

YOUR SOURCE FOR ALL TYPES OF

## **HEAVY DIESEL MACHINERY MECHANICS**



[www.maizisandmiller.com](http://www.maizisandmiller.com) – our website for job listings and info on our unique services  
[www.mechanicshub.com](http://www.mechanicshub.com) – the ultimate online resource for mechanics in every industry

# Recruitment Proposal

▶ [www.maizisandmiller.com](http://www.maizisandmiller.com) | [www.mechanicshub.com](http://www.mechanicshub.com) | [inquiry@maizisandmiller.com](mailto:inquiry@maizisandmiller.com) | 1-888-620-5111

# Presentation Outline

- Great People Are Always Hard To Find
- Challenges Of Reactive Recruiting
- Who We Are
- What We Offer
- Positions We Recruit For
- Examples Of Screening Qualifications
- Assessing The Value Of Outsourced Staffing
- Staffing Comparison
- Our Advantage To Attract Mechanics
- Enhancing Exposure To Your Jobs
- Innovating Staffing Methods
  - Mechanics Hub
  - Social Networking
- Video Overview

## What EMPLOYERS have to say about US



"Your name is highly respected within our entire organization. We have used several local agencies in the past but they do not compare."  
- Redhead Equipment

"... I was amazed by the speed and quality of the search..." - DFI

"... I will recommend others to use your services..."  
- Joe Johnson Equip

"You found us the guy we have wanted for years; I could not give you a higher compliment."  
- Western Sales

"...It makes us less stressful knowing we have a quality organization for finding our technicians..."  
- City Trucking

# “Great people are hard to find in any economic environment”

- When the economy’s uncertain and people are knocking on your door, the fundamental questions still apply:
  - Are they high impact employees?
  - Are they qualified for the job?
  - Are they right for your corporate culture?
- Or are the people you’re searching for right where they’ve always been, working hard and making a difference at your competition?
  - It’s our job to know who the great candidates are, where they are, what they’re looking for and when they're ready to move. Its this dedication and focus to the trade that has made us the industry leader for the recruitment of mechanics in the heavy diesel machinery industries.



## Reactive Recruiting

A hiring philosophy whereby a company reacts only when there is a need to replace a new vacancy. Disadvantages are:

- ▶ Top talent in any industry is rarely looking through the job ads when they are happy and securely employed.
- ▶ Possibly drawing talent from the best of the unemployed, best of the unhappy and best of the unqualified.
- ▶ Disruption of company resources to compensate for the additional workload and urgency caused by the vacancy.
- ▶ This will result in a hiring strategy which will produce mediocre results at best in terms of attracting high impact talent to your organization.

## Proactive Recruiting

A hiring philosophy whereby a company is proactively engaged in an ongoing search for new and improved talent. Advantages are:

- ▶ Top talent is available when approached tactfully by a professional & dedicated recruiter on your behalf.
- ▶ Top talent usually has a window of employment availability and tend to network and get recruited into new opportunities.
- ▶ Most companies have little or no established active networks to tap into top talent – they just run ads and hope for the best to apply.
- ▶ Let Maizis & Miller be your eyes and ears in the ongoing search for your industry's best talent. We can help build your dream team on demand.



- Established in 1988, we have become North America's largest supplier of Heavy Diesel Machinery Mechanics to all industries. It's our exclusive focus that gives us unparalleled acceptance and respect from the professionals in this trade.
- We offer the largest and dynamic active database of mechanics in North America.
- We continue to implement modern staffing techniques and strategies to ensure we offer our clients and candidates the most advanced tools related to staffing.
- We have a team of highly experienced recruiters 100% dedicated to the placement of mechanics in multiple industries in any region.
- The only niche recruiter in the world to create a content rich online site dedicated to the mechanics we represent. ([www.mechanicshub.com](http://www.mechanicshub.com))
- Developed social networks to maximize the exposure of career opportunities posted on our career websites.
- Obtained first page ranking on Google for keyword searches related to Heavy Truck and Heavy Equipment Mechanics.
- Ongoing development of relationships with schools and associations related to the mechanic trade.



# Some of Our Satisfied Clients



# What Maizis & Miller Offers

- Proactive recruiting partnerships
- Time critical placements
- Improved efficiencies and capacity for business growth
- Exclusive candidate database
- Unsurpassed networking ability through strategic relationship building
- Highly successful candidate referral program
- 100% replacement guarantee
- Branding, advertising & marketing exposure
- Industry experienced recruiters



# Various Positions That Maizis & Miller Recruits For

## Diesel Machinery Mechanics

- ▶ Heavy Equipment Technicians
  - ▶ Construction Equipment
  - ▶ Mining Equipment
  - ▶ Forestry Equipment
  - ▶ Oil & Gas Equipment
  - ▶ Agricultural Equipment
- ▶ Diesel Engine Technicians
- ▶ Heavy Truck Mechanics
- ▶ School Bus & Coach Mechanics
- ▶ Trailer Mechanics
- ▶ Crane & Material Handling Equipment Mechanics
- ▶ Marine & Aviation Technicians
- ▶ Apprentice Technicians



## Management

- ▶ Branch Managers
- ▶ Service Managers
- ▶ Fleet Managers
- ▶ Shop Foremen
- ▶ Trainers & Supervisors

## Parts and Service

- ▶ Parts Managers
- ▶ Parts Clerks
- ▶ Service Advisors

# Examples of Screening Criteria

## TECHNICAL

- Licences, Skills and Aptitude Based on Technical Questions:
  - Heavy Equipment Technician and related certifications
  - Journeyman licenses and red seal status
  - 310T, 421A, ASE and other regulated licences
  - Hydraulic, electrical and diesel engine experience
  - Factory dealer and on-site training
  - Computer diagnostics and basic IT literacy experience
  - General mechanical aptitude



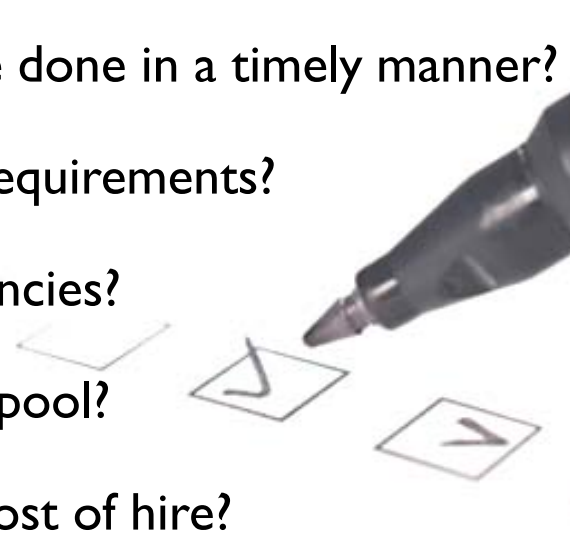
## BEHAVIOURAL

- Personality and Attitude Based on Questions and References:
  - Customer service skills and communication
  - Reliability and punctuality
  - Employment history and longevity
  - Motivation and initiative
  - Shift work flexibility
  - Honesty and integrity
  - Supervisory and leadership potential
  - Team compatibility and ability to work independently
  - Additional behavioural qualifications as per client requirements



# Assessing The Value of Outsourced Staffing

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- ✓ Will a staffing firm produce higher calibre mechanics?
  - ✓ How long has the firm been building relationships in the industry?
  - ✓ Does the firm have active relationships with mechanics in the industry?
  - ✓ Does the agency have a proven track record in the required search?
  - ✓ If a replacement is required, can and will it be done in a timely manner?
  - ✓ Can the firm address the urgency of staffing requirements?
  - ✓ How effective is the staffing firm at filling vacancies?
  - ✓ What is the size of the firm's exclusive talent pool?
  - ✓ Will these mechanics ultimately justify their cost of hire?
- 

# Staffing Comparison

Why we Attract Employers...	Maizis & Miller	Generalist Staffing Agency	Company HR Department
Offer the largest active database of qualified mechanics & managers	✓	✗	✗
Marketing in all related trade magazines	✓	?	?
Offer exclusive network for sourcing candidates (MechanicsHub.com)	✓	✗	✗
High internet visibility via targeted online marketing	✓	?	?
Effective utilization of major internet social marketing	✓	?	?
Focuses solely on Heavy Truck and Equipment industries	✓	✗	✗
Affiliated with all academic institutions training mechanics	✓	✗	✗
Offer 100% Satisfaction and Replacement Guarantee	✓	✗	✗
Over 20 Years Industry Knowledge and Staffing Expertise	✓	?	?





# Our Advantage in Attracting Talent

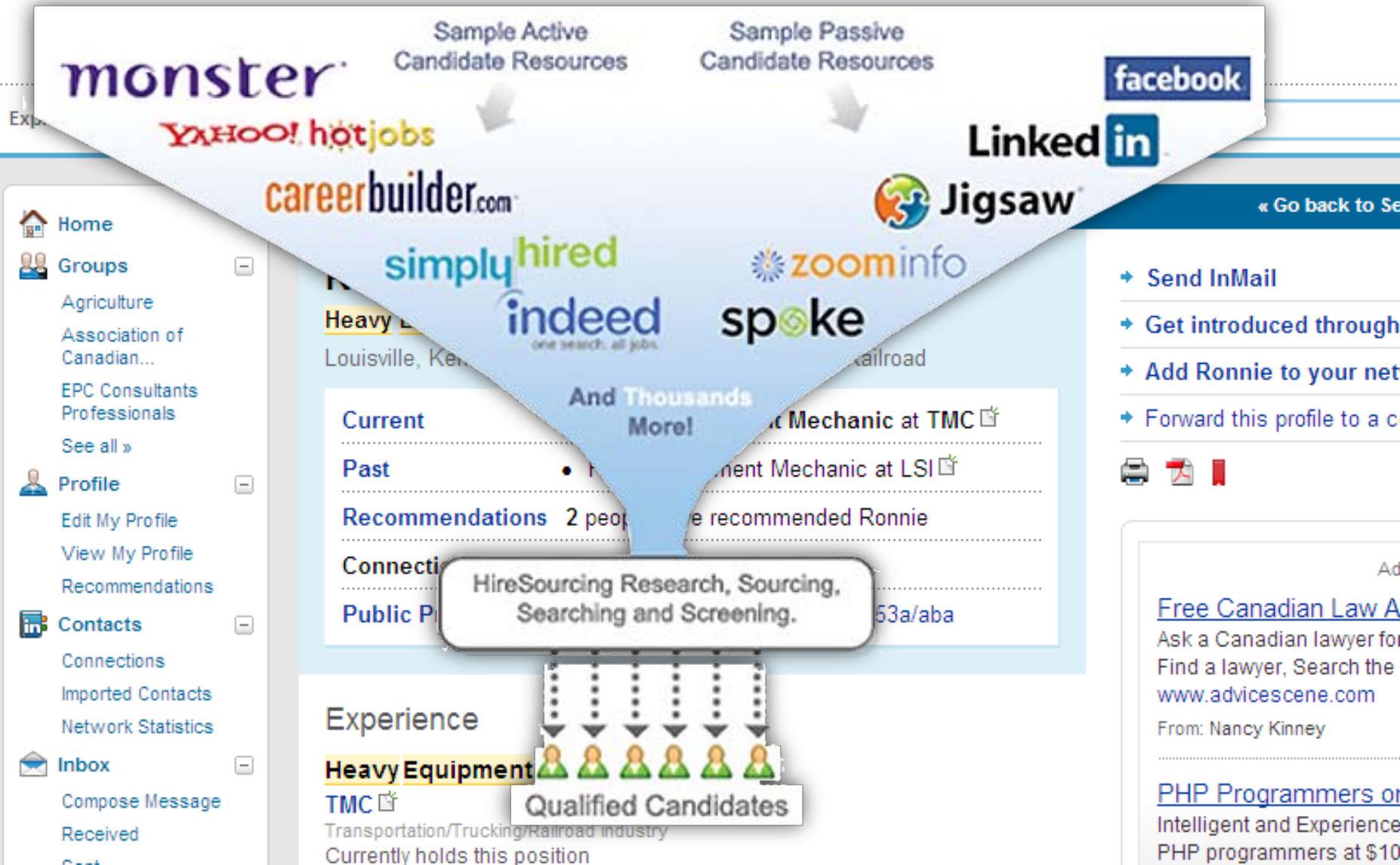
Why we Attract Mechanics...	Maizis & Miller	Generalist Staffing Agency	Company HR Department
Offer the largest number of Mechanic and Management Jobs	✓	✗	✗
Offer multiple employment opportunities	✓	?	?
Offer positions at progressive stages of career	✓	✗	✗
Offer experienced recruiters dedicated to single trade	✓	✗	✗
Offer referral incentive program	✓	?	?
Offer career related guidance - salary, relocation, etc..	✓	?	✗
Offer positions in multiple industries	✓	?	✗
Offer positions all over North America	✓	✗	✗
Offer the most content rich resource for mechanics	✓	✗	✗
Offer social community for mechanics to connect with other mechanics (mechanicshub.com)	✓	✗	✗

# Enhancing Exposure To Your Jobs

- Dedicated industry specialists syndicating your jobs to over 200+ verified job sites
- Ongoing development of Social Networks for Heavy Equipment and Heavy Truck Mechanics
- Ongoing viral marketing campaign to drive site traffic on our affiliate website, “Mechanics Hub” – which offers daily mechanic trade and industry news, reviews, videos, blogs, training information, our job listings and various other tools for the trade
- Our websites have first page ranking on major search engines such as Google, Yahoo, MSN, etc. for jobs and titles in the mechanic trade
- Exposure and relationship development at 34 of 35 Canadian colleges offering Heavy Truck and Equipment programs. US institutions to follow
- Visibility in industry magazines and websites



Sourcing Mechanics from over 200+ verified resources including our exclusive database



- Home
- Mechanic Jobs
- Hub Community
- Forum
- Trade News
- Hub Videos
- Tricks of the Trade
- World Records
- Equipment Hotsheet
- Hub Games
- Truck Reviews
- Mechanic Colleges
- Equipment-pedia
- Mechanics Humor
- Rate My Ride
- Mechanics Quiz
- School Bus Mechanic



### Too Much Overtime Takes Mental Toll

Your slave-driving boss might not like this: A new study shows that middle-aged people who labor for very



Don't Paint Every Applicant with the Same Stroke.

Looking for Qualified Heavy Truck & Equipment Technicians?

Maizis & Miller  
CONSULTANTS

**Industry First: "The most content rich resource for Heavy Duty Truck & Heavy Equipment technicians to be found anywhere on the Internet."**

Latest Jobs

Add the RSS link to get the latest jobs straight to your email -->




State/Province:  Category:  Sub Category:

ID	Job Title	City
359	Resident Field Technician	Rochester
357	Coach Mechanic	Edmonton
356	Service Manager	Prince Albert
353	Crane Technician - Crawler & Truck Mounted Cranes	Oakville
352	Service Manager - Heavy Truck	Greater Vancouver Area
351	Ag Equipment Technician	Regina
	Resident Field Mechanic - Heavy Duty	Chatham

**Mechanics Hub Features**



jobs



world's largest



colleges



jokes



trucks



games



school bus mechanic blog



videos



tricks of the trade



get a forum

Hub Community

LATEST MEMBERS



for Answers?  
Join the HUB FORUM

QUESTIONS

would you Buy?  
rent  
rentable Bearing  
rent  
Best Jobs?  
mechanics

What Made You Decide To Get Into The Mechanics Trade?

MECHANICS HUB
POWERED BY  
Maizis & Miller  
CONSULTANTS

Home

Forum

Home

Profile ▾

Friends ▾

Applications ▾

Inbox ▾

Hello mrbrown

Members

## Community Features

- Mechanics' Community
- Mechanic Forum
- Community Photo Galleries
- Hub Videos
- Mechanic Humour
- Games
- Ask a Mechanic
- Reviews –Schools, Tools

How To Become a Motorboat Mechanic



Welcome, Vishal Singh  
[Show Latest Posts](#) | [My Profile](#) | [Log Out](#)

Welcome to Mechanics Hub

02/07/2009 17:39  
Hey Wrenchmen. Read a few quick notes on what  
[More...](#)


13 Discussions

Replies	Topics	Last Post
1	<p><a href="#">What is important to you @ work?</a> (1 NEW!)</p> <p>Posted 2 Months, 1 Week ago by HandyMan Category: Work Locations Views: 62</p>	<p>Last Post by schoolbusmech</p> <p>2 Days, 1 Ho</p>
0	<p><a href="#">Mechanics Dirtiest Jobs?</a> (1 NEW!)</p> <p>Posted 5 Days, 14 Hours ago by schoolbusmechanic Category: General Mechanics Views: 21</p>	<p>Last Post by schoolbusme</p> <p>5 Days, 14 H</p>
9	<p><a href="#">What Schools do you reccomend?</a> (3 NEW!)</p> <p>Posted 3 Months, 4 Weeks ago by Steve Category: Certification Training &amp; Exam Prep Views: 131</p>	<p>Last Post by</p> <p>5 Days, 23 H</p>
16	<p><a href="#">Whats the best way to get your hands clean?</a> (1 NEW!)</p> <p>Posted 3 Months, 1 Week ago by thoraxe78 Category: General Mechanics Views: 207</p>	<p>Last Post by school</p> <p>6 P</p>

Online Friends (C

# Advertising in Social Networks and Utilizing Trade Groups

facebook
Home Profile Friends Inbox
Ron Maizis Settings Logout



## Maizis & Miller- Heavy Truck & Equipment Mechanics Staffing

Become a Fan

Wall
Info
Photos
RSS/Blog
Reviews
Video
+

What's on your mind?


Maizis & Miller- Heavy Truck & Equipment Mechanics Staffing
Just


**Truck, Coach, Bus, Heavy Equipment and Farm Mechanics**  
Global


**Basic Info**  
Type: Business - General  
Description: A group for all types of Heavy Duty mechanics to band together and show all the car and small engine guys who does the real work. Any and all are welcome to discuss trucking, trucks, farm equipment, heavy equipment, etc. All operators and mechanics and their fans and families are welcome.


**Contact Info**  
Email: jwreaume@gmail.com  
Location: Anherstburg, ON


**Members**  
Displaying 8 of 49 members See All


  
Andrew James Philip Rigby


  
Guy Bingham


  
Scott Bargisen

  
Ian Craven

  
Marlena Gomez

  
Abe Alvarez

  
Dale MCGovern

  
Nick Crudele

**Heavy Truck & Equipment Mechanics Staffing**  
Truck & Equipment jobs

Shop Foreman - Diesel Truck Shop  
:397....City: Lloydminster....State/Province: ALB  
competitive wage is offered at \$35.00 - \$40.00 per  
provided to keep you at the forefront of new techn  
relocation assistance is provided as well, Excellent H

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**Group Type**

This is an open group  
join and invite others

**Officers**

Jeff Reaume (De  
El Presidente

Tara Reaume (De  
The Boss

**Heavy Truck & Equipment Mechanics Staffing**  
Truck & Equipment jobs

Shop Manager - Transportation and Logistics  
:395....City: Winnipeg....State/Province: MANIT  
Salary is between \$60 000 to \$65 000 per year plus  
company benefits after your probation period Descr  
logistics and transportation company that operates through...


**CPC Bid**

\$  Update

Changes will be updated within 15 minutes.  
Suggested Bid: 0.25 - 0.32 USD

**Ad Preview**

Diesel Mechanics Jobs



We are the largest staffing firm for Heavy Truck and Heavy Equipment Technicians. Get a hot job today or a \$500 mechanic referral bonus



# Maizis & Miller Overview

We are a contingency based, no obligation staffing specialist for employers and mechanics in the trade.

Contact us today and learn how we can automate your employment of quality mechanics and help drive your business growth.

Telephone: 416-620-5111

Toll-Free: 1-888-620-5111

Corporate Site:

→ [www.maizisandmiller.com](http://www.maizisandmiller.com)

Social Site:

→ [www.mechanicshub.com](http://www.mechanicshub.com)

General Inquiries:

→ [inquiry@maizisandmiller.com](mailto:inquiry@maizisandmiller.com)

→ **Click Image to Play Video**

**North America's Leading Provider of  
Heavy Truck & Equipment Mechanics**

