

Today you are you! That is truer than true! There is no one alive who is you-er than you!  
Dr. Seuss

OCTOBER/NOVEMBER 2011

## New Camper, Barking Dogs and Too Long

Last month we purchased a small camper called an R POD and decided on a return visit to the Barrie KOA, where we enjoyed camping years ago with our children. On Friday night we were up at the game center sitting on a picnic table under the stars, watching the Argo game on an outdoor 50" TV. Groups of young children all sun tanned and energetic would run past us screaming in delight. You couldn't ask for a better evening.

Saturday morning I walked over to the dog park. Why dogs need a park, I don't know. One camper was kneeling outside the dog park with her pet. I asked "Why you don't join in?" She replied, "Boris has issues."

Later a camper arrived and set up behind us and to my dismay the owners brought along their children, a pair of barking, emotionally unstable miniature Daschund/Jack Russell crosses (why I asked would you want to cross those breeds). The dog owner called them his girls. The quiet afternoon was punctuated with the two dogs incessant barking. A dog walked by...bark...a person spoke...bark...a door opened...bark. The oblivious owner sat in his chair smiling at his perfect, little creatures. It started raining and the girls went inside their camper, bliss, not a bark for the rest of the day.

I know I'm barking up the wrong tree here, so let's get to the point. It's been too long since I wrote my last APPLIDEX. I've enjoyed writing this one and hope you liked the read. You can't teach an old dog new tricks, this old dog however, is open for business and still learning. Emily wants to get a dog...mmm!!

Martin Harlick

### CONTROLLER \$90,000-\$110,000

A university graduate and CGA offers 25 plus years of finance experience. Strong automotive OE and non automotive, costing, budgetary, financial statements, banking and merger acquisition expertise. He has led new ERP implementation, financial planning and analysis. He is an above average lead manager and staff mentor.

### ELECTRICAL ENGINEER \$60,000-\$65,000

A graduate Electrical/Electronics Engineer who is also a Red Seal Industrial Electrician offers experience designing, building and servicing custom made testing equipment. He is able to maintain electrical and electronic controls including AC/DC motors. Has added experience with control instrumentation.

### QUALITY ENGINEER \$55,000-\$60,000

A CQE and certified Black Belt this candidate offers experiences with APQP, PPAP, PFMEA and Six Sigma, Kaizen, Lean and TPS. He is very comfortable with championing customer quality issues or preparing dimensional reports. With his design background is able to coordinate with design and manufacturing.

### BUYER \$60,000-\$65,000

This PMAC member has worked in automotive and non-automotive manufacturing. Has MRP and ERP experience and is skilled in contract negotiation, managing inventory levels, scheduling and implementing a Kanban system. Oversees MRO, manages the warehouse, coordinates physical inventory and responsible for inventory reduction.

### SENIOR MANUFACTURING ENGINEER \$70,000-\$75,000

He is considered a change catalyst and has worked in injection moulding, metal forming, paint systems, automation and assembly and is a pro with cellular manufacturing, one piece flow, TPS and leading Kaizen events. Is able to reduce manpower, improve process flow and changeover times and reduce direct labour costs.

### MECHANICAL ENGINEER \$65,000-\$70,000

A 2002 Mechanical Engineering grad and PEng currently prepares technical proposals and performs pre-order design work including stress analysis, material selection, and component analysis. Develops presentations and meets with

prospective and current clients. Continuously builds and maintains relationships with new and existing clients.

### PRODUCTION SUPERVISOR \$55,000-\$60,000

A university grad offers 20 years of experience including equal time as a Quality Tech and Production Supervisor. Currently supervises 35 production workers using the principles of Six Sigma, Kanban and Kaizen, FFO, Poka-Yoke and Best Practices. Is described as a leader and mentor.

### PLANT MANAGER \$85,000-\$95,000

A Mechanical Technologist with 20 years experience manufacturing managing; Operations, Human Resources, Quality, Maintenance and Tooling supplemented with a strong finance acumen. He develops short/long term plans and effects positive change. He manages and reduces costs and has led installation of Visual Manufacturing ERP.

### PROJECT COORDINATOR \$50,000-\$55,000

A 2002 Mechanical Engineering Technologist has a strong acumen in project coordination, applications, scheduling and service with automated and CNC equipment. Does quoting, planning, coordinates service and currently assists sales with quotations, preliminary design and collecting technical information for engineering. Knows Microsoft Project, AutoCAD and Allen Bradley and Siemens controllers.

### BUYER \$50,000-\$55,000

A certified Supply Chain Management Professional offers 10 years experience with raw material, components, and MRO procurement. Negotiates contracts and programs with key suppliers. Has worked with IT to implement a new MRP. Established strategies resulting in time, space and cost savings.

Applicants Inc. a permanent placement employment agency was established by Martin and Emily Harlick in 1995 to serve manufacturing clients throughout Southern Ontario. Applicants Inc. recruits and places salaried staff, managers and supervisors in Operations, Engineering, Quality, Materials, Sales and Finance. Please contact Martin or Emily for more information and a copy of our fee schedule.

For information on these candidates please contact **Martin Harlick** or **Emily Harlick**.

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## DID YOU KNOW?

- Lake Superior contains ten percent of all the fresh water on the planet Earth.
- It covers 82,000 square kilometres or 31,700 square miles.
- The average depth is 147 meters or 483 feet.
- There have been about 350 shipwrecks recorded in Lake Superior.
- Lake Superior is, by surface area, the largest lake in the world.
- It contains as much water as all the other Great Lakes combined, plus three extra Lake Eries.
- There is a small outflow from the lake at St. Mary's River (Sault Ste Marie) into Lake Huron, but it takes almost two centuries for the water to be completely replaced.
- There is enough water in Lake Superior to cover all of North and South America with water a foot deep.
- Lake Superior was formed during the last glacial retreat, making it one of the earth's youngest major features at only about 10,000 years old.
- The deepest point in the lake is 405 meters or 1,333 feet.
- There are 78 different species of fish that call the big lake home.
- The maximum wave ever recorded on Lake Superior was 9.45 meters or 31 feet high.
- If you stretched the shoreline of Lake Superior out to a straight line, it would be long enough to reach from Duluth to the Bahamas.
- Over 300 streams and rivers empty into Lake Superior with the largest source being the Nipigon River.
- The average underwater visibility of Lake Superior is about 8 meters or 27 feet, making it the cleanest and clearest of the Great Lakes. Underwater visibility in some spots reaches 30 meters.
- In the summer, the sun sets more than 35 minutes later on the western shore of Lake Superior than at its south eastern edge.
- Some of the world's oldest rocks, formed about 2.7 billion years ago, can be found on the Ontario shore of Lake Superior.

### MECHANICAL DESIGN ENGINEER \$65,000-\$70,000

A 2001 Mechanical Engineering grad and PEng is a current Senior Product Developer and Project Lead using DFEMA, documentation, GD&T, FE and SolidWorks/Catia tools. He prepares design calculations and develops specs and drawings, reviews for all possible value added engineering. Is lead customer engineering contact.

### CONTROL SYSTEMS ENGINEER \$58,000-\$60,000

A 2007 McMaster Masters Electrical Engineering graduate offers leading edge experience with PLC programming, HMI, Scada, commissioning, safety and start-up. Works with Allen Bradley, Omron, Siemens and Modicon and designs in AutoCAD or SolidWorks. Able to use C++ and Visual Basic

### MAINTENANCE/MANUFACTURING ENGINEER \$65,000-\$70,000

A 1999 Bachelor of Mechanical Engineer who has had responsibility for Maintenance, Purchasing and Manufacturing Engineering. Has supervised 6 trades, developed PM, implemented process savings, reduced downtime and purchased raw materials and MRO. He understands material savings and the successful design and implementation of line changes.

### PURCHASING MANAGER \$72,000-\$77,000

A Materials Management graduate that is Supply Chain Management certified offers 15 years of progressive experience in automotive Tier I and non-automotive manufacturers. Comfortable leading a small team or taking the lead. Has purchased steel, MRO, equipment, plastics and hardware. Implements modern strategies and is able to effect change.

### PRODUCTION SUPERVISOR/AUTOMATION INTEGRATOR \$60,000-\$65,000

15 years experience in Production Supervision, Material Planning, Automation Integration and ERP Implementation, has supervised up to 50 hourly, support staff and maintenance. Works with LEAN, Health &

Safety and leads with a coaching style. Able to build, test and integrate automation equipment.

### MANUFACTURING ENGINEER \$58,000-\$62,000

A 1999 Mechanical Technology graduate offers successes in design and installation of new equipment and safety upgrades to existing equipment. Does process flow and productivity improvements, plant layouts, ERP bills and routings, estimates labour and material costs and fabricates prototype parts to validate design.

### PRODUCTION MANAGER \$63,000-\$66,000

An Engineering Technician with a PLC diploma offers experiences as a Process Engineer and recently Production Manager in union and non union shops. He is considered a whiz at streamlining and automating processes. He has a strong acumen for cost savings, maintenance, SOP's and scheduling.

### JR. BILINGUAL SALES & MARKETING \$35,000-\$40,000

A 2010 BSc marketing (USA Golf Scholarship) is F/E bilingual and has been responsible for cold calling, client interaction, marketing strategies and is a passionate and creative worker ready for a responsible opportunity. He is assertive, energetic and possesses excellent verbal skills.

### PROJECT/PROCESS ENGINEER \$62,000-\$65,000

A 1993 Manufacturing Engineering graduate has experiences in injection moulding, machining and assembly. Solid skills in Process Optimization and Project Engineering and knows FMEA's, PPAP's and Six Sigma process improvement. He was charged with plant layout, training, commissioning and coordination of new mould launches and off shore supplier liaison.

### MANUFACTURING/DESIGN/QUALITY LEAN CHAMPION \$55,000-\$60,000

A Mechanical Technologist able to work in AutoCAD, SolidWorks and Unigraphics offers experience with plant layout, jig & fixture design, production cell development. Able to create complex assembly and sub assembly drawings. Can program a CMM and create new product quotes with component and labour.

### PLANT & ENGINEERING MANAGER \$75,000-\$85,000

A 1989 Mechanical Engineer PEng who has been hands on with new product launches, scheduling, purchasing and logistics, production and quality. Has led Process Engineers in costing, equipment installation, layout and managing programs. Very comfortable working with the customer, automation and tooling.

### DESIGN ENGINEER \$68,000-\$72,000

A 1995 Mechanical Engineer PEng uses SolidWorks, FEA Integration and AutoCAD. He is a leading edge designer of equipment and can project /cost control. He supervises installation, troubleshoots the equipment and is lead customer contact. Developed operator production and assembly methods.

### WAREHOUSE/DISTRIBUTION SUPERVISOR \$50,000-\$55,000

This candidate offers 17 years of experience in warehousing facilities from 50,000 sq. ft. to 750,000 sq. ft. including cold storage. Has worked with multiple MRP's including SAP. Uses FIFO, negotiates freight, and coordinates shipping throughout North America. Has RF and Health & Safety experience.

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