



MPN DIVERSITY JOBS

MINORITY PROFESSIONAL NETWORK

Recruiting | Marketing | Consulting

DE&I SOLUTIONS SINCE 1998



Diversity, **E**QUITY & **I**NCLUSION

RECRUITING SOLUTIONS

Job Board, RaaS & Legacy Recruitment
Solutions & Results since 1998

Direct: +1 (404) 629-9323
Toll-Free: 888-676-6389

Proven DE&I Solutions and Results since 1998
Recruiting | Marketing | Events | Training | Consulting

Partnerships@mpndiversityjobs.com
www.mpndiversityjobs.com

ABOUT MPN



USERS

Professionals
Students
Active Military
Veterans
Entrepreneurs

REACH

Millions of Users
Active Job Seekers
Passive Candidates
All U.S. states
50+ other countries

CLIENTS

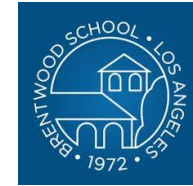
2,000+ Partners
46 U.S. states
Other Countries
Corporate
Government
Academia/Nonprofit

VISIBILITY

Online
Email
Social Media
Events
Conferences
Legacy Media



SAMPLE CLIENTS & PARTNERS



PRODUCT COMPARISONS

Features & Benefits	Job Board Posting or Ad	RaaS Solution	Contingency Search	Retained Search
Fixed Fee Agreement	Yes	Yes	No	Yes
Upfront Fees Due	In Full	In Full	None	Partial
Dedicated Recruiter/Sourcer	No	Yes	Yes	Yes
Candidate Resume Referrals	No	Yes	Yes	Yes
Candidate Screening Interviews	None	Varies	Yes	Yes
Candidate Vetting	None	Social Media	Partial	Full
Job Posting Credits Included	Yes	Yes	No	No
Significant Reduced Cost Savings	Yes	Yes	No	No
Exclusivity Agreement Required	No	No	No	Yes
Sample Fees (\$100K Base Salary)	\$100 to \$150	\$2K to \$12K	\$20,000	\$33,000



Diversity, **E**QUITY & **I**NCLUSION

STAFFING

Job Board, RaaS & Legacy Recruitment
Solutions & Results since 1998

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STAFFING SOLUTIONS



RAAS

Recruiting as a Service
Referral Candidates
Upfront Fixed Fee
15/30/45/60 Days
Hired by Client



CONTINGENCY

Direct Placement
SOW/MSP/DHSA
Contingency Fee Agreement
% Salary Per Hire
Hired by Client



STAFFING

Contractors/Temps
SOW/MSP/DHSA
Hourly Bill Rate
Recurring Billing
MPN Employee



RETAINED

Direct Placement
SOW/Fully Vetted
Fixed Fee Agreement
Retainer Fee Billing
Hired by Client



SAMPLE RAAS STATS

Job Title	Job Location	Potential Candidates	Candidates Referred
Director	AZ	510	21
VP- DE&I	WA	421	6
President & CEO	WA	216	7
Intake Specialist	ID	543	29
Middle School Director	CA	544	17
Director of Legislative Engagement	NC	353	12
Deputy Executive Director	NY	355	18
Virginia Legislative Liaison	VA	371	7
Director of Development – Equal Hope	IL	402	6
U.S. Legal Director	NY	375	11
Director of Development – Equal Hope	IL	464	16

SAMPLE RECRUITING STATS

Job Title	Job Location	Applicants Identified	Candidates Submitted
Network Engineer II	AL	6	4
Solution Architect	OR	5	3
Design Manager	OR	9	5
Service Experience Designer	OR	7	3
Senior Technical Recruiter	OR	8	3
Workplace Support Supervisor	IL	45	7
Cyber Security Engineer	GA	29	8
IT Security Infrastructure Engineer	GA	35	12
IT Security Ops Center Analyst	GA	106	21
Application Analyst	GA	34	12



Diversity

Equity

Inclusion

MPN JOB BOARD

RATES | OPTIONS | FEATURES | EMPLOYERS

DE&I/OFCCP

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SUBSCRIPTION PLAN PACKAGES

Subscription Plan Options	Purchased Monthly			Purchased Yearly		
	Tot. Cost	Credits ⁴	CPP ⁵	Tot. Cost	Credits ⁴	CPP ⁵
Self-Post Basic Plan ^{1,2,3,4,5}	\$299	5	\$59.80	\$Quote	Quote	\$Quote
Self-Post Enhanced Plan ^{1,2,3,4,5}	\$599	15	\$39.93	\$Quote	Quote	\$Quote
Self-Post Premium Plan ^{1,2,3,4,5}	\$1,499	50	\$29.98	\$Quote	Quote	\$Quote
Self-Post Unlimited Plan ^{1,3,4,5}	\$Quote	Quote	\$Quote	\$Quote	Quote	\$Quote
Featured Employer Logo ^{1,3,4,5}	\$Quote	Quote	\$Quote	\$Quote	Quote	\$Quote
XML/FTP/API/Email Feed ^{1,3,4,5}	\$Quote	Quote	\$Quote	\$Quote	\$Quote	\$Quote
Job Wrapping (Scraping) ^{1,3,4,5}	\$Quote	\$Quote	\$Quote	\$Quote	\$Quote	\$Quote

(1) Non-Profit, Ad Agency, Job Distributor or other 3rd Party Referral clients or partners may call or [email](#) to request a 20% discount code prior to your purchase.

(2) Some products available for purchase using our [automated](#) online purchase system: (a) **Credit/Debit card** payments processed via global 3rd party secure payment processors or (b) Electronic **invoice deferred payments** via IO, POs, contracts, agreements, direct deposit, business checks.

(3) Product not available for purchase using our automated online system. \$Quote = Call or [email](#) to request a custom quote for this product. Credit/Debit card or Electronic **invoice deferred payments** via IO, POs, contracts, agreements, direct deposit, business checks.

(4) Allotted credits based on selected subscription plan options and **monthly** or **annual** purchase interval. Credits depleted upon use to create a new or refresh an existing posting. Credits expire based on the subscription plan duration.

(5) CPP = Cost Per Posting

FIXED QUANTITY PACKAGES

Job Posting Quantity, Duration, Cost, CPP	15-Day Packages		30-Day Packages		60-Day Packages	
	<u>Total Cost</u>	<u>CPP⁶</u>	<u>Total Cost</u>	<u>CPP⁶</u>	<u>Total Cost</u>	<u>CPP⁶</u>
Qty. (1) Job Package ^{1,2,4}	\$100	\$100	\$125	\$125	\$150	\$150
Qty. (5) Job Package ^{1,2,4}	\$375	\$75	\$525	\$105	\$625	\$125
Qty. (10) Job Package ^{1,2,3,4}	\$650	\$65	\$1,000	\$100	\$1,200	\$120
Qty. (25) Job Package ^{1,2,3,4}	\$1,250	\$55	\$2,000	\$80	\$2,500	\$100
Qty. (50) Job Package ^{1,2,3,4}	\$2,000	\$40	\$3,000	\$60	\$4,000	\$80
Qty. (51+) Job Pack ^{1,4,5}	\$Quote	\$TBD	\$TBD	\$TBD	\$Quote	\$TBD

- (1) Non-Profit, Ad Agency, Job Distributor or other 3rd Party Referral clients or partners may call or email to request a **20%** discount code prior to your purchase.
- (2) Product available for purchase using our automated online purchase system: **(a) Credit/Debit card** payments processed via global 3rd party secure payment processors or **(b) Electronic invoice deferred payments** via IO, POs, contracts, agreements, direct deposit, business checks.
- (3) All products not listed via automated online purchase menu. Call or email to order and have this package added to your account by staff.
- (4) Credits expire **only** upon use to create a new or refresh an existing posting, even months or years after purchase date.
- (5) Product not available for purchase using our automated online system. \$Quote = Call or email to request a custom quote for this product. Credit/Debit card or Electronic **invoice deferred payments** via IO, POs, contracts, agreements, direct deposit, business checks.
- (6) CPP = Cost Per Posting

POSTING PLAN COMPARISONS

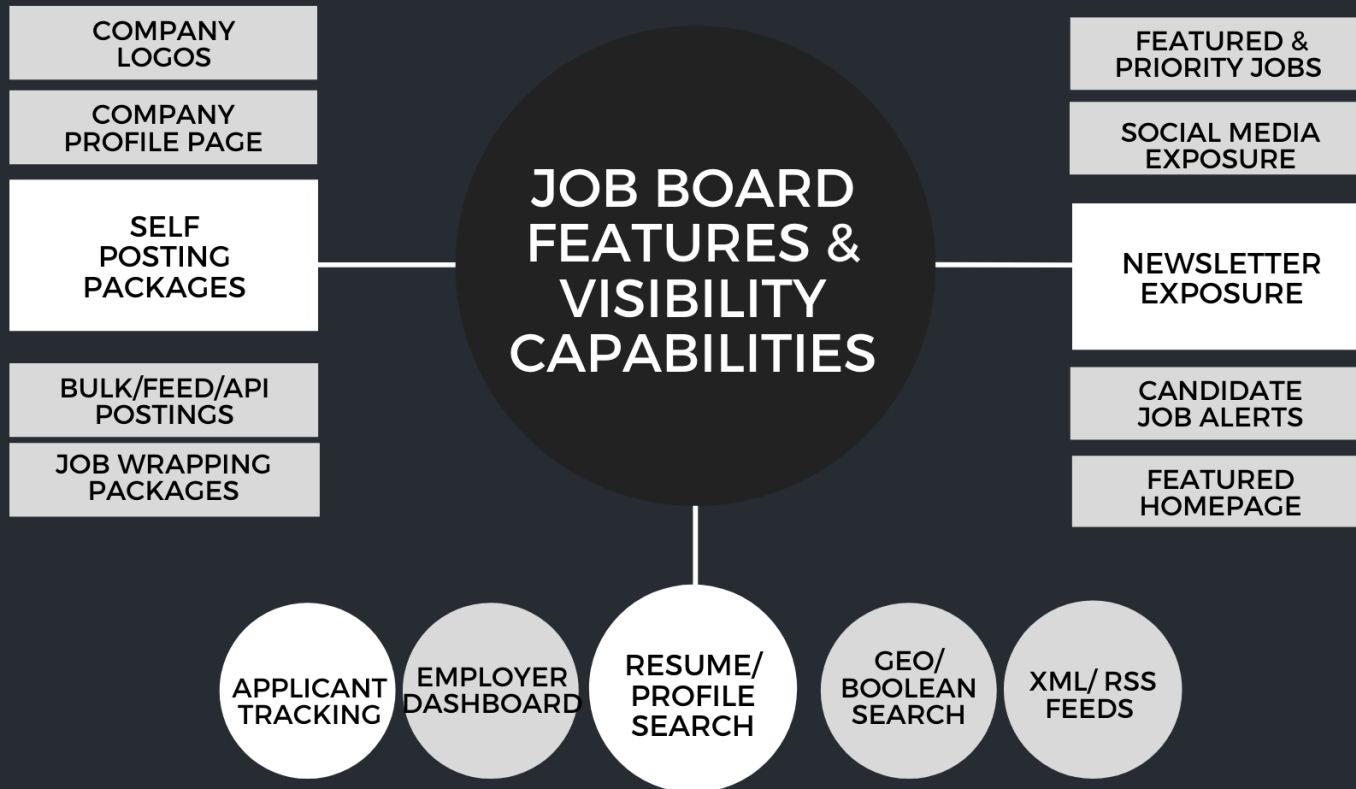
Job Posting Options & Features	Fixed Qty.	Subscription Plan Options		
<u>Features & Benefits</u>	<u>Pack Options</u>	<u>Self-Post</u>	<u>XML/Feeds</u>	<u>Job Wrap</u>
Job Posting Frequency	Anytime	Anytime	Daily/Wkly.	Weekly
Job Posting Duration (days)	15/30/60	15/30/60	15/30/60	Unlimited
Job Posting Credits	1,5,10,25,50+	5, 15, Unlim	Fixed/Unlim	Unlimited
Job Credit Usage Expiration	Inventory Depletion	M/Q/A Purchase	M/Q/A Purchase	M/Q/A Purchase
M/Q/A = Mthly, Quarterly, Annual				
Job Board-mpndiversityjobs	✓	✓	✓	✓
Social Media Visibility Ads (LI, FB, Twitter, IG)	✓	✓	✓	✓
Resume Browsing	✓	✓	✓	✓
Job Alert Notifications	✓	✓	✓	✓
Simplified Invoicing	✓	✓	✓	✓
Digital Newsletter (periodic)	✓	✓	✓	✓
Reduced Average CPP	5/10/25/50+	✓	✓	✓
Featured Logo & Profile		✓	✓	✓
Reduced Pymt. Freq. (M/Q/A)		✓	✓	✓
Global Portal - mpnsite.com			✓	✓
Fully Automated				✓
No Manual Labor for Client				✓

JOB BOARD SEARCH RANK



Based on Feb. 23, 2021 Google search results

MINORITY PROFESSIONAL NETWORK



SAMPLE EMPLOYERS GROWTH

2001 to 2021 new employer job board registrants by year plus cumulative totals and sample new employers/partners by year.

Calendar Year	New Registrants	Cumulative Tot.	<u>Sample</u> New Employer/Partner Registrants by Year
2021	156 (9/12 YTD)	2517	Ad Club, AJGA, Colgate, Graystone, Jr. Achievement, Feeding America, Kaplan, PetSmart, Red Robin, United Way (CI), US Soccer, Vitamix
2020	204	2323	City of Denver, Cobb County, Dollar General, First Advantage, Hershey Co., Novartis, Pew, Pinkerton, Planned Parenthood, Porsche Cars, The Hunger Project, UT, USDVA
2019	152	2119	Compass HA. Delta Apparel, Easai, Gates Foundation, Getty, JFK CPA, King County, NAU
2018	137	1967	ACLU (MN), Boston Scientific, City of Austin, Doctors w/o Borders, Hunt Institute, Intel, JobElephant, NWEA, OPUC, Penn State, Red Cross, Tarrant Cty., Wikimedia, UCLA
2017	125	1830	Cabela's, Cook County, Dell, Duke, EcoLabs, FEMA IKEA, MIT, Princeton, SEIU, Sherwin Williams, SUNY, U. of Michigan, SD State U., Thermo Fischer Scientific
2016	100	1705	CleanAir Carolina, Girls Inc, Intuit, PITT OHIO, Siemens, Sonetics, US Courts, UVA, Zillow
2015	107	1605	Altria, Bank of America, Clark College, Feeding America, Grainger, Merrill Lynch, Montgomery Cty., Nationwide, Nike, ODOT, Seattle Foundation, Swedish Health, Yale
2014	109	1498	Amsted, Aramark, Comcast, DHL, Goodwill, Harley Davidson, MetroPCS, Northwestern, Ted Kennedy Institute, Spectra Energy, Telamon, TerraSond, US Bank, Walmart, YMCA
2013	103	1389	AECOM, American Diabetes Assoc., Children's Hospital, FDIC, Liberty Mutual, Moody's RIT, UC Berkeley, UCD Health, UMASS, U. of Wisconsin, US DOJ, Wells Fargo
2012	104	1286	AARP, AutoTrader, CUNY, FoodCorps, Frasca, National Park Service, Scripps, Valmont
2011	107	1182	Adidas, American Cancer Society, Bristol-Myers Squibb, CBRE, City of Portland, FOCUS Brands, Harvard, Lowe's, MSU, NRDC, Ohio State, SANDAG, US Bureau of Prisons, USU
2010 (6/28 to 12/31)	75	1075	AARP, ADP, Alachua Cty., BASF, Dr. Reddy's, GE, Kaplan, Kellogg, LabCorp, Novartis, PNC, Pratt & Whitney, Raytheon, RR Donnelley, Southern Co., TJX, US DOT, Volkswagen
2001 to 2010 (2010 = 1/1 to 6/27)	1000 (estimate)	1000	ACLU, Allstate, AT&T, BP, Burger King, CIA, E&Y, FBI, Federal Reserve, GP, Hodes, Honda, Johnson Controls, JWT, KPMG, Merck, Microsoft, NASA, PwC, SBA, Siemens, Starbucks, Target, TMP, Toyota, Travelers, US CBP, US DOE, US DOS, Verizon

Proven DE&I results since 1998



SAMPLE SOCIAL MEDIA ALERTS

Social media ad campaigns (LI, Twitter, FB) included with all job posting packages. Actual social tile dimensions >= 800 x 800 pixels.



MPN JOB BOARD ALERT

Recruiting | Marketing | Consulting

CONFIDENTIAL CLIENT

APPLICATION DEVELOPER
CLICK THE LINK ABOVE OR EMAIL
RECRUITING@MPNDIVERSITYJOBS.COM
TO APPLY

Located in Birmingham, AL
FULL TIME POSITION

MPN
Minority Professional Network



MPN JOB BOARD ALERT

Junior Achievement[®]
of Greater Washington

***FULL TIME POSITION LOCATED IN WASHINGTON D.C.**

CHIEF DEVELOPMENT OFFICER*
JUNIOR ACHIEVEMENT OF GREATER WASHINGTON

***FULL TIME POSITION LOCATED IN PORTLAND, OR**

University of Portland

VICE PRESIDENT FOR FINANCIAL AFFAIRS*
UNIVERSITY OF PORTLAND

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FDIC
FEDERAL DEPOSIT INSURANCE CORPORATION

Positions in Washington, DC

CLICK THE LINKS IN THE DESCRIPTION FOR JOB DETAILS AND TO APPLY

- IT SPECIALIST (INFOSEC) CG-2210-12/13
- IT SPECIALIST (INFOSEC) CG-2210-13
- IT CYBERSECURITY SPECIALIST (SPP) CG-2210-13/14

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MPN JOB BOARD ALERT

BELLEVUE COLLEGE

FRED HUTCH
CURES START HERE[®]

• ASSOCIATE DEAN OF NURSING
LOCATION: Bellevue, WA
FULL TIME POSITION

• FINANCIAL ANALYST II, HVTN AND COVPN
• RESEARCH FINANCE ADMINISTRATOR, HVTN AND COVPN
LOCATION: Seattle, WA
FULL TIME POSITIONS

CLICK THE LINKS IN THE DESCRIPTION FOR JOB DETAILS AND TO APPLY

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CAREER OPPORTUNITY ALERT

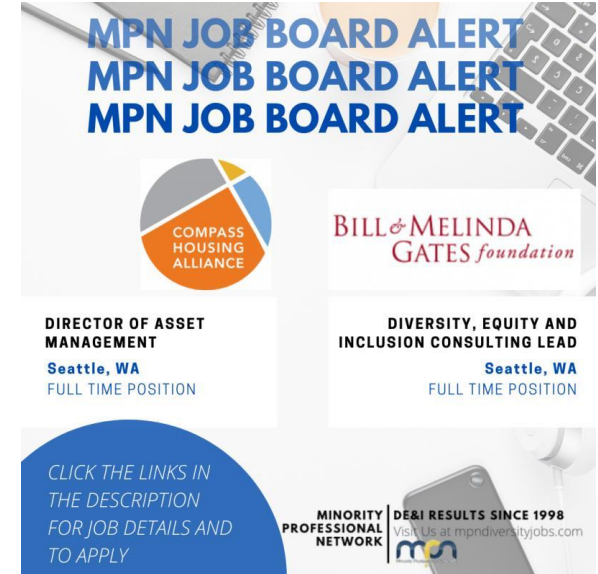
Area Trainer - Area South Central

PORSCHE

Porsche Cars North America
Dallas, Texas

mpndiversityjobs.com/job/58861
or click link below for job details

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COMPASS HOUSING ALLIANCE

BILL & MELINDA GATES foundation

DIRECTOR OF ASSET MANAGEMENT
Seattle, WA
FULL TIME POSITION

DIVERSITY, EQUITY AND INCLUSION CONSULTING LEAD
Seattle, WA
FULL TIME POSITION

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SAMPLE SOCIAL MEDIA ALERTS

Social media ad campaigns (LI, Twitter, FB) included with all job posting packages. Actual social tile dimensions >= 800 x 800 pixels.



CHANCELLOR
UNIVERSITY OF NEBRASKA OMAHA

LOCATION: Omaha, NE
FULL TIME POSITION



**LECTURER / INSTRUCTOR OF
DIGITAL MEDIA, ART AND DESIGN**
UNIVERSITY OF THE PACIFIC

LOCATION: Stockton, CA
FULL TIME POSITION



**EXECUTIVE DIRECTOR, OVCR
FINANCE & BUSINESS OPERATIONS**
UNIVERSITY OF ILLINOIS AT CHICAGO

LOCATION: Chicago, IL
FULL TIME POSITION



OPERATIONAL ACCOUNTING LEAD
CALIFORNIA ACADEMY OF SCIENCES

LOCATION: San Francisco, CA
FULL TIME POSITION



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DIRECT PLACEMENT ALERT
*** CONFIDENTIAL CLIENT ***

TITLE: PHILANTHROPY OFFICER
LOCATION: SEATTLE, WA
JOB LINK: MPNJOBS.COM/JOBS/59046
EMAIL: RECRUITING@MPNDIVERSITYJOBS.COM



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OPPORTUNITY
ALERT**

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Area Trainer- Area West

Porsche

**Porsche Cars North America
Dallas, Texas**

mpndiversityjobs.com/job/58846
or click link below for job details

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MPN JOB BOARD ALERT
PARTNER SALES REPRESENTATIVE SYSTEMS
HP (HEWLETT-PACKARD)

LOCATION: ALPHARETTA, GA
FULL TIME POSITION

CLICK THE LINK FOR
JOB DETAILS & TO
APPLY





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COMMUNICATIONS DIRECTOR
ACLU OF NEW JERSEY
Newark, NJ
FULL TIME POSITION



DIRECTOR OF ARJIS
SANDAG
San Diego, CA
FULL TIME POSITION

CLICK THE LINKS IN
THE DESCRIPTION
FOR JOB DETAILS AND
TO APPLY



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SEVERAL OPEN
POSITIONS
FIRST ADVANTAGE

**REMOTE
OPPORTUNITIES**
FULL TIME POSITIONS

CLICK THE LINK FOR
JOB DETAILS & TO
APPLY





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SAMPLE SOCIAL MEDIA ALERTS

Social media ad campaigns (LI, Twitter, FB) included with all job posting packages. Actual social tile dimensions >= 800 x 800 pixels.

MPNDIVERSITYJOBS.COM
FEATURED HIRING PARTNER JOB ALERTS

EMPLOYER: SALK INSTITUTE
LOCATION: LA JOLLA, CA

SENIOR DIRECTOR,
EXTERNAL RELATIONS
(JOB ID: **58899**)

ASSOCIATE DIRECTOR,
INTERNAL COMMUNICATIONS
(JOB ID: **58900**)

DEVELOPMENT SERVICES
SPECIALIST
(JOB ID: **58901**)

salk
Where cures begin.

Enter JOB ID or Click the Text Link for job details and to apply.

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MPN JOB BOARD ALERT

- SUPERVISORY IT SPECIALIST,
CM-2210-02 (PERMANENT)
- IT SPECIALIST, CG-2210-13
- IT SPECIALIST, CG-2210-13
(FPL CG-14)

LOCATION: WASHINGTON, D.C.
FULL TIME POSITIONS

FDIC

CLICK THE LINK IN THE DESCRIPTION FOR JOB DETAILS AND TO APPLY

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NORTHEAST LEGAL AID

LEGAL AID
STAFF ATTORNEYS
NORTHEAST LEGAL AID

LOCATION: Lynn, MA
TEMPORARY POSITION

ACCELERATION PARTNERS
BETTER PARTNER MARKETING

DIGITAL MARKETING
ASSOCIATE/ AFFILIATE
MARKETING ASSOCIATE
ACCELERATION PARTNERS

LOCATION: Needham, MA
FULL TIME POSITION

MPN JOB BOARD ALERT

WNET NEW YORK PUBLIC MEDIA
MEDIA WITH IMPACT

SENIOR DIRECTOR,
DIVERSITY, EQUITY AND INCLUSION
WNET NEW YORK PUBLIC MEDIA

LOCATION: New York, NY
FULL TIME POSITION

The Hunger Project

MARKETING OFFICER
THE HUNGER PROJECT

LOCATION: New York, NY
FULL TIME POSITION

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MPN JOB BOARD ALERT
PORTLAND, OR

DEPUTY OMBUDSMAN
PORTLAND CITY AUDITOR
PORTLAND, OR
FULL TIME POSITION

ACCOUNTING MANAGER
PORTLAND JAPANESE GARDEN
PORTLAND, OR
FULL TIME POSITION

PORTLAND JAPANESE GARDEN

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MPN CAREER OPPORTUNITY ALERT
AMERICAS CHANNEL COMPLIANCE AUDITOR
HP (HEWLETT-PACKARD)

LOCATION: HOUSTON, TEXAS
FULL TIME POSITION

hp

CLICK THE LINK BELOW FOR JOB DETAILS & APPLICATION

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- ART DIRECTOR JOB POSTING
- PAID SEARCH SPECIALIST
- PROJECT MANAGER
- PUBLIC RELATIONS COORDINATOR

the brandon agency

Several Carolina Locations
(See Description)
FULL TIME POSITION

CLICK THE LINKS IN THE DESCRIPTION FOR JOB DETAILS AND TO APPLY

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