

### **Government Facilities Employer Finds Online Recruitment Best Option**

Top quality upkeep of sprawling government facilities requires access to qualified talent at the right place and the right time. Ken Dickerson, vice president of human resources at Four Seasons Environmental, Inc., faces this issue on a daily basis. That's why the company uses many recruitment methods, including a partnership with MEP Jobs.

"We currently have almost 400 employees working within six states," Dickerson said. "About 95 percent of the work involves federal government agencies."

The company is headquartered in Monroe, Ohio, but Four Seasons takes care of operating, maintaining, and repairing all types of project sites throughout the U.S. The company also offers consulting services to clients in the areas of facility commissioning, maintenance planning and energy saving services.

As a veteran-owned business, Four Seasons proudly serves military clients, such as the U.S. Air Force, Ohio National Guard, Defense Supply Center Columbus, the Space and Naval Warfare Laboratories and the U.S. Army Corps of Engineers. Other government departments from the Center for Disease Control & Prevention to Ohio State University also benefit from the staff's experience.

"On an ongoing basis, we have the need for technically qualified individuals in the HVAC industry, as well as maintenance electricians, general maintenance workers, skilled tradesmen, carpenters and painters," Dickerson said. "From time to time we also hire clerical help and maintenance or shipping schedulers."

As a growing business focused on customer satisfaction, Four Seasons requires top talent at each of their sites. "The difficulty of recruiting is closely tied to the area of the country," Dickerson said. "It's a little easier to find help in bigger, more populated areas, but it can be tougher in remote locations. We have to draw a bigger circle for our search."

That's where MEP Jobs lends a helpful hand. As a focused, online hiring center, employers use MEP Jobs to reach qualified candidates throughout the country for open positions.

"Our experience with newspaper advertising is that in most cases we do not get a good number of applications returned from people who really have the qualifications that fit our needs," Dickerson said. "We used to pay as much as \$500 for a two-day ad in the weekend paper and possibly get five strong applicants. By posting on online for a much lower price, we get a far greater number of applicants. It's much more cost effective."

Dickerson notes that online search sites have been a good source of quality applicants.

"We continue to use the state-run Department of Labor Web sites, but have had varying degrees of success on Web sites like Monster.com," Dickerson said.

In addition to increasing the number of applications, MEP Jobs also helps Four Seasons reach trained professionals.

"We like the whole basis of MEP Jobs in that it's technically oriented toward skilled trades, which eliminates a lot of peripheral responses. For instance, with Monster.com, we would be flooded with applications from unqualified individuals and from overseas people looking for us to sponsor them."



## Customer Case Study

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Reaching the right people makes filling positions—and keeping them filled—much easier. “It minimizes turnover when we can hire the right professionals,” Dickerson said. “We also don’t waste money on retraining people who don’t have the needed qualifications.”

That’s why Four Seasons has an annual agreement with MEP Jobs allowing them to prepay for a certain number of online postings to use on an as-needed basis. They also have up postings for their four Atlanta positions that require the most qualifications on a continual basis. And MEP Jobs’ Talent Alert allows Four Season to see if a particular classification of employee is looking for a position, regardless of whether they have a job posted.

Four Seasons looks forward to continuing to offer exceptional customer service to their clients and appreciates the top quality service from MEP Jobs.

“The account managers are very attentive to our needs,” Dickerson said. “They’ll call me or my counterpart in Atlanta at least once a month and ask about our needs and help us to improve our responses.”