



CPI Quarterly Review

**CAREER
PROFESSIONALS,
INC.**

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A Message From CPI

Why You Receive This Newsletter :

As a recruiting firm, our focus is on developing long-term relationships with top manufacturing professionals throughout the Southeast. Usually, we're first introduced to a candidate because of a specific job search, but oftentimes, we end up following the candidate's career over the course of several years.

Receiving this newsletter means that at one time, we discussed your job search options and launched an active search on your behalf. Regardless of whether you're currently interested in making a job change, we think it's important to stay connected, while also sharing some insight on industry and job trends.

Our best relationships don't end just because the candidate has successfully completed his / her job search. We stay in touch periodically. You never know when you'll need the services of a recruiter, whether as a candidate or a hiring authority---but when the need arises, it's often easiest to call someone you've worked with before.

We hope your experience with CPI has been positive and we look forward to our continued relationship.

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THE NUMBERS GAME:

It's easy to get caught up in numbers when searching for a job. One of the first questions we're asked by candidates when discussing a job opportunity is "*what does the position pay*". While this is a valid question that plays a big part in the decision making process, we emphasize that salary is not the only factor to consider.

One of the most important things to consider is whether or not the company can offer long-term growth opportunities. It's important to understand whether the company can provide a career path that meets your long-term goals or whether it's a flat organization with few advancement opportunities. If long-term career growth is what you desire, accepting a lateral move may make sense if the new company can add several more rungs to your career ladder, ultimately giving you greater earning potential as your career advances.

It's also important to fully review the company's benefits package. Out-of-pocket employee health care premiums vary widely between companies and differences in packages can amount to several thousand dollars a year in out-of-pocket expenses. Be sure you know what your monthly costs will be and how the plan is structured with co-pays, etc. Also review 401K information to compare matching funds---some companies match dollar for dollar up to a certain percentage; some match fifty-cents on the dollar; and some have no matching contribution at all. Matching fund contributions equal free money from the employer---don't overlook the value of it.

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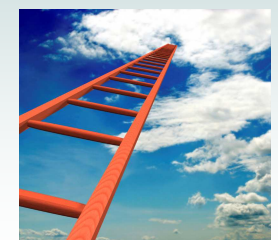
TYPES OF CANDIDATES CPI PLACES:

- 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:

**All that stands between
you and the top
of the ladder
is the ladder.**



The Numbers Game (continued) . . .

Just as important is the value of the relocation package. It's rare, but there still are companies that offer to buy a candidate's current home as part of the relocation package. With today's housing market, not having to worry about selling your home is worth a lot. We've even seen candidates opt to accept an offer with a lower starting salary over a competing job offer because a home purchase was included.

Another factor is the cost of living in the area in which the job is located. To get a thumbnail sketch of related costs, you can use the Salary Calculator found on sites such as www.bankrate.com. It's important to understand how far your dollar will go in the location you are considering. Taking a lower salary in a less expensive area may actually give you higher standard of living.

Sampling of Recent Placements:

- Maintenance Supervisor; Building Products industry (AL); \$70K
- Welding Engineer; Automotive (KY); \$62K
- Buyer; Automotive (TN); \$62K
- Continuous Improvement Manager; Plastics Industry (TN); \$85K
- Plant Manager; Consumer Products (TN); \$100K



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.

Hottest Job Openings:

Plating Analyst (NC): Automotive supplier using zinc / nickel plating operations. Prefer BS degree (Chemistry or Metallurgy preferred). Will have ownership of Plating Lab and should have additional knowledge in waste water reporting.

Controls Engineer (KY): Non-automotive company needs hands-on Electrical / Controls Engineer skilled in PLC and HMI programming, robotics and power distribution. State of the art, highly-automated plant with very low turnover.

Extrusion Manager (TN): Large employer needs hands-on manager skilled in plastic, rubber or vinyl extrusion. Prefer BS Engineering degree and experience managing more than 100 people.

Safety Specialist (TN): Large manufacturer has immediate opening for Safety Specialist with experience developing and implementing safety programs for large manufacturing plants. Must have excellent people skills and work closely with supervisors to ensure safety procedures are followed. Highly visible position.

Process Engineer (KY): Well-established manufacturing company needs Process Engineer. Prefer candidates with metals experience, especially wire-drawing. Will be involved in meeting company goals in quality, cost and delivery and in the introduction of new technology. Requires BS Degree and at least three years manufacturing experience.

Buyer (TN): Automotive supplier needs Stampings/Steel Buyer. Prior experience in purchasing, negotiations, supplier sourcing and cost reduction. Bachelors Degree preferred.

Screw Machining "Expert"(TN): Company in the HVAC industry seeks a Screw Machining Tooling and Process Improvement Coordinator. Need hands-on experience with Acme Gridley, Davenport, and Brown & Sharpe screw machines. Experience with CNC lathes, mills, high volume transfer machines, estimation and process improvement a plus.

Accountant (TN): Growing automotive supplier has an immediate opening for a Staff Accountant with Accounting Degree and two years manufacturing experience. Will be involved in month-end closings, reconciliations, budgeting, general ledger and cost accounting.

Quality Engineers & Supplier Quality Engineers (Southeast Locations): Positions require a Bachelors Degree and at least two years experience in an automotive supplier environment. Knowledge of TS-16949, APQP, PPAP, FMEA, SPC, Kaizen, control plans, scrap reduction, and problem resolution.