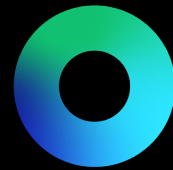


Circa

Diversity Recruiting



We Can Help You



Over 3,000 employers trust our Diversity Recruitment Solutions


Automatic


Proactive


Targeted

Ramp up your outreach to create a diverse talent pipeline



Promote your jobs on our network of diversity employment sites



Job distribution to local community and diversity partners



Access our directory of over 15,500 local organizations to build relationships



Send customized messages and attachments to local organizations that fit your needs



Easily track and record referrals and communications with each organization



Increase targeted outreach by sending your jobs directly to specific organizations



Boost your diversity employer brand



Expand Your Reach

Promote your jobs on our network of diversity sites



→ National network of 600+ local employment and diversity sites

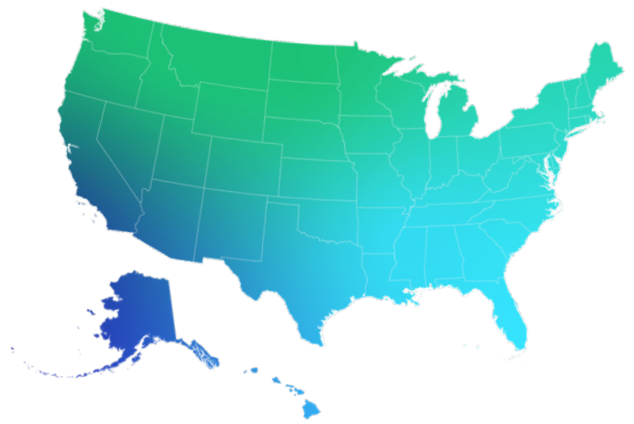
Drive quality candidates to your jobs by choosing one of our local websites

→ Seamless integration with your ATS

Streamline your entire hiring process and easily manage every applicant through our built-in ATS

→ Become a diversity employer of choice

Connect with local community and diversity organizations to promote your jobs in front of a diverse talent pool



“

“Workplace diversity is embracing the differences that make us unique individuals and harnessing the variety of perspectives we bring to the table to solve problems, drive innovation, and create better outcomes that benefit everyone.”

Open jobs are matched and automatically emailed daily to community organization contacts:

- Women
- Minorities
- Older workers
- Individuals with disabilities
- Veterans
- LGBTQ
- College students
- Historically black colleges and universities (HBCUs)
- Professional and industry organizations
- Construction and skilled trade associations

Connect your jobs with active and passive job seekers

On-demand reporting and record retention to track your outreach

Proactively Build Relationships

Find and engage community organizations



→ Outreach Management System (OMS)

- Search directory of more than 15,500 organizations by type and location
- Access to names, email addresses, phone numbers, physical addresses
- Ability to add your own contacts and organizations
- Send customizable messages to build ongoing relationships
- Easily track candidate referrals from recruitment sources
- Record notes from calls, emails, meetings, and events
- On-demand reporting and record retention



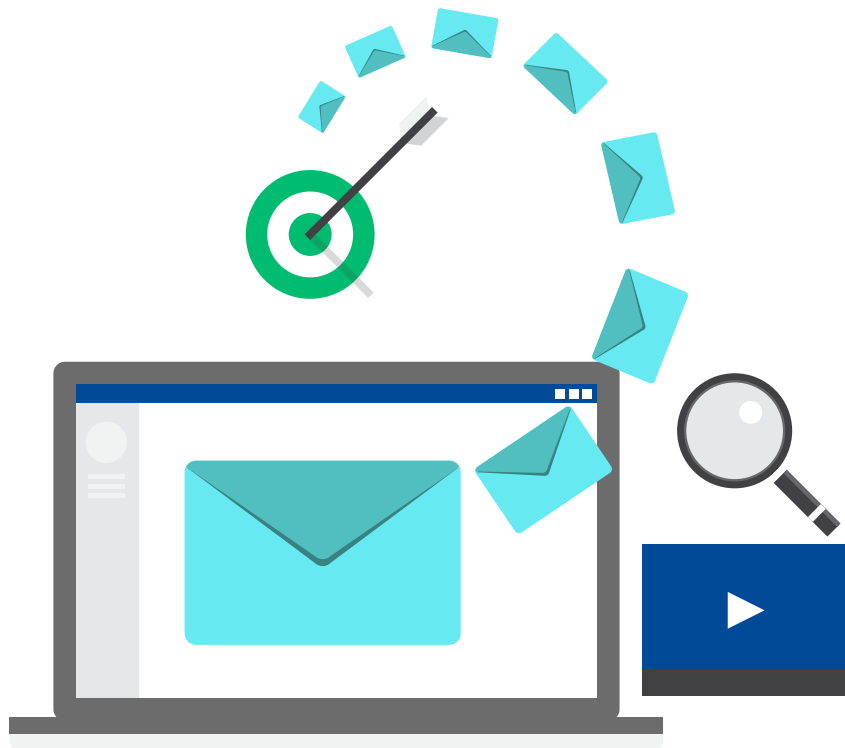
Target Your Outreach

Send jobs to organizations that meet your needs



→ Linkage Agents

- Customize your outreach to target underrepresented groups
- Send your jobs directly to specific organizations
- Targeted company branded emails come directly from you
- Select how often the emails should be sent and what jobs you want to promote



Seamless Integration

Simplify your job posting process



→ Applicant Tracking System

- Create your own hiring stages and customize your disposition codes
- Streamline communications, messages, and scheduling of interviews
- Demographic data collection (E.O. 11246)
- Accessibility features (Section 503)
- On-demand reporting
- Seamless integration to showcase your jobs on your website with PoweredBy 2.0™

1. Job Postings

2. Applications

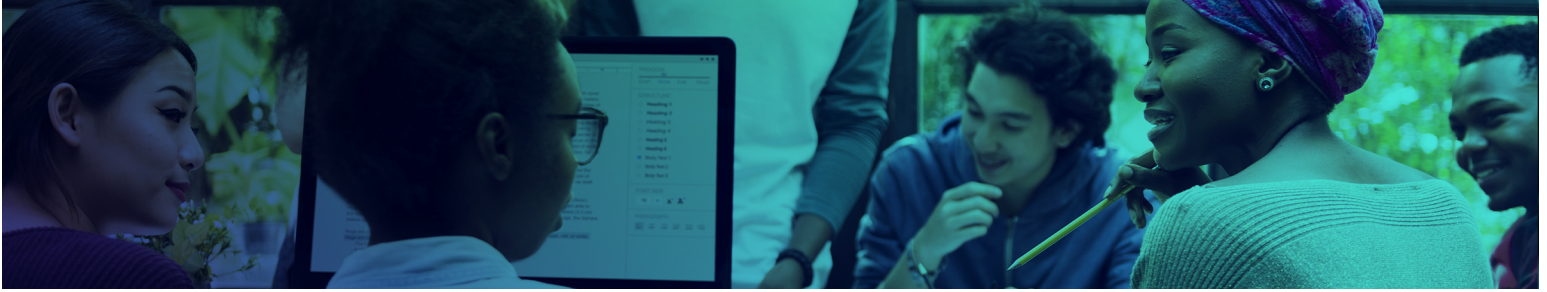
3. Interviews

4. Offers

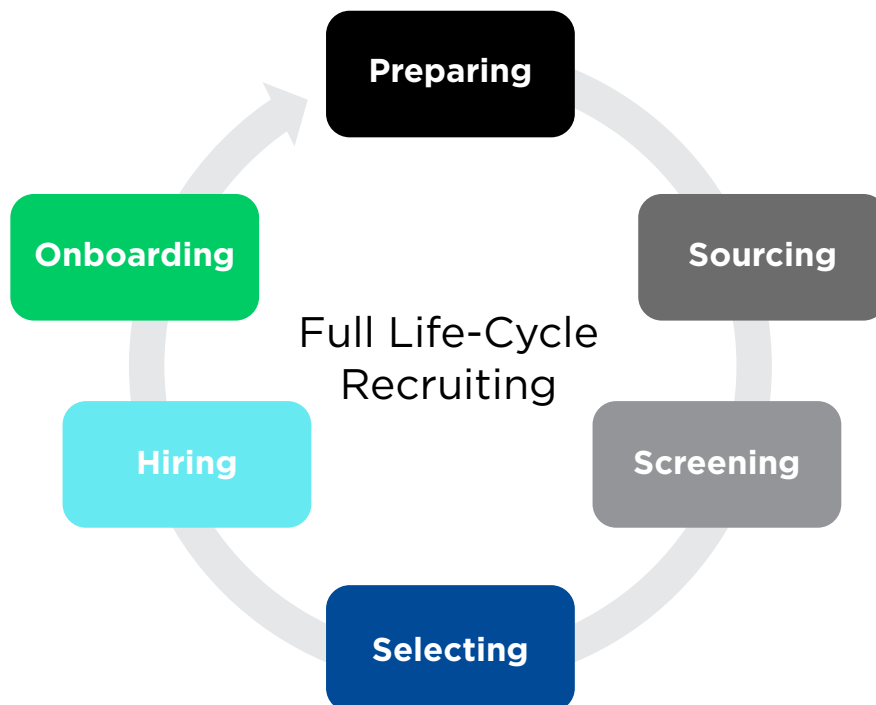
5. Hires

Transactional Recruiting is a Waste of Time

Build a repeatable diversity strategy



- Develop lasting relationships
- Build a diverse candidate pipeline
- Reduct cost per hire
- Provide full life-cycle recruiting 100% guaranteed professional placement, always at a fixed cost
- Review and advise you on your Affirmative Action Plan
- Develop a process for sourcing active and passive candidates from a wealth of resources - LinkedIn, Zip Recruiter, Indeed, and our network of 600+ employment and diversity sites
- Provide advise and estimated costs for accommodations for individuals with disabilities



Build Your Diversity Employer Brand

Promote your diversity and outreach initiatives



Add-ons

→ Featured Employer

Display your company logo on the homepage of any diversity site within our network. With this visibility, job seekers can easily navigate to your company profile to see your available jobs.

→ Employer Branding Site

Upgrade your standard company profile to match the branding of your website. Attract top talent by showcasing your company culture, benefits, and perks.

→ DirectConnect™

Craft your own custom email to reach both active and passive job seekers. With DirectConnect™, you can reach up to 2,500 job seekers in a single email blast.

→ Homepage Display Ad

Boost awareness for your jobs, events, or company with homepage display ads. Your ad will display on all devices in a format unrestricted by ad blockers.

Inclusions

→ Company profile page

→ Career SEO site

→ Career events

→ Premier Employer Event

Your Subscription

- Network of local diversity sites
- Community & diversity outreach
- Outreach Management System (OMS)
- Linkage agent targeted emails
- On-demand reporting & record retention
- Job mirroring program
- Applicant Tracking System (ATS)
- Customized company profile page
- Premier Employer Event
- Webinars
- Career events
- Articles, Blogs, and podcasts

Our comprehensive solutions help save you time and money.

Call **(800) 684-3775** to speak to one of our
Diversity Recruiting experts today.