

## Honest Jobs Overview

Honest Jobs is a web-based software platform that helps people with criminal records find jobs and critical resources faster and helps employers connect with our network of over 115,000 justice-involved job seekers and 20,000+ community corrections and reentry professionals. Our platform features a national fair-chance job board with 300,000+ openings from 1,500+ employers, a local resource directory with 200,000+ social services, and an online skills training center. Accessible via mobile and desktop, our services have accelerated job searches, with success rates up to eight times faster. Our impact has been recognized by Forbes, Bloomberg, NPR, and Harvard Business School, solidifying our position as leaders in fair chance employment.

## Fair Chance Recruiting Service - Direct Placement with Retention Guarantee

Honest Jobs' Fair Chance Recruiting Service is a turn-key solution designed to connect fair chance employers with qualified candidates, ensuring a seamless recruitment process that prioritizes success for both employers and job seekers. With a commitment to excellence and a focus on results, our service offers unparalleled support from highly skilled recruiters who are dedicated to helping you create a highly successful fair chance hiring program.

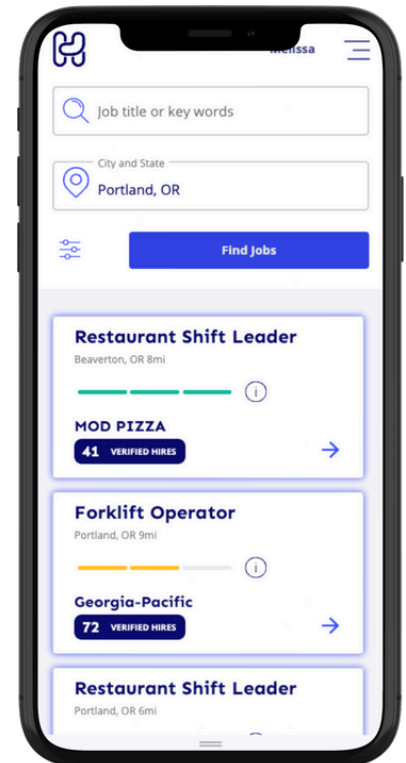
## Key Features

**Pay Only for Success:** We understand the importance of cost-effectiveness and risk mitigation in recruitment. With our pay-only-for-success model, you can rest assured that you only invest when you see results. Our fee structure is designed to align with your hiring needs, ensuring maximum value for your investment.

**Direct Placement Opportunities:** Say goodbye to cumbersome recruitment strategies. Our service streamlines the hiring journey by providing direct placement opportunities to fair chance employers. From sourcing candidates to facilitating interviews, we handle every step of the process with precision and care.

**90-Day Retention Guarantee:** We stand behind the quality of our placements with a 90-day retention guarantee. This commitment reflects our confidence in the candidates we recommend and our dedication to fostering long-term success in the workplace. If for any reason a placed candidate does not meet your expectations within the first 90 days, we will work swiftly to find a suitable replacement at no additional cost.

**Comprehensive Support:** Our team of justice-involved recruiters goes above and beyond to support both employers and candidates throughout the hiring process. From vetting qualifications to assisting with applications and coaching through interviews, your dedicated recruiter will provide personalized guidance every step of the way. Additionally, we offer ongoing support for 90 days after placement, ensuring that candidates have the resources and assistance they need to thrive in their new roles.



**Community Outreach:** We understand the importance of building strong connections with community corrections and reentry organizations. Our service includes targeted outreach to these organizations in your target areas, allowing us to tap into a diverse pool of talented candidates and expand opportunities for individuals seeking a fresh start.

At Honest Jobs, we are committed to creating a more inclusive and equitable workforce through our Fair Chance Recruiting Service. With our turn-key solution, pay-only-for-success model, and 90-day retention guarantee, we provide a seamless and effective recruitment experience for fair chance employers. Let us help you unlock the potential of every individual and build a stronger, more resilient workforce together.

## Proposed Contract Terms

We offer a one-year contract for the Fair Chance Recruiting Service.

For each candidate submitted by Honest Jobs during the contract period whom the employer hires, Honest Jobs will incur a placement fee equal to fifteen percent (15%) of the candidate's first-year base pay. Base pay shall not include any bonuses, allowances, incentive compensation, or equity compensation.

In the event the employee leaves the hiring employer within the first ninety (90) days of the date of hire, for any reason other than lay-off, Honest Jobs shall provide a suitable replacement candidate at no additional cost.

Payment terms are net 30 and cancellation requires a 30-day written notice.

## Next Steps

We welcome the opportunity to further discuss how our Fair Chance Recruiting Service can support your organization's goals and objectives. For any inquiries, questions, or to take the next steps, please don't hesitate to reach out to Harley Blakeman, CEO of Honest Jobs, Inc., at [harley@honestjobs.com](mailto:harley@honestjobs.com).

You can contact Harley Blakeman to:

- Address any questions or concerns.
- Request a follow-up meeting to explore our Fair Chance Recruiting Service in more detail.
- Request a formal contract to initiate our partnership.

We look forward to the possibility of working together to empower your organization and improve outcomes for individuals reentering society.