



Welcome To Recruiting & Retaining Talent



Quick Historical
Review of this Topic
From an HR Interview
Perspective

Baby Boomers

1980

“Come on back next Monday at 7 am sharp and we will try you out for a week. If you don't screw up, I'll give you a job but no promises”!

Generation X 1995

"We are looking for talented people that want to learn and grow with the company. It's hard work but rewarding. It's competitive here so please come prepared"!

Generation Y 2010

"Our company is leading edge and values our people. We strive to create an environment where you can excel while feeling comfortable. We are flexible and open to your feedback on how we can meet your needs and improve!"

Generation Z 2021

"We are here to serve you. We pass no judgement and don't expect anything.

What's important is that you feel appreciated and have no anxiety. By the way, we don't screen you for drugs or your past and we offer signing bonuses if you accept our offer. Please, Please, Please come join our family"!

Name: Roy Oberg, Oberg and Associates

Title: Owner, Company Leader

Roy has been recruiting in the corrugated industry for 35 years. His company Oberg and Associates is celebrating its 25 year anniversary this summer.



Name: Jay Cook, Schwarz
Partners

Title: VP of Manufacturing

Years in Industry: 24

Fun Fact: I showed Pallini my hometown of Amelia Island one night during AICC in March. We both still have a headache and a warrant out for our arrest.



Name: Bryan Graves, WestRock

Title: General Manager

Years in Industry: 34

Fun Fact: I used to race dirt bikes in my younger years, but I had to **give that up in my late 40's (No More Knees Disease!)** Now I build and restores vintage motorcycles and cars as one of many hobbies.



Name: Carl Tinsley, GlobalPac Alliance

Title: CEO

Years in Industry: 32

Fun Fact: I am member no. 400 of the Black Scuba Divers of America, I am a PADI certified Advanced Diver, sailed on 61 cruises, drowned three times, and I was in the Navy; yet I do not know how to swim.

