

MARCH 1, 2022

VOLUME 1

# FROM A RECRUITER'S DESK

*Management Recruiters of Tallahassee  
Monthly Newsletter*



## WELCOME TO OUR NEWSLETTER!

We have been working hard trying to share with our audience all the insights and knowledge of our industries. We thank you for taking the time to connect with us and we hope this can be a new channel for all of us to share our expertise.

The MRT team has over 85 years of combined recruiting experience. We know manufacturing, people, and how to make the proper connections to solve the client's needs. We have helped hundreds of companies and matched thousands of candidates by maintaining our core values of integrity and quality.

We hope to use this newsletter to share our insights, best practices, and tips that will help any individual in their career and beyond. We look forward to this journey with you.

Sincerely,

*- The MRT Team*

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# Meet Our Team!

## EXECUTIVE RECRUITERS

Jerry has 25 years of executive recruiting experience. Prior to recruiting, Jerry spent fifteen years managing multiple operational turnarounds where his forte was rebuilding from the ground up through recruiting, training, and development.

In a typical year, Jerry will place one or two C-level/Presidents, four to six Vice Presidents, and many Directors, General Managers, and Plant Managers. For Jerry, it is not just skills...yes, skills are critical, but experience and cultural alignment are significant in making the right hire. Jerry draws from his experiences, knowledge of the polymer processing industry, and vast network of connections.

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**Jerry Jones**  
Co-Owner

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**B. Craig McMillan**  
Co-Owner

In 1991, Craig's successful recruiting career began. He has a history of obtaining a 3 to 1 send out to placement ratio which means for every three face-to-face interviews he sets up for a client, an offer is extended. This is considered the top 10% within MRI. Often, clients have commended Craig for this accomplishment as it saved them time and interviewing expenses during the interview and vetting process.

Craig has been an MRI "Pace Setter" for the last 20+ years. Craig continues to perform hands-on recruiting as a Co-Owner and 75% of his annual business comes from legacy clients. Some of these legacy clients have partnered with him his entire career. Craig works with the utmost integrity and makes it his mission to foster meaningful relationships with clients, candidates, and colleagues.

Because of his passion for people, Jimmy began his career as an Executive Recruiter at MRT in 2011. He approaches each business opportunity with an intrinsic flair for innovation, creative problem-solving, and measured risk-taking to drive consistent bottom-line improvements and shareholder returns. Jimmy is responsible for building world-class organizations and has focused on hiring and retaining top-grade professionals.

Not only is he a top-tier recruiter, he continuously innovates strategy and techniques for all recruiters, paving the way for new recruiters to join the MRT team. Jimmy has set up his own division at MRT as the VP of Contract Staffing, proving he has the eyes and ears to find the best talent and match their skills to the right team.



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**Jimmy Carter**

VP of Contract Staffing/Executive Recruiter



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**Henry Jones**

Executive Recruiter

Henry joined MRT in 2014 and has grown increasingly passionate about his work every year since then. Watching the ever-changing demands in his industries and the changing demands of the economy, Henry knows the importance of recruiting and finding the right hire the first time.

Henry is a well-rounded recruiter working with all career levels from Technicians to Directors. He builds his desk around top-performing, quality professionals. Much of his time is dedicated to helping candidates and clients grow their careers or company in the right direction. With years of managing and leadership experience, Henry understands the value of having the right team for the job.

Beginning his career at MRT 5 years ago, Jake started as an Internet Researcher. After working closely under the advisement of Craig McMillan, MRT's Co-Owner and Executive Recruiter, Jake moved into an Executive Recruiter role where he serves both clients and candidates.

After years of experience in the recruiting industry and learning the ins and outs, Jake has learned to build his reputation on transparency and dedication to his clients. Jake looks to continuously adapt and educate himself on the industries he plays a large role in; always looking for the next best talent and matching them to the right role.



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**Jake Tebrugge**

Executive Recruiter



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**Brandon Fristoe**

Executive Recruiter

Brandon began his career with MRT at the beginning of 2019 as an Internet Researcher. During that time, Brandon assisted in all facets of recruiting and worked closely alongside MRT's Recruiters. After gaining insights, skills, and industry knowledge from his Project Manager role, Brandon was promoted to Executive Recruiter at the beginning of 2022 and has already seen promised results.

During his years as a Project Manager, Brandon mastered all aspects of manufacturing and has worked on over 100 searches by aiding Recruiters in their candidate research. Brandon believes in transparency and confidence in helping aid companies while ensuring the opportunity is right for the candidates. Brandon has been continuously learning and adapting throughout his career to support candidates' careers and companies' legacies.

**MANAGERS AND DIRECTORS**

Kitte has over 40 years of experience in business development and ownership, including real estate development, hotel and restaurant ownership, and hotel and restaurant management. She also spent many years working in government service.

Kitte and her husband, Jim, opened Management Recruiters of Tallahassee in 1987. Becoming a certified *Women-Owned Business*, Kitte has paved the way for recruiting offices around the country. She has seen the ins and outs of the business for over 35 years.

She consults with other firms and executive recruiters to ensure that we stay current with all industry knowledge, trends and skills needed to give our clients the best services possible.

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**Kitte Carter**

President

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**Sundae McMillan**  
CFO/ Senior Operations  
Director

Sundae has developed a career with extensive experience in recruiting throughout multiple industries. She is always approaching business opportunities with an innovative and creative approach. Sundae loves helping candidates and companies find competitive talent to satisfy their needs.

Since becoming the CFO in 2015 and a dual-position of Operations Dir, Sundae tracks and analyzes the company's financial strengths and weaknesses, taking action where needed. She also manages the policies and procedures, actively oversees purchasing, and ensures we are reaching our goals in each area and department.

Tom has 35 years of operational experience in the plastic industry as a plant manager, general manager, VP, COO, President, and Owner. Tom spent many years managing multiple operational turnarounds where his forte was rebuilding from the ground up through recruiting, training, and developing the entire workforce.

Tom draws from his experiences, knowledge of the entire polymer processing industry, and vast network of connections. In short, it is knowing where to go, how to get there, and whom to contact that is everything – that's what makes him successful.



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**Tom Hennings**  
Business Development  
Manager

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**Sandra Jones**  
Sr. Business Systems  
Manager

Sandra is an MRT team member with over 40 years of experience in service-related industries. She is a creative problem solver with the ability to envision the big picture and long-term needs. Sandra is adept at finding efficiencies in processes and systems and has a proven track record of boosting performance and productivity by establishing and achieving goals through business process improvements.

Throughout Sandra's career, she has been a member of the National Association of Professional Women, Cambridge Who's Who Registry Among Executive and Professional Women, and the 2009 Honor Edition of Biltmore's Who's Who Among Executive and Professional Women.

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**Mike Jones**  
Recruiting Manager

Mike has been part of the MRT team in various capacities since he was in high school. He started in 2003 as a Project Coordinator, then left in 2007 to pursue a different endeavor as Presidential Sous Chef and Executive Chef at two top Florida universities; Florida State University and Florida Gulf Coast University. Mike then rejoined MRT as a Project Coordinator in 2011.

Mike started a small business in 2017, designing and machining products on his own CNC mill. His time with MRT has allowed him to talk to people who work with machining every day. He has a detailed knowledge of machine capabilities, material properties, and what he can and cannot do with his own equipment. Since all of his products are of his own design, Mike has been able to scale his business so he can be creative and not be bogged down by customer demands that he's seen other businesses struggle with.

In Mike's current role as Recruiting Manager, he oversees all of our technology platforms, trains and develops new hires, aids in high-level executive searches, works with MRINetwork to implement new technologies and best practices, and manages and allocates new job searches obtained by the MRT team. He has a strong understanding of the manufacturing industry and the ability to identify target companies and candidates based on the specific needs of our clients.

As part of the management team at MRT, Mike enjoys sharing his industry knowledge with others and finding new ways to make work-life easier for both the clients and our team. He approaches everything with a client and candidate-centric mentality. His belief is that if we take care of our client's and candidates' needs, then the success of our business will follow.

## SUPPORT STAFF

Jazmyn recently joined the team at the beginning of 2022 and has come to learn the recruiting business and how we operate. She graduated from Florida State University and joined our team as a Project Recruiter. Her focus is aiding our recruiters in finding relevant talent for our searches.

She plays a large role in keeping clients in reach to our recruiters. Jazmyn is consistently updating our database and ensuring we keep a streamlined process. She keeps our CRM organized which allow our recruiters to be effective and efficient in their searches.

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**Jazmyn Dennis**  
Project Recruiter

## MARKETING TEAM



**Emma Madden**  
Marketing Specialist

Emma started her career at MRT back in 2020 when she joined the team as a marketing intern. She began learning the ins and outs of the recruiting business while starting MRT's implementation of marketing practices. After establishing the marketing foundation for MRT, she joined as a full-time Marketing Specialist upon graduation from Florida State University in 2021.

Emma oversees all marketing practices from MRT, including social media, email marketing, marketing materials, blogs and vlogs, website ROI, SEO as well as personal marketing for each recruiter. She is passionate about staying relevant in all facets of marketing to ensure the team at MRT is set up for success.

She also enjoys sharing her knowledge and collaborating with others including interns and marketing professionals from other **MRINetwork** offices. Emma loves playing an integral part in connecting clients and candidates to help meet their company and career goals.

Matthew is a junior at Florida State University majoring in Marketing. He has a strong background in digital content marketing, product merchandising, and previously worked as a recruiter and hiring manager in the restaurant industry.

His daily tasks include aiding the marketing department, writing blogs, and learning best practices for marketing implementation. Matthew also works closely with MRT recruiters on searches and market research. He enjoys providing valuable information to the MRT team.



**Matthew McCallister**  
Marketing Intern/Recruiting  
Research Assistant

## The Importance of Recruiters

We sat down with Jerry Jones and Craig McMillan to get their advice as veteran recruiters on how to navigate a job search using a recruiter. Being contacted by a recruiter can cause some anxiety, and it may be stressful to analyze if the recruiter that contacted you is the right fit. We discuss some of the stigmas behind recruiters and the best practices to use.



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## Interpersonal Skills Employers Want

According to the GMAC Corporate Recruiters Survey, 81% of recruiters have ranked interpersonal skills as the most desirable trait that a perfect candidate could have. Interpersonal skills such as emotional intelligence and empathetic leadership will make you stand out in the recruiting process.



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# OUR RECENT VLOGS

## Salary Negotiation Tips and Tactics

Becoming a strong salary negotiator is a critical skill that working professionals will need to have in 2022 and beyond. Whether or not you are currently being recruited or have been at your company for several years, it is essential to negotiate a fair salary that will keep you satisfied with the skills you provide to the company. Successful salary negotiation will allow you to become the best version of your professional self.



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## The Great Resignation Explained

A recruiter's inside perspective on the Great Resignation. Discussing important topics of why it started, how it is currently affecting the workforce, and where they see it heading- you will want to hear this!



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