

# Numbers they matter to us

An introduction for:



**180** ENGINEERING  
talent solutions

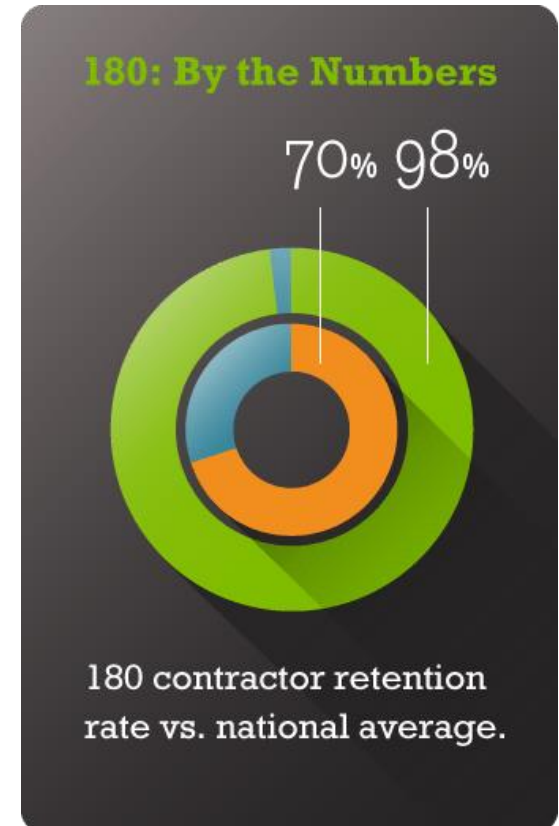
# 180 Engineering By the Numbers

	180 Engineering Actuals	National Average*
Percentage of Placements Per Job Order	39%	24%
Percentages of Fills Per Contract	42%	24%
Time to Fill <i>(from posting to offer accepted)</i>	26 days <i>(contract)</i> 53 days <i>(direct hire)</i>	37 days <i>(contract)</i> 90 days <i>(direct hire)</i>
Candidate Submittals: Candidate Hires	27%	16%
Contractor Retention Rates	98%	70%

\*Techserv Alliance, American Staffing Association, and Undisclosed Consensus

## Our Numbers Drive **YOUR** Productivity

- **Speed** – reduce lost productivity caused by open positions
- **Dependability** – we don't give up when a position is tough to fill
- **High quality, targeted candidates** – a more efficient hiring process for you and your organization
- **Retention**– reduce the expense of contractor turnover





## The 180 Engineering Difference

- A service-intensive recruiting, staffing and payroll services firm specializing in engineering and IT functions
- Extensive experience within highly regulated industries – medical device, pharma, aerospace, telecommunications, automotive
- Broad experience within general manufacturing and IT functions
- 180 Engineering consists of professionals with decades of experience in engineering, technical management and recruiting
- We’re “scrappy” – lack of performance is not an option
- Client and candidate relationships built on transparency and trust
- A flexible extension of your team that works within your processes
- National Best of Staffing Client and Best of Staffing Talent award winner - top 2% three years in a row\*

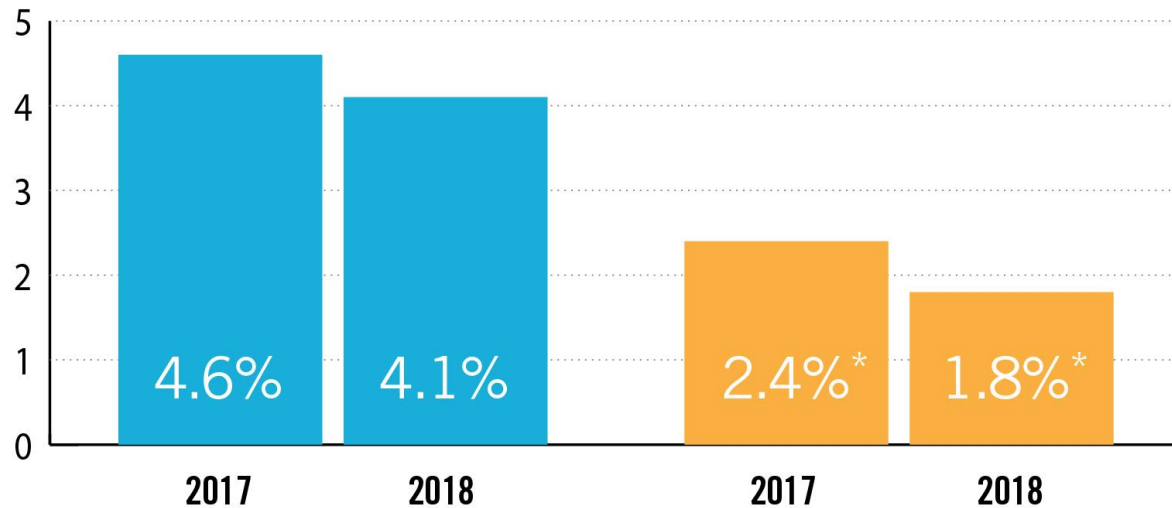
*\*Awards managed by Inavero, an Independent 3rd Party who surveys thousands of users of staffing services.*

# A Very Tight Engineering Market

180 Engineering's Scrappiness is a Must

**December 2017** - The manufacturing unemployment rate dropped to 2.6% – the lowest rate recorded since the Bureau of Labor Statistics began this measurement in 2000.

**March 2018** - Engineering occupations unemployment rate drops to 1.8%.



Unemployment rates ● all occupations ● engineering occupations

Sources: United States Department of Labor, Bureau of Labor Statistics  
\*Bureau of Labor Statistics Occupation Classification - "architecture and engineering occupations"

# What We Do Best

180 Engineering most commonly fills

## Our Top Engineering Disciplines Include:

1. Project Management
2. Product Management
3. Embedded Software Engineering
4. Electrical Engineering
5. Mechanical Engineering
6. Systems Engineering
7. Manufacturing Engineering
8. Quality Engineering
9. Test Engineering
10. Sales Engineering

## Our IT Roles Filled Most Often Include:

1. Network Administrator
2. IT Help Desk
3. Database Administrator
4. IT Project Manager
5. Systems Analyst
6. Information Security Analyst
7. Web Developer
8. Network Architect

## Representative Clients:



# Medical Device & Pharmaceutical:





## Automotive:

**Continental** 

P3

here 

**HARMAN**  
A SAMSUNG COMPANY

**DYNOMAX**  
High Performance Exhaust



**S&C ELECTRIC COMPANY**  
Excellence Through Innovation

## Aerospace:



# Manufacturing:



## Telecommunications:

ICN360

**AVID**

AVID TECHNOLOGIES  
An Avnet Company

**DEBRISK**  
ENGINEERING

 **tellabs**<sup>TM</sup>  
ACCESS FOR TODAY. CONNECTED FOR TOMORROW.

 **scientel**  
SOLUTIONS

 **SAC**<sup>TM</sup>  
WIRELESS

 **VT iDirect**  
A company of VT Systems

 **aeris**

 **steelseries**

 Newark

**TERADYNE**

 **element14**

**SEALEVEL**

**logitech**<sup>®</sup>

 **RedSky**<sup>®</sup>

**wistron**<sup>®</sup>

# Information Technology:



# Benefits and Fee Structures

## Benefits to City of Aurora Contract Positions

- Training and Testing for Positions
- Protection from Unemployment Costs
- Protection From Workers Compensation
- Payroll Fees
- Partnership with City and Schools
- Free Background Check and Drug Check
- 24 Hour Customer Service Assistance

## Contingency Search

- Direct Deposit offered on Day 1
- Candidates are offered Medical Benefits Day 1
- Onboarding in Online

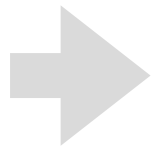
## Contract/Temporary Staffing Fees

- **The Continued Mark-up will be 50%(There will be NO additional charges)**
- **Once the candidate has worked for 6 Months the conversion fee is waived. (NO additional charges)**
- **We Have Direct Hire Capabilities**

## Payrolling Service

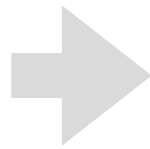
- Consolidation = Simplicity
- Transparency of expense
- No additional fees on contract to hire beyond payroll rate (e.g. time based requirements or conversion fees)
- Lower costs through scaling discounts
- Outstanding communication with the pool of employees
- Outstanding communication with our client organizations
- **Call LeRoy Cooper to discuss! (630) 219-1661 Ext#317**

# The 180 Engineering Talent Acquisition Process



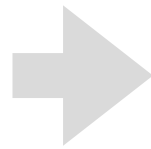
## Initial Requisition Intake

- Requirements and desired skills for requisition discussed with hiring manager, talent acquisition and/or HR personnel



## Recruitment & Screening

- In-depth interviews with candidates discussing position's technical, project and company/culture soft skills requirements
- Confirm willingness to change jobs, expectations for compensation, and required relocation services



## Candidate Submission

- 180 Engineering write up submitted summarizing experience and candidate - requisition skill set alignment, compensation history and compensation requirements



## Client Interviews

- Coordinate scheduling of phone/on-site interviews
- Timely post-interview feedback from candidate



## Offer

- Pre-close candidate and relay candidate's willingness to accept the offer





## Clients | Candidates | Community

### The 180 Engineering Difference

the 180 Engineering team took some time to help beautify the Bernhard Moos Elementary School in Chicago's Humboldt Park neighborhood! **Yours could be next!!**

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