



DE&I RECRUITING MARKETING & CONSULTING

MINORITY PROFESSIONAL NETWORK, INC.
PROVEN DE&I / OFCCP SOLUTIONS SINCE 1998
CERTIFIED NMSDC MBE



RECRUITING | MARKETING | CONSULTING

MPNDIVERSITYJOBS.COM | 888-676-6389 | PARTNERSHIPS@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



RECRUITING SOLUTIONS

JOB BOARD | RAAS | PLACEMENT | STAFFING | EVENTS



RECRUITMENT PRODUCT COMPARISONS

Features & Benefits	Job Board Posting or Ad	RaaS Candidate Referral	Contingency Search	Retained Search
Fixed Fee Agreement	Yes	Yes	No	Yes
Upfront Fees Due (or Invoice Deferred Payment)	In Full	In Full	None	Partial
Dedicated Recruiter/Sourcer Assigned	No	Yes	Yes	Yes
Candidate Resume Referrals	No	Yes	Yes	Yes
Candidate Screening Interviews	None	As Needed	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



RAAS PLACEMENT STAFFING



RAAS, PLACEMENT & STAFFING



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



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JOB BOARD

A LEADING DE&I/OFCCP JOB POSTING SITE

2,000+ EMPLOYER PARTNERS FROM 46 U.S. STATES



JOB POSTING PLAN COMPARISONS

Job Posting Options & Features	Fixed Qty.	Subscription Plan Options		
Features & Benefits	Pack Options	Self-Post	XML/Feeds	Job Wrap
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	1,5,10,25,50,100,200+	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 - Periodic (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				✓

SUBSCRIPTION PLAN POSTING PACKAGES

SUBSCRIPTION PLAN OPTIONS	MONTHLY PURCHASE			YEARLY PURCHASE		
	Total Cost	Mthly Credits	CPP	Total Cost	Credits	CPP
BASIC Self-Posting Subscription Plan	\$299	5	\$58.80	\$Request Quote		
ENHANCED Self-Posting Subscription Plan	\$599	15	\$39.93	\$Request Quote		
PREMIUM Self-Posting Subscription Plan	\$1,499	50	\$29.98	\$Request Quote		
UNLIMITED Self-Posting Subscription Plan	\$Quote	Unlimited	-	\$Request Quote		
FEATURED EMPLOYER Logo & Profile	\$Request Quote			\$Request Quote		
BULK FEED XML/FTP/API/Email Subscription	\$Request Quote			\$Request Quote		
JOB WRAPPING (SCRAPING) Subscription	\$Request Quote			\$Request Quote		

- 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.
- Actual **CPP = Cost Per Posting = Total Cost / Credits**. Non-Profit, Ad Agency, Job Distributor or other 3rd Party Referral clients or partners can call or email to request a **20% discount** code prior to your purchase.
- Products above with published pricing can be independently purchased and activated using our fully **automated online** purchase system by initiating a credit card or invoice order.
 - Credit card order purchases** are processed via global 3rd party secure payment processors, and listed products are automatically added to your account upon successful payment processing.
 - Invoice order purchases** can be initiated using the are manually added to your account by MPN staff, and you will be electronically invoiced.
- For products above listed as “[\\$Request Quote](#),” please call +1 404-676-6389 or [email us](#) to request a custom quote to order this product.
- Payments for any order can be made using either: (a) **Credit/Debit card** or (b) Our **Electronic invoice** deferred payment system (i.e., invoice, IO, POs, contracts, agreements, direct deposit, business check, etc.).

FIXED QUANTITY POSTING PACKAGES

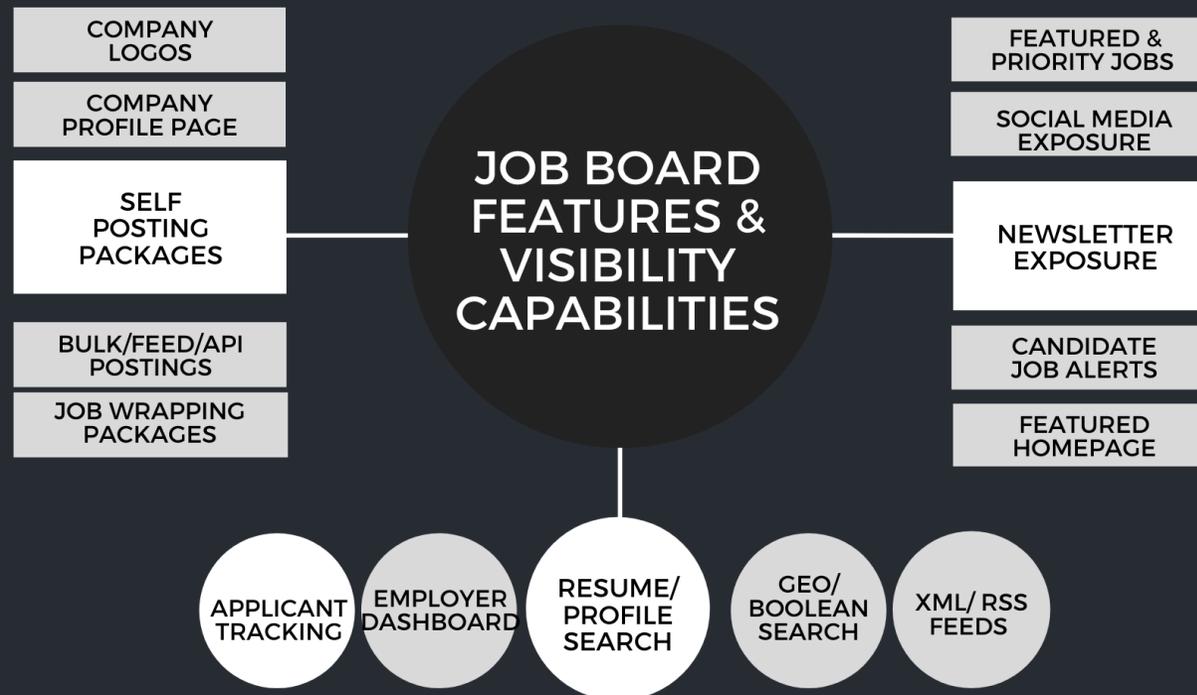
PACKAGE / DURATION	15-DAY	30-DAY	60-DAY
Qty. (1) Job Package	\$100	\$125	\$150
Qty. (5) Jobs Package	\$375	\$525	\$625
Qty. (10) Jobs Package	\$650	\$1,000	\$1,200
Qty. (25) Jobs Package	\$1,250	\$2,000	\$2,500
Qty. (50) Jobs Package	\$2,000	\$3,000	\$4,000
Qty. (100) Jobs Package	\$Request Quote	\$Request Quote	\$Request Quote
Qty. (150) Jobs Package	\$Request Quote	\$Request Quote	\$Request Quote
Qty. (200+) Jobs Package	\$Request Quote	\$Request Quote	\$Request Quote

1. There is **NOT** any fixed credit usage time period. Credits expire only upon use to create a new or refresh an existing posting, and can be used even months or years after the original purchase date.
2. Actual **CPP = Cost Per Posting** = Total Cost / Credits. Non-Profit, Ad Agency, Job Distributor or other 3rd Party Referral clients or partners can call or email to request a **20% discount** code prior to your purchase.
3. **Bold-faced** published pricing products above can be independently purchased and activated using our fully **automated online** purchase system by initiating a credit card or invoice order.
4. Other published pricing products above can be ordered, added to your account and invoiced by calling +1 404-676-6389 or [emailing us](#) to purchase this product..
 - a. **Credit card order purchases** are processed via global 3rd party secure payment processors, and listed products are automatically added to your account upon successful payment processing.
 - b. **Invoice order purchases** can be initiated using the are manually added to your account by MPN staff, and you will be electronically invoiced.
5. For products above listed as “\$Request [Quote](#),” please call +1 404-676-6389 or [email us](#) to request a custom quote to order this product.
6. Payments for any order can be made using either: (a) **Credit/Debit card** or (b) Our **Electronic invoice** deferred payment system (i.e., invoice, IO, POs, contracts, agreements, direct deposit, business check, etc.).

JOB BOARD FEATURES & VISIBILITY

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SAMPLE EMPLOYERS GROWTH

Calendar Year	New Registrants	Cumulative Tot.	Sample New Employer/Partner Registrants by Year
2021	179 <small>(10/20 YTD)</small>	2540	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	75	1075	AARP, ADP, Alachua Cty., BASF, Dr. Reddy's, GE, Kaplan, Kellogg, LabCorp, Novartis, PNC, Pratt & Whtny., Raytheon, RR Donnelley, Southern Co., TJX, US DOT, Volkswagen
2001 - 2010	1000+ <small>(estimate)</small>	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

New Site 2010: 6/28 to 12/31

Old Site 2010: 1/1 to 6/27

MARKETING SOLUTIONS

SOCIAL MEDIA | ONLINE | EMAIL | INTEGRATED | INBOUND



MARKETING SOLUTIONS & RATES

Please click below to view additional marketing sample clients, campaigns, ad specs and rates.

- Marketing Solutions: <https://www.mpndiversityjobs.com/Marketing.pdf>
- Digital Marketing Rate Card: <https://www.mpndiversityjobs.com/rates-marketing.pdf>

SAMPLE SOCIAL MEDIA JOB ALERTS

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



MPN JOB BOARD ALERT
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CONFIDENTIAL CLIENT

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

Located in **Birmingham, AL**
 FULL TIME POSITION



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Junior Achievement of Greater Washington
 *FULL TIME POSITION
 LOCATED IN WASHINGTON D.C.

CHIEF DEVELOPMENT OFFICER*
 JUNIOR ACHIEVEMENT OF GREATER WASHINGTON

University of Portland
 *FULL TIME POSITION
 LOCATED IN PORTLAND, OR

VICE PRESIDENT FOR FINANCIAL AFFAIRS*
 UNIVERSITY OF PORTLAND



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MPN JOB BOARD ALERT
MPN JOB BOARD ALERT

FDIC
 FEDERAL DEPOSIT INSURANCE CORPORATION

Positions in **Washington, DC**

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

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

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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

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CAREER OPPORTUNITY ALERT

Area Trainer - Area South Central

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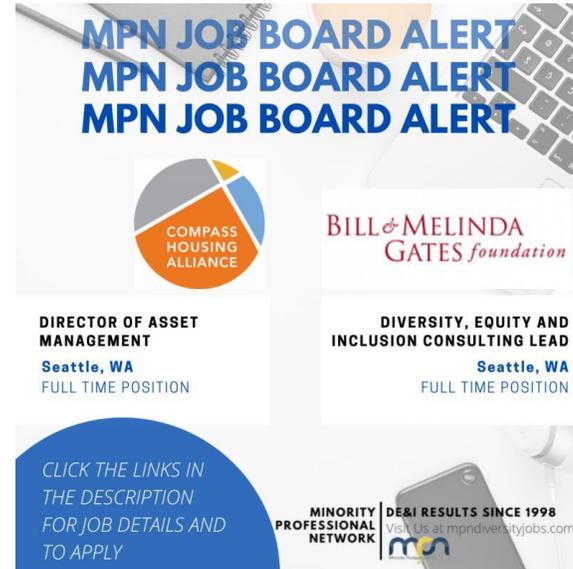
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Visit mpndiversityjobs.com to View or Post Career Opportunities

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 job posting packages. Actual social tile dimensions >= 800 x 800 pixels.

 <p>CHANCELLOR UNIVERSITY OF NEBRASKA OMAHA</p> <p>LOCATION: Omaha, NE FULL TIME POSITION</p>	 <p>LECTURER / INSTRUCTOR OF DIGITAL MEDIA, ART AND DESIGN UNIVERSITY OF THE PACIFIC</p> <p>LOCATION: Stockton, CA FULL TIME POSITION</p>
<p>MPN JOB BOARD ALERT</p>	
 <p>EXECUTIVE DIRECTOR, OVCR FINANCE & BUSINESS OPERATIONS UNIVERSITY OF ILLINOIS AT CHICAGO</p> <p>LOCATION: Chicago, IL FULL TIME POSITION</p>	 <p>OPERATIONAL ACCOUNTING LEAD CALIFORNIA ACADEMY OF SCIENCES</p> <p>LOCATION: San Francisco, CA FULL TIME POSITION</p>
<p>MINORITY PROFESSIONAL NETWORK DE&I RESULTS SINCE 1998 Visit Us at mpndiversityjobs.com</p>	

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DIRECT PLACEMENT ALERT
*** CONFIDENTIAL CLIENT ***



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

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

LOCATION: ALPHARETTA, GA
FULL TIME POSITION



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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

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SEVERAL OPEN POSITIONS
FIRST ADVANTAGE
REMOTE OPPORTUNITIES
FULL TIME POSITIONS



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- Client Case Study – U.S. Department of State:
<http://www.mpndiversityjobs.com/casestudy/usdos.pdf>
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