



www.5starcareers.com



MSCA and UA Launch Technician Recruitment Website

The number one challenge facing our industry is the shortage of qualified manpower. Technician recruitment – whether it's finding an experienced professional interested in becoming a union technician or the lack of qualified new technicians entering the field – is a priority of the MSCA and UA.

To that end, MSCA and the UA are addressing technician recruitment through our new joint 5 STAR Careers initiative that has two primary goals:

- > Provide a mechanism for talented non-union technicians to showcase their skills to MSCA contractors and become a member of the UA
- > Recruit the next generation of HVACR service technicians into the industry

MSCA and the UA are proud to announce the launch of a key aspect of 5 STAR Careers that will address both goals – a comprehensive interactive career and employment website, www.5starcareers.com.

What sets www.5starcareers.com apart from every other online HVACR employment website is that only MSCA members and UA locals will have access to the experienced technicians who submit their career profiles to the site. MSCA members looking to hire an experienced technician can easily search profiles for local technicians, review their background and contact that person directly by email or phone.

Website sections include:

Entry Level Technicians

Young people interested in learning more about a career as a HVACR service technician can get all the details in this section. Students can download a Getting Started guide they can share with their parents, guidance counselor or educator.

In addition, interested students can use the site to find a local accredited technical school through MSCA's technical school partner, HVAC Excellence. Students enrolled in HVAC Excellence programs will be encouraged to submit their career profiles to the 5 STAR Careers website upon graduation.

Parents/Educators/Guidance Counselors

We have provided a section for these influencers to give them the facts about the profession so they can assist young people with their career choices. Guidance counselors and educators can also order MSCA and UA's new brochure about a career as a HVACR service technician.

Experienced HVACR Technicians

This is where experienced, non-union technicians can explore the advantages of working for a MSCA contractor and the training available through the UA. It's also where they can fill out and submit their career profile. Once submitted, these profiles are posted in the Member's section where MSCA members and UA locals have exclusive access to this labor pool.

MSCA Members

At the top of each page is a link to the Member's area. This is a password-protected area where only MSCA contractors and UA locals can view the career profiles submitted by non-UA experienced technicians. You can sign up for your password by clicking on the appropriate link on the Member's page or follow the detailed step-by-step instructions on the reverse of this page. Once logged in, you can easily view career profiles and directly contact candidates.

In the months to come, MSCA and the UA will be employing a number of on-line and off-line marketing tactics that will help drive traffic – and potential new hires – to the site. Be sure to sign up for your password and keep checking the experienced technician profiles – you may find a tremendous new employee!

You can order free copies of the enclosed 5 STAR Careers brochure or the guidance counselor brochure by emailing info@5starcareers.com.

Please contact MSCA at 301-869-5800 or email info@5starcareers.com with any questions.

How To Obtain Your Member's Area User Name and Password

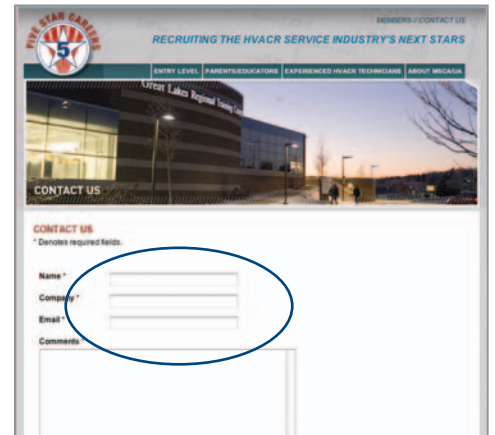
Only MSCA and UA members with a User Name and Password can view the experienced technician career profiles. Getting your user name and password set up is quick and easy:



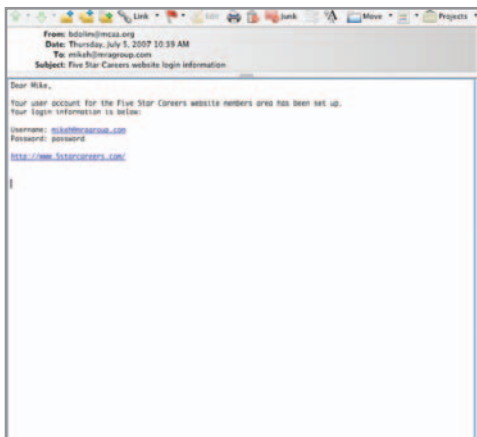
1. Click on "Members" at the top of any page in the site.



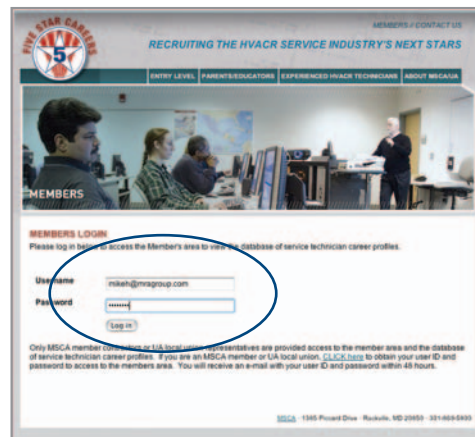
2. Click on the "Click Here" link in the text under the user name and password blanks.



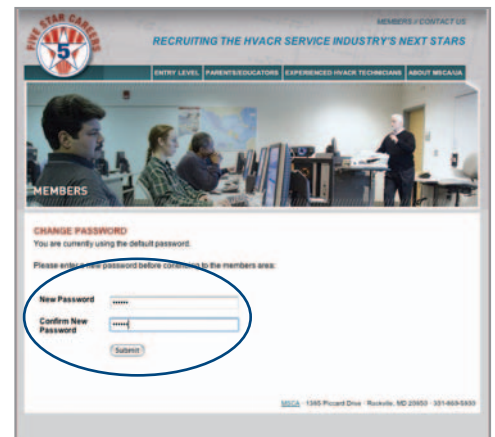
3. Enter your information into the short form (name, company, email). In the comment field, ask for your user name and password.



4. You will receive an email from MSCA confirming your user name and password.



5. Enter your user name and the password given to you in the email.



6. Once you enter this information, you will be prompted to set your own password.



7. Once logged in, click on View Career Profiles to see the experienced technician career profiles.



8. To view a profile, click View. You can also sort profiles by name, city, state, date submitted and other criteria by clicking that category at the top of the list.

Please contact info@5starcareers.com with any questions.

