

**A Professional Recruiting and Staffing Firm Committed to Recruiting with Integrity, Amotec Inc. Offers Global Capabilities and a Broad Range of Innovative Talent Acquisition and Staffing Resources, Giving Clients a Competitive Edge**

**Business Services  
Talent Management**

**Amotec Inc.**  
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**Carmine Izzo**  
President

**BIO:**

Carmine is a recognized leader in the recruiting industry. He has more than twenty years experience in the executive search and staffing industries and has been directly involved with assignments ranging from staff level and mid-management positions to senior executive roles. His expertise includes Operations, Engineering, Quality, Procurement, Materials, Sales, Marketing, Accounting and Human Resources.

He founded Amotec in 2000 with the overarching philosophy of "Recruiting with Integrity" and the goal of providing an unmatched level of talent that exceeds client expectations.

**About Amotec Inc.:**

Amotec Inc. is a professional recruiting and staffing firm committed to Recruiting with Integrity. Headquartered in downtown Cleveland, Amotec is a minority-owned business offering global capabilities and a broad range of innovative talent acquisition and staffing resources. Amotec effectively partners with our clients to assess talent, manage and execute the recruitment process and give our clients the competitive edge with the world's best diverse talent.

**Interview conducted by:**  
**Lynn Fosse, Senior Editor**  
**CEOCFO Magazine**

**CEOCFO:** Mr. Izzo, would you tell us about Amotec Inc.?

**Mr. Izzo:** Amotec started in 2000. We are an executive search and staffing company, and primarily work in the engineering and manufacturing industries. We have seven offices throughout the United States and place candidates at facilities throughout North America.

**CEOCFO:** What are some of the special challenges or skills that you look for?

**Mr. Izzo:** The problem that we are currently seeing throughout the country is that Baby Boomers are retiring, so we are trying to supplement and find top talent to replace them. One of our biggest

challenges is the issue of relocation. Ten years ago, we could relocate anybody at the drop of a hat, but now it is very hard to have an engineer in Michigan consider moving to Ohio or California. Another challenge we have right now is that as the economy begins to rebound, we have more jobs than qualified candidates. If I had a group of one hundred talented engineers and one hundred skilled machinists, I could place them all tomorrow.

**CEOCFO:** When you are looking, what is the geographic reach?

**Mr. Izzo:** We recruit and place candidates all over North America. While the bulk of our business is in the US and Canada, last year we started filling positions in Mexico. Every now and then we will pull someone out of China to come back to the US, but they are usually a US citizen wanting to come back.

**CEOCFO:** Is that a philosophical bent or just the way the business has developed?

**Mr. Izzo:** Our business has developed this way, expanding as we find and hire the best recruiters in the nation to place talent. Right now, our focus is on North American companies, and we only take on business we know we can successfully place. If I commit to a search and we fail, I take it personal to this day. So I am careful not to stretch our staff beyond their capabilities.

**CEOCFO:** Would you tell us about your clients? Why are they using Amotec, and what is the pool of companies that you work with?

**Mr. Izzo:** We work with primarily large companies such as Volkswagen, Hyundai, Toyota, AK Steel, and Caterpillar. But our whole pool of clients is from Fortune 500 down to about \$30,000,000 in sales. What makes Amotec special compared to other companies is that we take our time up front and we want to understand what the client is looking for. It is not just the job description, because anybody can give you that-- but from a culture standpoint from a hiring manager, what is the personality you are looking for? If he or she can fit the culture of your organization, to me that is what makes a good employee. You could give me a job description on a plant manager or CFO and anyone could fill it, but what are you really looking for? Is a company more of an entrepreneurial spirit or is it old-school. Once we know that, we can match up the talent for the company.

**CEOCFO:** Given the challenges that we just talked about, are companies more willing to go outside of their initial idea?

**Mr. Izzo:** We see the companies such as General Electric who can think outside of the box, and then we have some of the older companies that are still black and white. The Millennium children are different from Generation X and the Baby Boomers because they like a work-life balance. They know they will not retire from a company and there will be no penchant for them. What we see is that the companies that are more aggressive and understand what the market is are making changes and changing with the market. Some of the companies that are stuck in their ways are going to get left behind and are losing top talent because they are not making some of those changes.

**CEOCFO:** The word "integrity" is front and center on your website. Tell us about the corporate philosophy, why it is so important, and how it plays out day to day.

**Mr. Carroll:** When I started the company in 2000, I always believed that you only have one life to live. On

this Earth, you only have one time around, so you only have one name and it is my job to protect the Amotec name. Integrity is what I stand for, so when I hire in our culture that we have here at Amotec, it is about integrity. I do not want to hear anybody say anything derogatory and I do not want to hear any lies come out of our organization. I want us to be up front and honest with everybody, from placing a janitor to the president of the company. I want them to come back to us and say that this company treated them fantastic and they are a great company with a lot of integrity. That is who I am, and I want my employees to feel the same philosophies that I have. Along those

**"The candidates we place are always changing for the better, and when we put him or her into a position at a high level, I am always excited to see what happens six months from now-- to see where the company we placed them at is going. We do not see a lot of turnover with our candidates and they usually stay a long time. More importantly, we see that they are very happy. I think that when you find the right candidate that fits well with the client, everybody wins because you are finding the person who has a strong work-life balance who helps that company move to the next level."- Carmine Izzo**

same lines, we are very much committed to community giving, and I think our staff does a great job supporting a variety of the different charities throughout the year. People will sit down and say that recruiters sometimes have a bad reputation, but Amotec does not because we stand by what we say. The other side of it is that if we place somebody at a company and it does not work out, I am willing to work with that individual in finding another opportunity. If we are in here for the long-term, you have my handshake and my handshake is everything that you want because it is the integrity of the organization.

**CEOCFO:** When you are talking to a potential employee, how do you know

that they understand that and will live that concept?

**Mr. Izzo:** Every year we pick charity support and if we hit our fundraising goals, they get to dress me up in any way they want and parade me around the city. Last year, I wore a six-foot pink bunny outfit for the Walk to Stop Diabetes. For three miles I carried a sign saying, "I sold my sole for diabetes, my name is Carmine Izzo and I am president of Amotec." In the team that we have put together here, everybody shares that same spirit of fun and giving. You will hear me always say that our lights are on, our checks are cashing, and we have to get back in community. As I have a conversation with a potential

employee for Amotec, we spend 25-30 minutes talking about giving back to the community and what it means. I like to hear their philosophy on it, and if I hear somebody not overjoyed about it, they usually do not come on board because I think that is part of what life is about. As well as the market has bounced back, I know there are a lot of people out there still suffering from 2009. When we give back, it makes somebody else's life a little easier and I think it is worth it.

**CEOCFO:** How is business these days?

**Mr. Izzo:** Business is booming. We cannot find enough people. Our sales are up over where they were when we projected for 2013, and we have hired eight or nine employees this year already. That is about a 20% increase in employees for Amotec. We still have four more internal employees budgeted for this year. The market is challenging, and as I said earlier in the interview, it is hard to find the right people. It is hard to identify them and dig them up. We also do a lot now in social media that we did not do in the past, and we are going after passive candidates, identifying them, networking with them, and bringing the right candidates to our clients. It is a longer, harder process, but it seems to be doing well for us.

**CEO CFO:** You have several offices in Ohio. Why Nashville?

**Mr. Izzo:** I went to a Tennessee and Cleveland Browns football game and I fell in love with the city, so we went into Nashville. I enjoyed the city and the people and the market was strong in Nashville. We just opened an office this year in Tampa and it is doing well for us too. To me, it is finding the right leader to lead that office. If he or she fits my morals, ethics and values, then I am willing to open an office and take a chance on someone. Both in Nashville and in Tampa we found great people, and we are doing well.

**CEO CFO:** Are most of the companies that you work with local and are you going in person and visiting with them, or is it less personal these days?

**Mr. Izzo:** We do about 10% of our business in Cleveland and the rest is throughout the United States. What we have seen over the last two or three years is that we are doing a lot more video conferencing and it is interesting. I have been recruiting now since 1990 and it is definitely different when you are looking at a TV with someone's picture and talking through your computer.

**CEO CFO:** Have you gotten used to it?

**Mr. Izzo:** Sometimes it is a little unnerving, but I am in my office right now with a TV and I am laughing. I sit on one side of the table and have a video conference. I think that it has done two things; for one, it is a lot easier to have a conversation when you are looking at somebody. Secondly, you get a better feel for what they are really looking for. That is what we were missing. I always like going up to a customer, shaking their hand, walking around the facility, and getting a good understanding of who they are and what they are looking for. As we grew out of the greater Cleveland area, I noticed that we

were not going out to see the customers all the time. When this video conferencing came about back in the early 90's it was unaffordable, but now it is not. We would be foolish not to do it. As a matter of fact, we have made the investment so far as we have had a hired a full time videographer and make all of our videos inside right here at corporate headquarters. All of our meetings now throughout all of our offices are done by video conferencing, so it is getting better.

**CEO CFO:** Looking at the staff listing on your website, I see that it is a family business. What is the secret to working successfully with family?

**Mr. Izzo:** I have four out of my five sisters and brothers working with me. I know that a lot of people say it is very difficult to work with family -- and it is very hard, but I feel a lot of enjoyment out of it. I like watching the success I have and all of the challenges we have. On the other side of it, I feel very comfortable that if something ever goes on or if someone is sick, there is someone else to pick up the place and there is another Izzo in place to make sure nothing falls apart. The company has grown so much and they are such an integral part of it that sometimes I forget they are my family because they are running the business. Lisa Peters runs our staffing side, Augustine Izzo manages key accounts in our MSP group, and then you have my brother John who goes ahead and does a lot of our college recruiting and interviews that we have. It is also fun. The drawback about it is that it is horrible to get everybody to stop talking about business after six o'clock and on the weekends. About two years ago, we put a rule in place that unless it is an emergency we do not talk business on the weekends anymore and after eight o'clock we cannot talk business during the week unless there is an

emergency. Since we did that, everyone is extended and immediate families are all happier because when we all got together we talked about work. I would not change it for the world because I think it is fantastic. My son is graduating from high school this year to go to college near one of our offices so he can intern with one of the recruiting managers there. I am excited to see the next stage and to bring the next family member on.

**CEO CFO:** Why should people in the business and investment community pay attention to Amotec Inc.?

**Mr. Izzo:** People should pay attention to Amotec because when people ask what makes us different from any other recruiting company; I say that we care and we want to understand who you are. A lot of companies say that, but I think it is just lip service. That is who we actually are. I want to understand where your company is going now and where your company is going six months from now, so we are in a position to better fit and find the right people for you. At the same time, I believe in finding the right candidate and the right kind of people to fit the culture of the organization so that they stay with the company for the next three to six years. The candidates we place are always changing for the better, and when we put him or her into a position at a high level, I am always excited to see what happens six months from now-- to see where the company we placed them at is going. We do not see a lot of turnover with our candidates and they usually stay a long time. More importantly, we see that they are very happy. I think that when you find the right candidate that fits well with the client, everybody wins because you are finding the person who has a strong work-life balance who helps that company move to the next level.



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