salary ranges are compressing. With the vast numbers of unemployed candidates, you don't want to price yourself out of good jobs. Companies are hiring top talent at reduced salaries right now. Make sure your expectations are realistic.

Be Flexible on Job Responsibility: Savvy candidates simply want to get their foot in the door with a stable company. Over time, good candidates know that they'll prove their value to the company and additional responsibility will come. Don't snub a good opportunity over minor details.



Quote:

**Blessed are the
flexible for they
shall not be bent
out of shape.**

Found in a Fortune Cookie

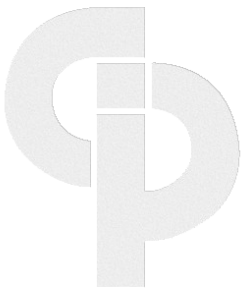
Have Spare Time on Your Hands - Why Not Volunteer?

We're shifting back to a time when we need to help our neighbors and take community involvement to heart. For many people, this is the first time in their lives that they have been without employment. Staying home sounds appealing when you're busy working full-time, but people who are used to being productive don't do well with idle hands for too long.

Searching for a new job is a difficult, time-consuming process that takes discipline, but at some point, you need a break from the monotony. Consider volunteering at a local United Way agency, the library, the school system or any number of places. It will feel good to be active and to be doing something positive, plus from a networking standpoint, volunteering may actually open some doors that you otherwise wouldn't have known about.

For Those Still Employed:

Many reading this newsletter are still employed, and hopefully are thankful for the security of a job. In times like this, don't be complacent--go to work every day and prove your value to your employer. Some companies are doing all they can to keep people employed, including asking people to accept temporary pay cuts and assigning duties outside of the normal job description. If asked to take pay cut, swallow the pill--earning a portion of your salary is much better than earning no salary at all. Employees with a positive attitude and strong work ethic are appreciated, especially during difficult times. Prove that you're committed to the greater good of your company. Employers will remember.



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.**

The Common Mentality:

- After losing a job, people often go through a period of disbelief not fully comprehending the reality of the situation. Mentally it takes a while to comprehend that the loss of a job likely means finding a new employer in a new location. You may have to pull up roots and settle in another area.
- Most people at the start of a search are reluctant to consider relocation-- and they waste many months searching for local jobs that never materialize. By the time the candidate realizes that relocation will be necessary, they are often extremely stressed, under pressure to find a job (any job), running very low on money, and have an air of desperation in their voice. This no doubt effects how the candidate comes across during the interview process--and making decisions out of desperation isn't how you want to approach the search process.
- At some point during the job search a mental shift occurs and candidates realize that relocation will be necessary, if they expect to maintain their current standard of living. People who accept the idea of relocation early in the job search process open themselves up for more job opportunities and are typically back in the workforce faster than those who only consider local opportunities first.
- Why waste time & resources? Start you search with expanded parameters to maximize your opportunities.

Quote:

**Look up and not down
Look forward and not back.
Look out and not in,
and lend a hand.**

---Edward Hale