



## A BRADLEY-MORRIS CASE STUDY



### COMPANY PROFILE:

The Electric Motor and Contracting Company, Incorporated (EMC), based in Chesapeake, Virginia, provides technical repair and maintenance services to the nuclear power industry as well as shop and field services to users of rotating electrical and mechanical equipment. The company has been in existence since 1960 and has grown from a small motor shop to being one of the largest firms of its kind on the East Coast. Their primary customers include the U.S. Navy, utility companies, paper mills, shipyards, chemical plants and hospitals.





## THE CHALLENGE

According to EMC, the company has experienced a 25-30% growth rate in the past two years. They attribute the expansion to the fact that EMC is one of only a few companies in the country that provides a full range of services to the nuclear power industry. This growth, while certainly welcome, has also created a staffing challenge within the organization.

## THE SOLUTION

In order to meet the technical demands of their customers in a timely manner, EMC has turned to Bradley-Morris, Inc. (BMI), the largest military-focused recruiting firm in the U.S., to assist them in locating qualified candidates. BMI worked closely with EMC to identify the specific required skill sets and to effectively match candidates to the company's needs.

## THE RESULT

The results have been tremendous. To date, six BMI candidates have been successfully placed with EMC. Specific positions that have been filled range from project management to quality control to nuclear power. EMC management reports being highly impressed with the services of BMI and the technical and leadership skills found in those who have served in the military.



"Compared to what we were finding off the street, through the front door and through placed advertising, the quality of personnel we have hired through BMI is just phenomenal. Those who have served in the military understand what it takes to get the job done and that's what we look for in our employees." - *EMC President*