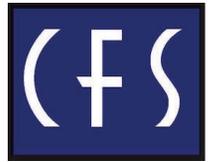


# Recruitment and Hiring Trends



The COVID-19 pandemic brought about swift and unprecedented obstacles for many businesses. Business leaders are navigating a broad range of issues spanning from employee safety, reorienting operations, navigating government support programs & shoring-up liquidity position. With so much rapid change, Creative Financial Staffing (CFS), along with our Technology Division (CFS Technology), has focused on providing talented Accounting, Finance & IT professionals to meet these ongoing challenges. We have focused on strengthening internal communication across our 30+ offices to better serve our clients and candidates.

As we all continue to navigate the challenging business climate, CFS is here to offer support, guidance and resources. We have compiled a collection of placements across our customer base, ranging from small private companies to Fortune 500 organizations. We hope this information will provide you with additional insight to move your business forward.

ROLE	INDUSTRY	REASON FOR NEED	REMOTE/ON-SITE	PLACEMENT TYPE
Accountant	Nonprofit	Newly created position due to acquiring additional state funding; needed to track expenses and manage funds	Remote	Direct hire
Accounting Assistant	Healthcare	Previous Accounting Assistant unable to work on-site, accepted early retirement package	On-site	Direct hire*
Accounting Clerk	Healthcare	AR clean up project	On-site	Temp
Accounting Coordinator	Printing	Re-organization of accounting operations team	On-site	Direct hire
Accounting Manager	Mortgage Services	Newly created position due to launch of a new business line/service	Remote	Direct hire*
Accounting Manager	Healthcare	Resignation	On-site	Direct hire
Accounting Manager	Healthcare	Newly created position due to workload increase	Remote	Direct hire
Accounting Manager	Manufacturing	Resignation	Remote	Direct hire
Accounting Manager	Nonprofit	Newly created position due to increase in new grants (\$6-12M); added specialized skill set in grant administration	On-site	Direct hire
Administrative Assistant	Construction	Resignation due to COVID-19 illness	On-site	Temp
Administrative Coordinator	Pharmaceutical	Backfill for internal promotion	On-site	Direct hire*
Administrator	E-commerce	Resignation due to personal issues	On-site	Temp

<b>ROLE</b>	<b>INDUSTRY</b>	<b>REASON FOR NEED</b>	<b>REMOTE/ON-SITE</b>	<b>PLACEMENT TYPE</b>
AP Clerk	Manufacturing	Newly created position due to increased production demands at various manufacturing sites	On-site	Temp-to-hire*
AP Clerk	Manufacturing	Due to homeschooling needs, full time AP Clerk was unable to fully perform job duties	On-site	Temp
AP Coordinators (2)	Manufacturing	Extra support during systems implementation	Remote	Temp
AP Coordinator	Medical Devices	Additional help needed to support month-end close	Remote/On-site	Temp
AP Manager	Nonprofit	Re-organization; company consolidated two positions in order to reduce overhead costs	Remote/On-site	Direct hire
AP Processor	Holding Company	Re-organization due to COVID-19	Remote	Temp-to-hire
AP Specialist	Healthcare	Terminated employee due to fraudulent activities and needed an immediate solution	On-site	Temp-to-hire
AP Specialist	Manufacturing	Newly created position due to increased demand for medical devices	On-site	Direct hire
AP Specialist	Manufacturing	Short-staffed due to work from home challenges	Remote/On-site	Temp
AP Specialist	Nonprofit	Due to childcare issues, full time AP Specialist was unable to fully perform job duties; needed extra support	Remote/On-site	Temp
AP Specialist	Nonprofit	Upgraded underperformer	Remote/On-site	Temp-to-hire
AP Specialist	Oil & Gas	Replaced existing temporary employee based on inability to effectively work remotely	Remote	Temp
AP Specialist	E-commerce	Newly created position	On-site	Temp
AP/AR Clerk	Security	Upgraded staff due to underperforming employees; replaced two clerks with one higher-level person	On-site	Direct hire*
AR Clerk	Agriculture	Coverage for medical leave	On-site	Temp
AR Clerk	Aerospace	Replaced temporary employee due to performance issues	Remote	Direct hire
AR Clerk/Collections	Technology	Resignation due to COVID-19	On-site	Temp
AR Specialist	Food Manufacturer	Increase in business due to demand for their product	On-site	Temp
AR Specialist	Manufacturing	Early retirement due to COVID-19	On-site	Direct hire*
AR Supervisor	Manufacturing	Re-organization of accounting department and upgrade of supervisory position	On-site	Direct hire*
Assistant Controller	Banking	Resignation	Remote/On-site	Direct hire
Assistant Controller	Construction	Newly created position	On-site	Direct hire*
Assistant Controller	Insurance	Resignation	Remote	Temp

ROLE	INDUSTRY	REASON FOR NEED	REMOTE/ON-SITE	PLACEMENT TYPE
Assistant Controller	Manufacturing	Early retirement due to COVID-19	On-site	Direct hire
Assistant Controller	Technology	Upgraded position due to performance issues	On-site	Direct hire*
Assistant Controller	Real Estate	Resignation	Remote/On-site	Direct hire*
Billing Analyst	Construction	Newly created position due to growth	On-site	Direct hire
Billing Specialist	Government	Increased workload to support government billing needs	Remote	Temp-to-hire
Bookkeeper	Manufacturing	New Controller identified need for additional assistance	On-site	Temp
Bookkeeper	Manufacturing	Resignation due to medical issues	On-site	Direct hire
Bookkeeper	Healthcare	Upgraded Bookkeeper due to performance issues	On-site	Direct hire
Bookkeeper	Transportation	Newly created position due to increased demand for trucking and shipping services	On-site	Direct hire
Cash Applications Specialist	Real Estate	Increased demand in workload due to staff unable to perform job duties remotely	Remote	Temp
Collections Specialist	Construction	Maternity leave	On-site	Temp
Controller	Agriculture	Newly created position due to growth	On-site	Direct hire
Controller	Construction	Confidential replacement due to performance issues	On-site	Direct hire
Controller	Government	Resignation	On-site	Direct hire
Controller	Government	Newly created position due to moving operations in-house from using an outsourced accounting firm	On-site	Direct hire*
Controller	Healthcare	Re-organization of accounting department due to growth through acquisition; added additional financial reporting and internal controls processes	Remote	Direct hire*
Controller	Healthcare	Early retirement due to COVID-19; previous Controller was not comfortable working on-site	On-site	Temp
Controller	Manufacturing	Resignation	On-site	Direct hire
Controller	Packaging	Upgraded Controller due to performance issues	On-site	Direct hire

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Asterisk (\*) denotes that the entire interview process was conducted virtually



<b>ROLE</b>	<b>INDUSTRY</b>	<b>REASON FOR NEED</b>	<b>REMOTE/ON-SITE</b>	<b>PLACEMENT TYPE</b>
Data Center/COBOL Programmer	Financial Services	Newly created position to handle COBOL programming for financial document processing and to bring web development needs in-house	On-site	Direct hire*
Data Entry Specialist	Construction	Maternity leave and increased workload	Remote	Temp
Data Entry Specialist	Distribution	Increase in online ordering business	On-site	Temp
Director of Accounting	Banking	Retirement	Remote	Direct hire
Engagement Coordinator	Nonprofit	Resignation	Remote/On-site	Direct hire*
Executive Assistant	Agriculture	Upgraded position due to performance issues	On-site	Direct hire
Finance Director	Nonprofit	Business model change/newly added business line due to COVID-19; created need for additional budget review and cash flow analysis	Remote	Temp
Finance Manager	Public Relations	Maternity leave	Remote	Temp
Financial Analyst	Nonprofit	Resignation due to relocation	Remote/On-site	Direct hire*
Front Desk/Admin Support	Real Estate	Maternity leave	On-site	Temp
Full Stack Developer	Construction	Resignation due to medical issues	Remote/On-site	Temp-to-hire
Full Stack Web Developer	Software	Newly created position due to increased demand for internal technical support	Remote/On-site	Direct hire
Grant Accountant	Nonprofit	Additional help needed for grant deadlines and existing staff unable to work full-time from home	Remote	Temp
HR Administrator	Manufacturing	Special projects to support HR and payroll functions	On-site	Temp
Human Resource Generalist	Healthcare	Increased demand to recruit Healthcare Aides, Nurses and Janitorial staff	On-site	Temp
Human Resource Specialist	Manufacturing	Newly created position due to an increase in production and orders	On-site	Direct hire*
Interim Controller	Manufacturing	Replacement due to relocation of Controller	On-site	Temp
Interim Controller	Nonprofit	Early retirement	Remote/On-site	Temp-to-hire
Interim Director of Finance	Nonprofit	Essential business during COVID-19	Remote/On-site	Temp
IT Manager	Manufacturing	Newly created position to modernize outdated IT department and implement new ERP system	On-site	Direct hire*
Loan Processing Specialist	Banking	Increased work to support PPP loan applications	On-site	Temp

<b>ROLE</b>	<b>INDUSTRY</b>	<b>REASON FOR NEED</b>	<b>REMOTE/ON-SITE</b>	<b>PLACEMENT TYPE</b>
Part Time Accounting Manager	Distribution	Downsized position from full time to part time	Remote/On-site	Direct hire*
Payroll Manager	Nonprofit	Backfill for internal promotion; workload increase	Remote/On-site	Temp-to-hire
Plant Controller	Packaging	Newly created position for senior finance leader in charge of recently acquired business unit	Remote	Direct hire*
Plant Controller	Manufacturing	Resignation	On-site	Temp
Project Control Analyst	Government	Maternity leave	Remote	Temp
Property Accountant	Real Estate	Newly created position due to purchase of new building and new development projects underway	Remote	Direct hire*
Purchasing Clerk	Manufacturing	Increase in business to support demand for medical devices; newly created position within purchasing	On-site	Temp-to-hire
Purchasing & Sourcing Specialist	Education	Short-term leave of absence	Remote	Temp
Sales/IT Support	Transportation	Long-term leave of absence due to medical issues	Remote/On-site	Temp
Scheduling Coordinator	Healthcare	Brought on additional support to oversee internal staff scheduling issues during COVID-19	Remote	Temp
Senior Accountant	Automotive	Backfill due to internal promotion	Remote/On-site	Direct hire
Senior Accountant	Construction	Qualified for PPP loan and added key technical accounting support	Remote/On-site	Direct hire*
Senior Accountant	Technology	Newly created position due to increase in data usage	On-site	Direct hire
Senior Accountant	Manufacturing	Resignation and subsequent maternity leave created a significant gap on the accounting team	On-site	Direct hire
Senior Accountant	Manufacturing	Retirement	Remote	Direct hire*
Senior Accountant	Manufacturing	Upgraded Senior Accountant due to performance issues	Remote	Direct hire*
Senior Accountant	Government	Backlog of work with bank statement reconciliations	Remote	Temp
Senior Accountant	Nonprofit	Backfill for internal promotion	Remote	Direct hire
Senior Accountant	Nonprofit	Newly created position due to growth	On-site	Direct hire
Senior Accountant	Nonprofit	Early retirement of Controller; decided to replace position with a Senior Accountant	Remote/On-site	Direct hire*
Senior Accountant	Nonprofit	Essential business to stop spread of COVID-19 throughout homeless population	Remote/On-site	Temp
Senior Accountant	Nonprofit	Increased workload due to PPP loans	Remote	Temp

ROLE	INDUSTRY	REASON FOR NEED	REMOTE/ON-SITE	PLACEMENT TYPE
Senior Accountant	Real Estate	Newly created position due to additional financing	Remote	Direct hire*
Senior Accountant	Retail	Temporary support for annual audit preparation	Remote/On-site	Temp
Senior Accountant	Distribution	Newly created position	On-site	Direct hire*
Senior Cost Accountant	Manufacturing	Re-organization of accounting department	Remote	Direct hire
Senior Financial Analyst	Manufacturing	Resignation	Remote/On-site	Direct hire
Senior Financial Analyst	Manufacturing	Resignation; upgraded Senior Accountant position to Accounting Analyst	Remote	Direct hire*
Senior Financial Analyst	Recycling	Additional support for upcoming audit	On-site	Temp
Senior Operations	Public Accounting	Newly created position to support the time and billing functions of this 6 Partner firm	On-site	Direct hire
Senior Tax Manager	Public Accounting	Early retirement	Remote/On-site	Direct hire*
Senior Tax Manager	Public Accounting	Upcoming retirement of 2 Partners	Remote	Direct hire*
Senior Technical Support Specialist	HVAC	Increased demand for HVAC systems in hospitals due to COVID-19	Remote/On-site	Direct hire*
Senior Treasury Analyst	Oil & Gas	Growth of company due to acquisition	Remote/On-site	Direct hire*
Staff Accountant	Financial Services	Resignation due to relocation of office space	Remote	Direct hire*
Staff Accountant	Food Manufacturer	Upgraded existing temporary employee due to performance and personal issues	On-site	Temp
Staff Accountant	Healthcare	Newly created position to support out-of-state personnel	Remote	Direct hire*
Staff Accountant	Manufacturing	Newly created position	On-site	Temp
Staff Accountant	Manufacturing	Upcoming retirement	On-site	Direct hire

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ROLE	INDUSTRY	REASON FOR NEED	REMOTE/ON-SITE	PLACEMENT TYPE
Staff Accountant	Logistics	Resignation and increased workload due to ERP conversion	Remote	Direct hire*
Staff Accountant II	Real Estate	Medical leave	Remote	Temp
Staff Accountant II	Healthcare	Newly created position due to new funding for COVID-19 vaccine research	Remote/On-site	Direct hire
Software Engineer	Nonprofit	Change from .NET environment to Salesforce; additional help needed for roll out	Remote/On-site	Direct hire*
Systems Administrator	Aerospace	Newly created position to configure, develop, and maintain software for a new product line	Remote/On-site	Direct hire*
Systems Engineer	Education	Due to school closures, assistance needed with distribution of Chromebooks to students	Remote	Temp
System Software Developer	Software	Special project to support warehouse management system for a large global retailer	Remote/On-site	Temp-to-hire
VP Treasury	Oil & Gas	Newly created position due to acquisition	Remote/ On-site	Direct hire*

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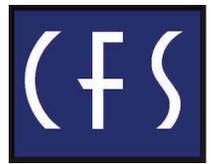


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# Recruitment and Hiring Trends Summary



## Hiring Managers are:

- Upgrading staff, mainly due to performance issues
- Utilizing temporary support due to employee absences and workforce shortages
- Consolidating positions; eliminating 2 roles and hiring one higher-skilled professional
- Offering early retirement packages, which are being accepted
- Upgrading/implementing new technology to improve workflow efficiency
- Hiring internal IT staff to replace outsourced IT functions
- Re-organizing departments, including internal promotions
- Proactively hiring talent to capitalize on market uncertainty
- Adding new positions due to revenue growth from COVID-19

## Interviewing & Onboarding:

- Conducting entire interview process through video meetings; utilizing platforms such as Zoom, Skype, Microsoft Teams, and Webex
- Hiring and onboarding remotely; shipping laptops and configuring remote access
- Utilizing technology platforms to screen share during training, both on-site and off-site, to maintain social distancing

