

**Maizis & Miller**  
RECRUITMENT SPECIALISTS



# PROACTIVE RECRUITING

## DRIVING TALENT TO YOU



PHONE: 416-620-5111 • TOLL-FREE: 1-888-620-5111 • [WWW.MAIZISANDMILLER.COM](http://WWW.MAIZISANDMILLER.COM)



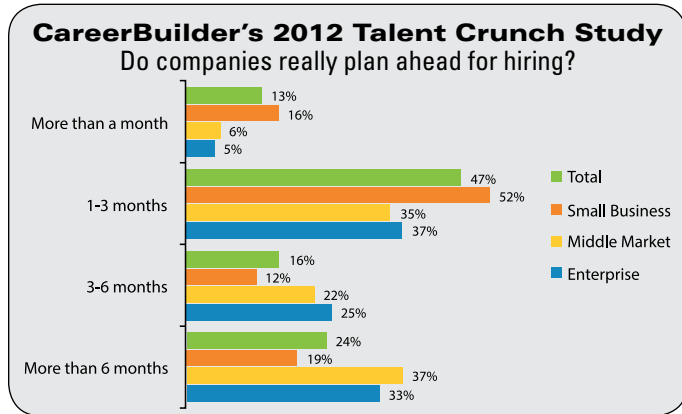


**People Don't Plan to Fail... They Fail to Plan**

Have you ever wondered why your company continues to struggle with morale-sapping employee issues and high turnover? Does your company continually attract the same type of low performing hires that ultimately do nothing for your bottom line? Sadly, far too many organizations hire the best that applied vs. the best that's available. If this sounds like your situation, perhaps the problem may be your recruitment strategy or worse, a lack of one.

**Adopt a Workforce Planning Strategy**

While one of the best ways to attain a competitive advantage is to adopt a talent management philosophy for long-term sustainable growth, currently only a third of employers have a workforce planning strategy. According to CareerBuilder's 2012 Talent Crunch Study, large businesses are more likely than small businesses to have a workforce planning strategy, and of those who do have one, 47 percent plan on a short-term basis, typically only one to three months out - and only 24% actually plan more than six months out.



**Specialists NOT Generalists**

To get the right talent, more and more companies are engaging the services of niche recruiting firms that specialize in the area they are looking to recruit. Niche firms typically produce far superior results simply because they are focused and specialized. They know their industries, the people, players and challenges within. From the candidate's perspective, they simply offer more jobs as well as help their candidates navigate through the employment process. Better feedback, greater experience, jobs, connections and relationships

make niche firms incredibly attractive. They also tend to build stronger relationships as their services are available at any time in their career - plus it's a free service! Their websites are optimized for specific results simply not possible for most companies. A car company has to optimize their websites to attract car buyers not to attract accountants. This is a very important point to consider - according to a U.S department of Labour report, 85% of all job seekers now start their search with Google. This is why it's critical to be on Google's first page of search results if you want to get consistent and qualified traffic.



**What Proactive Recruiting can do for YOUR Company**

One of the best features of a niche firm, besides their expertise and effectiveness, is most will still work on a contingency basis. Until they provide a candidate that meets or exceeds your requirements, no monies are paid out. This approach offers your company anonymity when replacing existing employees who aren't performing well. Proactive recruiting is about always having the welcome mat out for talent and willing to engage them when they become available. The challenge for most companies is the cost associated with this type of recruiting strategy. Unfortunately, there are no limits to where and how much you can spend to advertise. Another challenge is smaller companies don't have the reputation or volume of specific opportunities to attract these candidates or justify the expense. Working with a niche staffing firm in a proactive capacity just makes smart business sense by greatly increasing your company's chances of attracting high impact employees. Great companies are built over time, which is why this hiring philosophy is one of the most critical components to building stronger, more successful organizations.





### Positions We Recruit

Below is a list of Shop & Field Service Technician positions we recruit for at Fleets, Dealerships & General Repair Facilities across North America & Overseas:

**Heavy Equipment Technicians** - Off-Road Diesel Equipment for industries such as: Mining, Construction, Forestry, Agriculture, Marine, Drilling & Oil/Gas. As well as Technicians for Truck-Mounted and Conventional Cranes, Forklifts & other Material Handling Equipment.

**Heavy Truck Technicians** - Tractor-Trailers, Buses (School & Coach), Waste Vehicles & Liquid/Bulk Tankers, etc.

**Diesel Engine & Generator Technicians** - Detroit Diesel, CAT, Cummins, Mercedes Benz, etc. Overhauls, in-frames, electronic diagnostics, troubleshooting, etc.

**Shop Management** - General Managers, Branch Managers, Service Managers, Fleet Managers, Shop Supervisors & Foremen/Leadhands.

**Support Staff** - Parts Managers, Parts Counter People, Sales Managers, Sales Reps, Service Advisors, etc.

### Niche Marketing that Works for YOU

Established in 1988, Maizis & Miller is North America's ONLY dedicated Recruiter for Heavy Equipment and Heavy Truck Mechanics and those managing these tradesmen. We recruit for this trade across multiple industries including Mining, Construction, Forestry, Transportation (Truck/Bus), Agriculture, Crane, Marine and Oil/Gas.

We service all three shop environments: Dealerships, Fleets and Repair Shops. From a Mechanic's perspective, this all translates into variety and choice while being able to keep abreast of career enhancing opportunities. Our goal is to simplify the process by being easily accessible to our Mechanics and clients, which is why you'll notice our direct toll free numbers that accompany all of our job postings and contact information. Our Recruiters are easy to reach by phone because it's tough to build relationships by email!



### Talent You Can't Find Yourself

In the past, the HR department would put an ad in a newspaper or job board hoping to attract one qualified candidate. Hundreds applied. Most candidates were either unemployed or not up to the task. This represented a tremendous waste of time, money and energy, and eventually resulted in a "fit" that was less than ideal - and did little to boost the company's value or improve their overall bottom line. Short-term planning for short-term goals.

Today, inbound marketing, social media, and mobile networking have revolutionized the way candidates look for opportunities. Globally, there are now literally thousands of unspecialized job sites out there competing for fees rather than offering clients and candidates long-term solutions. We understand the most qualified candidates can actually increase a company's productivity and lower overall operational costs as a value added benefit. Long-term planning works better and gives back too!





### **We Find Needles in Haystacks**

We've built the most comprehensive online network of Heavy Truck Mechanics, Heavy Equipment Mechanics and Shop Management. Not everyone gets added to our database - actually only about 50% are inputted after screening for suitability. With over 25,000 industry-related professionals in our database, we can find "a needle in a haystack" with our search and coding features, along with custom profiles for each Mechanic which keeps track of all activity - no matter how it originates. All searches are 100% contingency based and NO FEES are involved unless you successfully hire one of our referrals - NO RETAINERS and NO OBLIGATIONS. It pays to stay aware of talent in your industry, so let us keep you informed when high impact employees become available.

Our "No Strings Attached" Free Replacement Warranty. If the Mechanic we place with you doesn't work out during the warranty period, we will replace that person for FREE! It's important to know that we currently hold a 95% success rate on the first hire, and if someone needs to be replaced - we have a 100% success rate. Why are these statistics important? Simply because you have peace of mind knowing that you are working with a recruiting firm that has a proven track record and that you are never left stranded should someone not work out during the warranty period. This is a key metric to consider when choosing a recruiting firm. If for any reason the replacement needs to be put on hold, or you find someone on your own, the replacement will act as a full credit on your company account and will never expire. It can be used at any time for any location and for any role in the future.

### **Why We Attract the Best Employers**

Maizis & Miller is the only dedicated Recruiter for the Diesel Mechanic Trade. We work in multiple industries: Mining, Construction, Forestry, Transportation (Truck/Bus), Agriculture, Crane, Marine and Oil/Gas, and work in all shop environments: Dealerships, Fleets and Repair Shops.

We find Diesel Mechanics & Shop Managers that aren't just looking in local newspapers or internet sites for jobs, as we have access to many who are working and happy...but open to new opportunities if any arise that

they are qualified for. Our Recruitment Specialists are trained to generate a "BUZZ" within our Mechanic community about these roles in every region you are looking in, and within an efficient timeframe.

Maizis & Miller has a huge tactical advantage. We offer hundreds of opportunities and hundreds of different companies looking for skilled Mechanics. These Mechanics recognize and respect this and come to us directly when they become available in the open job market. All of this, coupled with being a free service to them and NOT an agency that employs them - means we are always suited to be their first phone call when in the open job market. Our clients now recognize this too.

### **Why We Attract Top Talent:**

Our service is FREE to everyone in our network, offering them only direct hire, full benefit opportunities available at any point in their career. Our Recruitment Specialist are comprised of trained HR professionals and Licensed Journeymen Mechanics, and are uniquely qualified to understand the specifics of your requirements rather than simply take orders and run advertisements across our network.

- ✓ Instant job alerts by e-mail or text message
- ✓ Referrals, referrals and more referrals
- ✓ Hundreds of industry related opportunities on one job postings page
- ✓ North America's largest network of Diesel Machinery Professionals
- ✓ New opportunities posted every day
- ✓ Free employment service available at any point in their career
- ✓ Creators of trade specific networking sites like Mechanics Hub
- ✓ A Mechanic-driven recruiting service with a focus on building long-term relationships
- ✓ We love what we do and it shows
- ✓ Knowledgeable and experienced Recruiters
- ✓ Proven proactive relationships with top employers across multiple industries



### Mechanics Hub

Our dedication to the trade has led Maizis & Miller to create "Mechanics Hub" which is an online resource for diesel machinery professionals across the World. It is a one stop shop for Diesel Mechanics and Shop Management to easily access daily trade news, videos, games, jobs, Mechanic schools and their programs, plus network and share information with others in the trade on our forum...and so much more!



### Our Technology Sets Us Apart

We've developed a custom built database created specifically for our unique recruiting needs. What does this mean to you? We have the capability of coding all Mechanics based on their geographic location, certifications, level of apprenticeship, skills, qualifications, types of machinery and engines they have worked on...well, you get the picture. This customization makes sure that we are only presenting candidates to you that meet or exceed your requirements. Not only do we offer essential career advice specific to the trade and hundreds of jobs across North America, candidates are able to create and receive instant job alerts to their emails and our custom SMS text based job alerts to Mechanic's mobile phones. This means our Mechanics will NEVER miss out on an opportunity as they become available. All our websites have gone mobile - so the hottest jobs are in the hands of the people you need to reach INSTANTLY!

Also, when YOU call, WE ANSWER! All our Recruiters can be instantly accessed through direct toll free lines from anywhere in North America on each and every job posting. We believe the best relationship we can create with our Candidates and Clients, is by actually earning one.

### Confidentiality

For our Mechanics, all inquiries to our job postings and joining our network are 100% confidential, and all information is stored in our secure network. We keep this process extremely confidential, and no current employers or references will be con-tacted unless we have their permission to do so. For our Clients, we keep all inquiries confidential as well and all of our job postings once we start working together will never mention the name of your company, or the exact type of business or services you render.

### No One Does What We Do

No one else provides the combination of expertise, net-working, technology and proprietary database, plus our proven track record of success. When you decide it's time to start build-ing your dream team, call Maizis & Miller - your strategic resource in the war for talent!

### Inquire Today for a FREE Consultation

Please fill in the form (next page) and you will be contacted within 24-hours to discuss your requirements.

### Call Jason Van Pelt - Operations Manager

Toll Free Direct: 1-888-442-5246 | Fax: 416-620-5216



**Maizis & Miller**  
RECRUITMENT SPECIALISTS



Full Name: \_\_\_\_\_

Title: \_\_\_\_\_

Company: \_\_\_\_\_

E-mail: \_\_\_\_\_

Phone No: \_\_\_\_\_

Comments:

## BECOME PROACTIVE TODAY

Please fill in this form and you will be contacted within 24-hours to discuss your requirements.

### IMPORTANT NOTE:

If you have opened this form in your Browser, be sure to save it to your computer, then open in Acrobat Reader before you fill in and send it. Browsers do not understand PDF forms.

Thank you.

**CLEAR** **SUBMIT**



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