



# MPN DE&I JOB BOARD & RECRUITING SOLUTIONS BUYERS GUIDE

- Top Reasons to Choose MPN
- Why Choose [mpnDiversityJobs.com](http://mpnDiversityJobs.com)
- Why Choose [mpnDiversityRecruiters.com](http://mpnDiversityRecruiters.com)
- Sample Employer Clients & Partners
- New Employers & Partners Growth by Year
- Past Performance Ratings
- Job Posting Plans' Features & Benefits Comparison
- Standard vs. Enhanced Features & Visibility



Minority Professional Network, Inc. (MPN)

"Proven DE&I Recruitment, Solutions & Results since 1998"

"A Certified NSMDC MBE Firm" |

[mpnDiversityJobs.com](http://mpnDiversityJobs.com) | [mpnDiversityRecruiters.com](http://mpnDiversityRecruiters.com)

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[partnerships@mpnDiversityJobs.com](mailto:partnerships@mpnDiversityJobs.com)



# TOP REASONS TO CHOOSE MPN

## Our Company, Capabilities & Results

- ✓ In 1998, our **Career Connection** e-Newsletters were launched.
- ✓ In 2001, our online **Job Board** was launched when we formally incorporated as Minority Professional Network (MPN).
- ✓ For more than 20 years, we've delivered proven **DE&I human capital & consulting** integrated solutions and results.
- ✓ We are a 100% minority-owned and **NMSDC-certified** MBE.
- ✓ Our **core** offerings include job postings, recruitment events, marketing/branding campaigns, direct placement, staffing, search (executive/retained) & Recruiting-as-a-Service (RaaS).
- ✓ Our **expanded** offerings have included DE&I facilitation, training, speaking, retention, strategy & consulting services.
- ✓ We have attracted **2,800+** clients and partners from **46 U.S. states** and **other countries**, including corporate, higher education, nonprofit, government (federal, state, local), advertising & recruitment agencies, staffing firms, and others.
- ✓ Our employers and partners have included AT&T, City of Portland, FADV, FBI, FDIC, Gates Foundation, Georgia Power, Harvard, Honda, JFK Center, JWT, Novartis, PwC, Southern Company, Stanford, Travelers, United Way, U.S. Dept. of State, U.S. SEC, Walmart, Yale, and **thousands more**.

## Job Board Growth by Year



# WHY CHOOSE MPNDIVERSITYJOBS.COM

## HISTORY & RESULTS

- Launched in 1998
- Online site since 2001
- DE&I/OFCCP/EEO Proven Job Posting Sites
- 2,800+ Employers and Partners from 46 U.S. States + other countries



## JOB POSTING PLANS

- Fixed Qty. Packages (1, 5, 10, 25, 50, 100+ credits)
- Self-Posting Subscription Plans (monthly, quarterly, annual)
- Automated Subscription Plans (monthly, quarterly, annual)
- Bulk, Feed, XML
- Job Wrapping/Scraping

## CLIENTS & PARTNERS

- Corporations
- Colleges/Universities
- Nonprofits
- Government (Federal, State, Local)
- Recruitment Agencies
- Advertising Agencies
- Staffing & Search Firms

**MPN Global Job Board Site:**  
[www.mpnDiversityJobs.com](http://www.mpnDiversityJobs.com)

**New Geo Job Board Sites:**

- *Coming Soon*

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## KEY FEATURES

- Employer Logos
- Company Profiles
- Account Dashboard
- Resume Browsing
- Job Alerts
- Social Media Visibility Display Campaigns
- e-Newsletters

# WHY CHOOSE MPN DIVERSITY RECRUITERS



## 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 CLIENTS & PARTNERS



# NEW EMPLOYERS & PARTNERS GROWTH

Calendar Year	New Registrants	Cumulative Tot.	Sample New Employer and Partner Registrants by Year
2023 (4/30 YTD)	43	2819	Amherst College, Caring Across Generations, Clemson U., Environmental Defense Fund, NAPA County, No Barriers USA, NC Central U., St. John's U., UNC-Chapel Hill, U. of Rochester, Univ. System of Georgia, Yale School of Drama
2022	196	2776	AAI, BSR, Cal Lutheran, CFPB, Clackamas County, Consejo Hispano, Georgetown, Getty Museum, Goodwill, Montana State U., PRA USA, Stanford, UNC Cancer Center, U. of Alaska, U. of Alberta (Canada), USDA-ARS, US Vets, VOX
2021	219	2580	Ad Club, AJGA, Asian Inc., Brigham Young U., Colgate, Graystone, Jr. Achievement, Feeding America, Institute on Aging, Kaplan, MoFi, PetSmart, Red Robin, United Way (CI), Seattle U., TDS Telecom, TN State U., US Soccer, Vitamix, YWCA
2020	204	2323	Boardsource, CAS, City of Denver, Cobb County, Dollar General, First Advantage, Hershey Co., Hunger Project, MOVA, Multnomah County, NOAA, Novartis, PEW, PFLAG, Pinkerton, Porsche Cars, Urban Institute, UT, USDVA, USF, WellStar
2019	152	2119	Baird, Cascade Public Media, City of Greenville, Compass Housing, Delta Apparel, Easai, Gates Foundation, Getty, Honeywell, JFK CPA, King County, NAU, NY Power Authority, Oregon Health Authority, Pendle Hill, St. Jude, US Cellular
2018	137	1967	ACLU (MN), A{HL, Boston Scientific, City of Austin, Doctors w/o Borders, FMC, 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
2001 - 2010	1075+	1075+	AARP, ACLU, ADP, Alachua County, Allstate, AT&T, BASF, BP, Burger King, CIA, Dr. Reddy's, E&Y, FBI, Federal Reserve, GE, Georgia-Pacific, Hodes, Honda, Johnson Controls, JWT, Kaplan, Kellogg, KPMG, LabCorp, Merck, Microsoft, NASA, Novartis, PNC, Pratt & Whitney, PwC, Raytheon, RR Donnelley, SBA, Siemens, Southern Co., Starbucks, Target, TJX Companies, TMP, Toyota, Travelers, US CBP, US DOE, US DOS, US DOT, Verizon, Volkswagen

# PAST PERFORMANCE RATINGS

Business Name : MINORITY PROFESSIONAL NETWORK, INC.  
D-U-N-S® : 09-088-0191  
Report Date : 11-27-2014



# JOB POSTING PLAN OPTIONS & COMPARISONS

JOB POSTING OPTIONS & FEATURES	FIXED QUANTITY	SUBSCRIPTION PLAN OPTIONS		
	Package Options	<u>Self-Posting</u>	<u>XML/Feeds</u>	<u>Wrapping/Scraping</u>
<u>Features &amp; Benefits</u>				
Job Posting Frequency	Anytime	Anytime	Daily/Weekly	Daily/Weekly
Job Posting Duration (days)	15/30/60	30	10/15/20/30	10/15/20/30
Job Posting Credits	1,5,10,25,50,100,200+	5,15,50,100, 250,Unlim	Basic/Prem./Unlimited	Basic/Prem./Unlimited
Job Credit Usage Expiration M/Q/A = Mthly, Quarterly, Annual	Upon Inventory Depletion	M/Q/A Purchase	M/Q/A Purchase	M/Q/A Purchase
Job Board-mpndiversityjobs	✓	✓	✓	✓
Social Media Visibility Ads (at MPN discretion)	✓	✓	✓	✓
Resume Browsing	✓	✓	✓	✓
Job Alert Notifications (at MPN discretion)	✓	✓	✓	✓
Simplified Invoicing	✓	✓	✓	✓
Digital Newsletter (periodic, at MPN discretion)	✓	✓	✓	✓
Reduced Average CPP	5/10/25/50+	✓	✓	✓
Featured Logo & Profile		✓	✓	✓
Reduced Pymt. Freq. (M/Q/A)		✓	✓	✓
Global Portal - mpn.com (at MPN discretion)			✓	✓
Fully Automated				✓
No Manual Labor for Client				✓



# ENHANCED FEATURES & VISIBILITY

Sample features or tactics that we use to promote **SELECT** job postings on [mpndiversityjobs.com](http://mpndiversityjobs.com) to reach more active and passive candidates in an effort to drive greater results.



## JOB ALERTS\*

Social Media Visibility Campaigns

E-Newsletters

Candidate Job Alerts

Re-posting to other 3<sup>rd</sup> party sites



## SOCIAL MEDIA\*

800x800 Social Tile Ad Campaigns

Creative designed by MPN (no extra cost)

LinkedIn, Twitter, Facebook, Instagram

Sample Campaigns: View **Slide #6** or Visit

[linkedin.com/groups/2899006/](http://linkedin.com/groups/2899006/)



## RAAS AUGMENTATION\*

Recruiting-as-a-Service

Dedicated Sourcer

Directly leveraging our vast databases

**(\*) Complimentary** inclusion or activation of this enhanced feature is solely at the discretion of our Marketing & Communications team. This feature is also available separately for purchase for any job requisition. Visit [mpndiversityjobs.com/rates-marketing.pdf](http://mpndiversityjobs.com/rates-marketing.pdf) or [mpndiversityjobs.com/Recruiting-Solutions.pdf](http://mpndiversityjobs.com/Recruiting-Solutions.pdf).

# ENHANCED VISIBILITY RECRUITMENT CAMPAIGNS

## NOW HIRING

### Analyst & Officer Jobs in Government



- ▶ Equity Training Analyst II - Limited Duration  
City of Portland | Portland, OR
- ▶ Deputy Policy Impact Officer



## NOW HIRING

### Examiner & Intern Jobs in Government



- ▶ Plans Examiner/Senior Plans Examiner  
Napa County | Napa, CA
- ▶ Stewardship & Restoration Seasonal Intern  
NEIWPC | Staatsburg, NY
- ▶ Environmental Analyst  
NEIWPC | Providence, RI



Questions? Email Us:

jobalerts@mpndiversityjobs.com

More Information:

mpndiversityjobs.com

APPLY NOW WITH MPN

## NOW HIRING

### Coordinator Jobs @ Portland City Auditor



- ▶ Archives and Records Management Coordinator III  
Portland, OR



## NOW HIRING

### Nurse & Lecturer Jobs @ Universities



- ▶ Senior Physician Assistant Mechanical Circulatory System/Advanced Heart Failure  
UCSF | San Francisco, CA
- ▶ TAPS Lighting Design Lecturer for Autumn 2023  
Stanford University | Stanford, CA
- ▶ Lecturer II/Teaching Assistant Professor, Writing & Speaking Center, Reading Lab  
Coordinator  
University of Nevada, Reno | Reno, NV
- ▶ Registered Nurse  
Southern Methodist University | Dallas, TX



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## NOW HIRING

### Analyst & Director Careers



- ▶ Fraud Analyst  
U.S. Securities and Exchange Commission | Different Locations
- ▶ Senior Director, Diversity, Equity, Inclusion, and Belonging  
The Trevor Project | West Hollywood, CA



## NOW HIRING

### Public Works & Chief Careers



- ▶ Deputy Public Works Director  
Raftelis | Lafayette, CO
- ▶ Chief of Campaigns and Strategies  
NPAG | Remote
- ▶ Donor Development Associate  
Triangle Community Foundation | Durham, NC



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# STANDARD FEATURES & VISIBILITY



## WHY

Company Logo  
Company Profile Page  
Rotational Featured Homepage



## CHOOSE

Application Tracking  
Employer Dashboard  
Resume/Profile Search



## MPN

Geo / Boolean Search  
Keyword/Category/Location Search  
XML / RSS Feeds

