



# Mohawk Industries

*Paul White*

*Sr. Director Talent Acquisition*



## Mohawk Overview

- World's largest flooring manufacturer
- *Fortune* 400 multinational
- Publicly traded (NYSE: MHK)
- Sell on 6 continents
- Manufacture in 15 countries
- Manufacturing facilities in dozens of US communities
- 36,000 employees/24,000 US based
- Headquartered in Calhoun, Georgia
- 2015 sales of more than \$8.1 billion
- On track to hire 6,500+ in 2016





# Not Just Manufacturing



- State of the art logistics system
- 53 warehouses, 800+ trucks
- More than 1,000 sales representatives



# Major Job Types and Sources

## Professional

- LinkedIn
- Professional Associations
- Internet Search
- Resume Databases
- Employee Referral
- Job Postings

## Semi-Skilled

- Pre-apprenticeship
- Apprenticeship
- Resume Databases
- Job Postings
- Employee Referral

## Entry Level Hourly

- DOL
  - Career Center
  - OJT Career Advisors
  - Veterans Rep
- Vocational Rehab
- Job Postings
- Employee Referral
- Newspaper
- Radio
- Billboard

# DirectEmployers and the NLX

## Acquire Job Content

- Scrape jobs from the ATS or XML Feed
- Done on a daily basis
- 7 days per week



## Job Syndication

- Diversity, Disability, Military, Veteran, College Alumni, State Job Banks & other niche sites



## Job Delivery to Local ESDS

- Email, Fax & Mail jobs to the appropriate ESDS: Wagner-Peyser funded State Workforce Agencies and career one-stop centers
- LVERs & DVOPs
- Reporting via PDF & Excel



## Search Engine Optimization

- .JOBS Network (40,000 sites)  
Occupation / Location specific  
Specialty Terms
- company.jobs  
Mobile Friendly

