

## 10-WORD RÉSUMÉS

Brief introductions from fabulous Michiganders looking for work. Hire them.

**Sales-Media, marketing,** event pro, 30+ yrs, unique selling proposition. jlofgren3@yahoo.com

**PGA Professional 16 years** Class A Personable Service Oriented Dependable. jsgpro96@hotmail.com

**Degreed IT Network/Security** Professional Part-Time macrobtt@yahoo.com

**Old school** bill collector. Ready for work. rozsandi@gmail.com

**Healthcare Revenue Cycle** Professional (Front-End) looking for Consulting Work. kenfoster\_72481@yahoo.com

**Spatial visual** designer. All media. Full, part time or contract. original\_innovative\_fresh@yahoo.com

**civil engineer,** 30+ years construction experience, civil estimating, construction review. Jagdish846@gmail.com

**Salesman. 25+ years** medical industry experience. Will increase company revenue. jwmjr@wowway.com

**Successful manufacturing** executive in business turnarounds, startups, growth shutdowns. russroxie@att.net

**Autobody Technician:** Talented Autobody sheetmetal refabricator for hire. AutobodyArtisan1@hotmail.com

**Experienced & Degreed** IT professional looking for SQL internship opportunity. rzarczynski@yahoo.com

**MICRO BUDGET FILM** PRODUCER, DIRECTOR, CREW with MEDIA CONVERGENCE experience. DeanLach@juno.com

To place your 10-word résumé here, visit [www.michigan.com/working](http://www.michigan.com/working)

## SPECIAL ADVERTISING SUPPLEMENT FROM THE DETROIT MEDIA PARTNERSHIP

### NEXT PAGE:

**GOOD COMPANY:**  
Quicken Loans Inc.



**COMING NEXT MONDAY:**  
How to deal with inappropriate interview questions

## Career Calendar

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### THE BIG EVENT

**April 11 (WEDNESDAY)**  
WorkForce Software Networking Event

Kensington Ct., 610 Hilton Blvd., Ann Arbor; 4-8 p.m.; free  
[www.workforcesoftware.com](http://www.workforcesoftware.com) or 734-742-2620

More than 50 job positions in software development, technical support, IT, sales and marketing are available at WorkForce Software's Livonia headquarters. Meet with hiring managers and WorkForce Software executives and learn about WorkForce Software. Dress is casual; bring a copy of your résumé.

### ALSO ON THE CALENDAR:

**April 13 (FRIDAY)**  
Pure Michigan Opportunity - WEST COAST

Lake House Waterfront Grille, 730 Terrace Point Drive, Muskegon 10:30 a.m.-6:30 p.m.; \$15  
[www.mitalent.org](http://www.mitalent.org)

Explore the best places to live and work in Michigan's West Coast Region, and get connected with Michigan employers, including ADAC Automotive, Mercy Health Partners and Huntington National Bank, looking to hire college students, seasoned professionals and young professionals. Register by Monday, April 9, to receive the \$5 early admission fee: [www.regonline.com/pureopportunitywestcoast](http://www.regonline.com/pureopportunitywestcoast). Registration is required and includes bus transportation from southeast Michigan and East Lansing to and from the event.

**April 17-18 (TUESDAY-WEDNESDAY)**  
Greater Detroit Engineering and IT Career Fair

Marriott Hotel, 200 W. Big Beaver Road, Troy - 10 a.m.-5 p.m.; free  
[www.careerfairdetroit.com](http://www.careerfairdetroit.com)

Automotive designers, IT professionals and engineers are invited to meet with representatives of top suppliers, engineering and design companies, such as Guardian and Quicken Loans. The event is reserved from 10 a.m. to 11 a.m. for veterans of the U.S. Armed Forces only. Attendees should bring 50 copies of their résumés and dress professionally.

### GOT AN ITEM FOR CAREER CALENDAR?

Email date, time, place, description, cost and contact info (MUST include phone number for verification) to [micareercalendar@gmail.com](mailto:micareercalendar@gmail.com).

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# Working

Get ahead.  
Get hired.  
Get inspired.

## Good Company: Kyyba Inc.

# Global engineering, IT business sees rapid growth, expects to hire 100

Seeing the U.S. auto industry come back stronger than ever is a welcome occurrence for Kyyba Inc., a global engineering and IT solutions company that focuses on staffing solutions, software development and automotive electronics. But, according to President and CEO Tel K. Ganesan, the spurred growth also is presenting the company with a challenge: finding people with the new skills that the changing marketplace is demanding.

"One of the greatest things going on right now is how much the auto industry is hiring. This helps us with supplying them the talent they seek," Ganesan says. "While the increase in hiring in the auto industry will help us, it will require us to find candidates faster. These candidates will need skill sets that may not have been as important in the past" in areas such as alternative energy.

Based in Farmington Hills, Kyyba has multiple office locations serving local, regional and national clients consisting of Fortune 1000 and middle-market companies. The company has more than 250 employees and expects to hire approximately 100 more over the next year in engineering and IT positions in various fields. It also began serving the health care industry at the start of 2012.

Ganesan says health care presents a huge growth opportunity, but again, there's a lack of workers with the needed skills. In response, the company offers an ongoing Health Care Training Program that provides candidates with training in specific areas where jobs are abundant.

Finding and developing skills in talented workers is all part of the company's mission of recruiting the best talent to fit clients' needs, according to Ganesan.

"We are a company that is passionate about what we do and work hard to find solutions to the challenges businesses may face," he says. "We

### Good to Know

■ Kyyba, Inc., a global engineering and IT solutions company founded in 1994, is headquartered at 28230 Orchard Lake Road in Farmington Hills.

■ It will be at the Greater Detroit Engineering and IT Career Fair from 11 a.m.-5 p.m. April 17 (IT) and 18 (engineering) at the Troy Marriott, 200 W. Big Beaver Road. Register at [www.hiredmyway.com](http://www.hiredmyway.com).

■ The company recently began providing services for the health care industry. To find out more about its ongoing Healthcare Training Program, email [training@kyyba.com](mailto:training@kyyba.com) or call Dipti Kohli at 248-254-4027.

■ In 2011, it was named to Inc. magazine's 500/5000 list of the fastest-growing private companies in the U.S. for the fourth consecutive year.

■ For more information, call 248-813-9665 or visit [www.kyyba.com](http://www.kyyba.com).



COO Thiru Ganesan (left), Chief Strategy Officer Park Payne, and President and CEO Tel Ganesan of Kyyba Inc. The Farmington Hills-based company is rapidly expanding.

don't want to put a Kyyba stamp of approval on a mediocre fit. We go the extra mile to make sure the fit is the best for both the contractor and the client and provide the best service around."

Ganesan says that he is excited by the prospect of continued growth for both his company and the city of Detroit.

"We expect the automotive industry to continue to grow in the years to come. We are also seeing how Detroit is rebounding and that brings with it a lot of possibilities," he says. "We are very excited to see Detroit make a comeback and watch the auto industry continue to grow. Detroit is our home; we're ready to do our part in bringing it back to its former glory."

### Happiness, passion are Kyyba's top values

Hard work, dedication and commitment are all words you often hear companies use to describe

qualities of successful workers. But Kyyba Inc. has another one: happiness.

"Kyyba believes that happiness is a key to success and promotes happiness at work and at home. We are a company with strong values and high expectations," says Ganesan.

Kyyba offers one of the most competitive benefit packages in the industry and works with employees to help them advance their careers. Ganesan says above all, the company values employees with passion.

"We want our employees to represent Kyyba in a positive light and show that they are doing what they love," he says. "We look for employees to exceed expectations and really represent the Kyyba name in a positive way."

Providing clients with high-quality employees ensures they continue to trust the company with their needs, Ganesan says. "We want [employees] to care about the role they are in; if they love their job, everything else will fall into place."

To find out more about job opportunities, visit [www.kyyba.com](http://www.kyyba.com) and click on "Careers."

## Work Smarts

### 4 tactics for better communication

Clients often ask me how to better communicate their thoughts about change in the workplace. While they might come up with great ideas to make their specific jobs or the businesses run more efficiently, their input often is met with either an argumentative attitude or a dismissal.

As with a baseball pitcher, the problem often is in the delivery. Most people have trouble differentiating their perspective from what they deem to be a truth. The truth is there re-

ally are very few things in life that are true. Most things in life are perspective. No two human beings have experienced the exact same set of circumstances in their lives and thus can't possibly see things the same exact way.

If you want others to buy into what you're thinking, try using these tactics:

#### Make your idea relatable.

Human beings possess differing personalities and thus buy into others' thoughts and ideas in accordance with his or her own personality. Take the time to get to know your coworker and uncover under what circumstances they buy. Whether they're analytical, expressive or amiable, prepare your delivery accordingly.

There's more than one approach to take. When selling your idea, remember that it's neither right

nor wrong; it's an alternative to the present habit, which you perceive will deliver better results. Telling your boss or coworker that they're wrong or saying, "You're missing my point," or "You're not listening to me," will never get them to buy in.

**Be passionate yet prudent.** Your coworkers' interest in what you have to say will be enhanced as long as it's delivered in a positive, relevant and irrefutable manner. Embrace their input and make changes when applicable to reach a constructive solution.

**Make yourself relatable and respect differing opinions.** When you do, you just might find others asking you for your input, rather than seeing it as unsolicited advice.

*Bruce Rosenblat is president and COO of PAAR and Company, a nationally recognized executive coaching firm. Contact him at 248-330-1363 or [brosenblat@paarco.com](mailto:brosenblat@paarco.com).*



Bruce Rosenblat

## Paycheck

### Know pros, cons of 401(k) loans

I've conducted workplace financial-wellness programs in which some individuals have considered applying for 401(k) loans to reduce debt. They desire to eliminate credit card debt with high balances and double-digit interest rates. However, is borrowing from your 401(k) the best financial decision?

Some benefits to borrowing are low interest rates and no credit check. Yet, some consequences cannot be overlooked. They include:

**Risk of termination.** If you quit or lose your job, the loan balance

usually is due within 60 days. If the loan isn't repaid, the IRS considers it a taxable event. Federal and state income taxes, as well as early distribution penalties, will apply if you are under 59½ years old. This could amount to 40 percent of the outstanding balance.

**Opportunity costs.** You might not realize the value and growth potential of your investment if you bor-

rowed from the account. Studies show that interest paid on a loan is less than the potential earnings if no loan had been made. Accessing your retirement account prematurely can jeopardize your financial future if you're not saving enough already.

**Cannot make additional payments.** The 401(k) plan

requires repayment in equal installments up to a maximum of five years unless the money is used to buy a home. Usually, payoff cannot

be accelerated by adding money to each payment. Carrying the debt over five years may increase the total cost of the debt.

**Contributions may be frozen.** The plan might not allow contributions for the term of the loan; hence, the retirement account will lose momentum, and the ending balance will be affected.

**Modifies financial plan.** When you make a loan, asset allocation becomes compromised. Money taken from equity investments will cause lower returns.

Start paying off debt by looking at existing cash flow. If you view a 401(k) plan as an extra bank account, then you will have modest savings for retirement.

*Robin Thompson is president of Budget Wise Consulting, a Troy-based financial education and consulting firm specializing in cash-flow management concerns. To learn more, visit [www.budgetwise.net](http://www.budgetwise.net) or contact her at [robin@budgetwise.net](mailto:robin@budgetwise.net).*



Robin Thompson

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