



05/04/2022 to 5/25/2022

*\*This information is being provided to inform/remind employees of our ON-GOING employee referral program.\**

## **\$1,000 Referral Bonus**

**Talented IT, Inc. is experiencing rapid growth and we are in need of several new employees. We are looking to hire for the following position(s):**

**Talented IT, Inc.** has an opening for the position of **Mechanical Engineer** (*Ref# ME322NN*) to work in Naperville, IL and various unanticipated locations throughout the U.S. Job Duties: Responsible for the design, development, and support of mechanical products, components, systems, and sub-systems, specifically thermal and stress analysis. Perform design development, testing, troubleshooting analysis, validation, prototyping, and implementing mechanical sub-assemblies. Create and evaluate new design concepts to meet requirements of specified applications. Design activities include thermal and stress analysis, FEA (Finite Element Analysis), technical product documentation, DFMEA, and GD&T. Develop 2D and 3D finite element thermal model for multiple design iterations. Attend design review meetings and incorporate the design suggestions. Work with appropriate departments to ensure design specifications meet or exceed all applicable standards. Release the approved design concepts. Develop resolutions to critical issues and design matters in low vacuum, high temperature, and flow architecture. Work on issues that impact design or addresses future concepts, products, or technologies. Conduct feasibility studies and testing on new and modified designs with in-house prototypes. Support the preparation of detailed design, testing, and prototype fabrication. Plan, track, and resolve design problems. Involved in improving the engineering standard work process improvements with new methodologies. Use of GD&T (Geometric Dimensioning & Tolerancing), DFMEA (Design Failure Mode & Effect Analysis), New Product Development (NPD), Engineering Change Management Process, Bill of Materials (BOM), Tolerance stack-up, ANSYS, NX, Teamcenter, MacroFlow, HyperMesh, and SolidWorks. Travel and/or relocation required.

Requirements: This position requires a Master's degree or foreign academic equivalent in Mechanical Engineering, Thermal Engineering, or a related field. Plus 2 years of experience in the job offered or 2 years in a related occupation including Design Engineer, Project Manager, or related experience. Position requires 1 year of experience with thermal analysis, GD&T, DFMEA, and ANSYS. 40hrs/week.

**A current list of ALL OPENINGS may be found on our company website at <http://www.talentedit.com/careers.htm>.**



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Refer all your friends who might be a match for the positions we are looking to hire.

If your referral gets hired by us, you will make \$1,000 – it's that simple!

So keep those referrals coming and keep making *thousands of dollars*.

To apply for the Employee Referral Bonus, send the candidate's resume along with the attached completed form to [Recruiter@TalentedIT.com](mailto:Recruiter@TalentedIT.com).

Or, drop off the completed package to the HR department.

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Date Posted: \_\_\_\_\_

Date Removed: \_\_\_\_\_

Place where notice was posted: 800 W. Fifth Ave, #208A, Naperville, IL 60563 — \_\_\_\_\_

X \_\_\_\_\_

Signed: Siva Tripuraneni, CEO



**Talented IT, Inc.**  
**Employee Referral Form**

Name of Employee \_\_\_\_\_ Date \_\_\_\_\_

Department \_\_\_\_\_ Manager \_\_\_\_\_

Name of Person Referred \_\_\_\_\_

Relationship with Person Referred:

Colleague    Friend    Former Coworker    Other \_\_\_\_\_

Date Referral Made \_\_\_\_\_

Referral for What Position \_\_\_\_\_

Resume Attached?

Yes \_\_\_\_\_ No \_\_\_\_\_

Completed Application Attached?

Yes \_\_\_\_\_ No \_\_\_\_\_

Contact Information for Referral

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

I believe the individual I am referring as a job candidate is qualified and interested in the position identified above. I understand that if this individual is hired as a result of this referral, I will be eligible for a referral bonus that will be paid out only after the individual has worked the necessary period of time specified for such referral bonus payments.

X \_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date