



# Quarterly Review

## A Message From CPI

*Good Afternoon,*

Despite what we hear about the state of the economy from the media, many sectors of the job market have been hiring during the first half of 2008.

USAToday and CareerBuilder.com recently released the second quarter 2008 Job Forecast. While the report includes all industry segments, not just manufacturing, results show that a significant number of companies plan to increase employment over the next few months. It is also evident that there is a shortage of skilled labor in the United States. According to the survey, 38% of employers report that they currently have positions for which they can't find qualified candidates.

If you, or someone you know, are looking to improve your employment status, please take a minute to review the job listings below. You can also visit our website at [www.cpisearch.com](http://www.cpisearch.com) to search our full array of openings.

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### CURRENT OPENINGS:

**Multi-Plant HR Generalist (NC)**---Fortune 500 company, automotive supplier. Requires BS Degree and minimum of 5 years HR experience in manufacturing. Company recently acquired 15 new plant locations and needs to ensure all plants conform to corporate HR policies. Will involve domestic travel. Position is slated for promotion up two grade levels within 3-5 years.

**Senior Buyer (TN)**---Premier automotive supplier seeks an experienced Senior Buyer. Bachelors Degree required. Duties will include procurement of direct material components, sourcing of suppliers on a global basis, negotiations, and analysis of supplier costs to determine quotation validity. Must have prior automotive-related purchasing experience.

**Quality Manager (KY)**---Prefer BS degree and prior experience in Quality Manager role, ideally in automotive industry. Will lead a 7-person department and ensure quality systems are maintained (IS-16949, PPAP, APQP, FMEA, etc). Excellent work environment with extremely low employee turnover rate.

**Process Engineer (TN)**---Japanese automotive supplier. Bachelors Degree required. Will be involved in troubleshooting, problem solving and project management. Should have hands-on experience, Kaizen and cost reduction skills. Previous automotive experience desired.

**Welding Engineer (KY)**---Requires BS Welding Engineer degree and experience with robotic GMAW. Company is bringing in new products and the Weld Engineer will develop weld parameters and evaluate product designs. Will be sole Weld Engineer for the plant.

(continued)

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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



### *Quote:*

*When faced with a decision--  
decide.*

*When faced with a choice--  
choose.*

*Sitting on the fence  
will leave you tense*

*Because you neither  
win nor lose.*

*Barry Spilchuk*



## Current Openings (continued) . . .

**Senior Accountant (TN)**---Successful Japanese manufacturing company seeks an experienced manufacturing accountant with career path leading to Controller position. Bachelors Degree in Accounting is required. Will be involved in all aspects of manufacturing accounting. Will supervise a staff of two and report to the Controller.

**Safety Specialist / Manager (TN)**---Must have Safety experience coming out of large manufacturing plant. Company needs someone with a proactive, tough-minded approach to safety. Will work closely with Production Supervisors to ensure safety rules are enforced.

**Process Engineer (KY)**---Manufacturer of metal products has an immediate need for a Process Engineer. Bachelors Degree preferred. Will be involved in the transfer of new technology to the manufacturing operation to meet business goals of quality, delivery and cost. Will also recommend equipment, modifications and additions to improve quality of existing products. Will implement projects such as advanced tool and die design, procedures, in-fold seaming, product mix improvement and rapid die changes.

## How's the Job Market ? . . .

We are often asked "how's the job market" by prospective candidates who are considering a career move. That is a very difficult question to answer because the market is constantly changing. Industry background, level of education, relocation parameters, salary expectations and many other factors all contribute to the activity level a candidate will see when they decide to launch a search. The more limited your parameters, the more difficult it will be to generate job leads.

Currently, automotive suppliers dealing with Honda, Toyota and other international OEM's are doing well, plus we're also aware of several expansions occurring in the plastics industry. We've been seeing more mid-upper level management searches the past several months indicating that leadership ability is in demand.

### Sampling of Recent Placements:

- Process Engineer; Consumer Products Industry (TN) - \$55K
- Quality Engineer; Automotive (TN) - \$65K
- Controller; Consumer Products (MS) - \$100K
- HR Manager; Defense Company (TN) - \$55K

*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.episearch.com](http://www.episearch.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 Hardest Jobs to Fill:**

**Manpower Inc released findings from a recent survey asking over 2,000 U.S. employers which jobs were most challenging to fill. For 2008, U.S. employers rated "The Hardest Jobs to Fill" as follows:**

- 1. Engineers**
- 2. Machinists / Machine Operators**
- 3. Skilled Trades**
- 4. Technicians**
- 5. Sales Representatives**
- 6. Accounting & Finance Staff**
- 7. Mechanics**
- 8. Labors**
- 9. IT Staff**
- 10. Production Operators**

**The article went on to say "companies want employees who have the soft skills, work ethic and culture traits that fit their company. Hiring managers recognize the high cost of hiring the wrong individual so they are taking more time to find the right fit, even for these hard to fill positions."**

