



ceocfointerviews.com
 All rights reserved!
 Issue: September 4, 2017



contingent
 resource
 solutions

CEOCFO Magazine

PROVIDING THE RIGHT PEOPLE

Staffing Firm providing Recruitment of Temporary Work to Permanent Jobs for SMBs in Mechanical Contracting, Manufacturing, Warehousing, Light Industrial, Business, Administrative and Larger Construction Projects



Debbie Gentry
 President

Contingent Resource Solutions, LLC
www.crshireright.com

Contact:
Debbie Gentry
 864-336-2403
dgentry@crshireright.com

Interview conducted by:
 Lynn Fosse, Senior Editor
 CEOCFO Magazine

CEOCFO: Ms. Gentry, what was the vision when you started Contingent Resource Solutions, LLC? What is the focus today?

Ms. Gentry: The vision was to provide great customer service in relations to staffing and that is still the vision today. Our tagline is "Providing the right people." I was on the other side as a CFO of a manufacturing company, so I understand the challenges from the opposite side. This gives me an understanding of the needs from both sides.

CEOCFO: Why is customer service generally lacking in staffing so that you made a point of that at Contingent?

Ms. Gentry: I think it is the timing and the resources. Many times customers need employees very quickly. Therefore, it is very tempting to pull from immediate candidates. One of the things we try to focus on is to interview a lot of people and have a pool of candidates that we can choose from based on what skill sets, shifts, different pay rates and different requirements are needed. Our focus is always having that candidate pool, so we advertise and do job fairs and think outside the box to engage with candidates.

CEOCFO: Could you tell us a little more as to how you engage good candidates?

Ms. Gentry: We are on all the social media channels; including Facebook. We host hiring events at our offices, in hotels and at client sites. We advertise via affordable mediums, we are in newspapers, and then there is word of mouth. We have social media cards that we distribute that has our office locations and how to get in touch with us. Then beyond that, it is making sure that that candidate that comes looking for a job has good experience with us. We want them to tell their friends and relatives that they had a good experience and our office is where they should go.

CEOCFO: Would you tell us about the industries, types of companies and sizes of companies that you service?

Ms. Gentry: We work with manufacturing and distribution. We have also done some fairly large construction projects; on the mechanical side - pipefitters and welders. We run the gamut from smaller companies, even down to five or ten employees, up to several hundred employees.

CEOCFO: Is it harder today to get qualified people in manufacturing and construction?

Ms. Gentry: Absolutely! The economy is strong and unemployment is reaching record lows. Candidates have a lot of options to choose from in all sectors.