

ALEX HETTINGER AKRON MARKETPLACE LEADER



Alex joined the Alliance Industrial Team in January of 2015 as a Sourcing Specialist. Originally, he was attracted to the organization because of the culture, and also because of the potential opportunity he saw in the growing company.

From the moment Alex toured the building, he loved the high-energy environment of the bullpen. When he met our Chief Culture Officer, Kevin, during his second interview, he knew that if someone from the C-level at a large company was taking the time out of his day to meet with a possible new hire, the company truly cared about their employees from the top down.

Alex knew right from his interview that he wanted to grow within this company. He knew sourcing was not long-term for him, so he was always the first one into the office and the last one out. He raised his hand whenever there was a new opportunity so he could continue to learn and grow in the business.

The work paid off.

Since he started, Alex has moved up in various roles from a Sourcing Specialist to Account Manager, a short stint in sales and then to OEC Manager before landing his current role as the Akron Marketplace Account Manager. In part, he has had a unique opportunity at AIS because of the experience he's had; he feels comfortable doing any role within the business. He credits that to the business leaders, John and Dana, who create opportunities for those that seek them out.

To excel here...

Alex advises learning as much as you can and taking new opportunities when they arise - especially be willing to do the things that your co-workers and competitors won't do. Work hard to be a good teammate and pass on your mistakes and successes. Ignore the noise and focus on being the best you can be.

Alex loves Alliance Industrial Solutions and the family of companies that it operates in as a whole. He strongly believes in the company culture, executive-level support and opportunities that a career here has to offer. He plans on building a long career at AIS as a leader and mentor.



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DANA WEGZYNOWSKI

DIRECTOR OF OPERATIONS



Dana joined Alliance Industrial Solutions in January of 2012 as an Account Manager. He was at his previous company for ten years and felt he wasn't getting where he wanted, even working a second job to supplement his income. When he found AIS, he knew he was ready to leave for a small and growing company where his hard work would pay off.

Dana knew as soon as he started that he wanted to grow.

He was first promoted to a Project Manager, a role created for him that didn't previously exist. While Dana wasn't sure where the role would take him, he kept his head down and worked hard, soon becoming an OEC Manager and finally landed his current role as Director of Operations.

When the door of opportunity opens...

Dana believes his experience has been unique because of the changes he's been a part of during his time with the company - namely becoming technology-focused and the defined training and processes that have been put into place. Since he first evolved into a role that previously didn't exist, he had the opportunity to carve out the progression sequence and training for others. The company constantly evolves but Dana believes in the team, management and shared vision that guides them in conducting business unlike other staffing firms.

Dana says to succeed in this role...

You must put your service and success above everything else. He never saw his position as a paycheck or a job - he took it as seriously as his personal reputation and did everything that was asked of him. Use best practices and don't accept the "norm." Always seek to improve, provide the best service and win, and everything else will fall into place.



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DAN DILLON

PROGRAM MANAGER



Dan joined Alliance Industrial Solutions in late 2014 as a Recruiting Specialist. Dan heard about Alliance from a friend who said the company was growing fast and that he should jump onboard.

Dan realized he wanted to grow within the company.

After completing a large project with out-of-state placements, he then fully realized how he could affect people's lives from all over the country. From then on, he took on bigger projects and continued to pursue out-of-state placements.

Later on...

Although Dan had never onboarded a large account before or built a team in a new, expanding market, when the opportunity arose, he knew he wanted the job. He applied hoping to land the account in order to add even more skills to his toolbox. One of our company values is Active Learning, and Dan surely represents this value with his thirst for knowledge and a drive to succeed in new arenas.

Because he took the initiative to learn and grow in a difficult position...

Dan has carved his own path here and built his team. AIS supports employees who seek entrepreneurship and lets them own their experience. Dan was able to receive mentoring from his peers and even the president of AIS, and now he is able to give back by mentoring others.

Dan believes AIS is unique because...

You can move through so many different roles as you grow, and as the company grows. He has moved from a Recruiting Specialist to Account Manager and finally landing in his current role as a Staffing Advisor / Program Manager.

Someday...

If you want to be doing what Dan is doing, he gives this advice: Have patience to get where you need to go. Rome wasn't built in a night. Keep doing the right things and it will pay off. There will always be ups and downs, but you can't get too up or too down on yourself.



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