

**PRICES FOR MARYLAND CONTRACT:
(5 Years: April 1, 2014 – March 31, 2019)**

On-Line Job Postings	Year 1 (4/1/14 – 3/31/15)	Years 2 & 3 (4/1/15 – 3/31/17)	Years 4 & 5 (4/1/17 – 3/31/19)
14-Day Posting	\$115.00	\$125.00	\$135.00
30-Day Posting	\$165.00	\$175.00	\$185.00

Elective #1 – Customized Job Branding *

Elective #2 – Web-link for On-Line Applications *

** Both Electives are included in the price of the postings.*

OVERVIEW OF EXPERIENCE & CONTRACT DELIVERABLES:

MarylandJobNetwork.com is a local employment website offering premier services to promote local hiring and help employers advertise and fill open positions in the community.

Any single job that is posted as part of this Contract will automatically be cross-posted within our network of local employment and diversity sites. These sites are indicated below.

Employment Sites include:

marylandjobnetwork.com	jobsinannapolis.com	metroaltimorejobs.com
jobsinbethesda.com	jobsincolumbia.com	dundalkjobs.com
jobsinrockville.com	silverspringjobs.com	wheatonjobs.com
dcjobs.com	jobsingeorgetown.com	

Diversity Sites include:

marylanddiversity.com	baltimorediversity.com	washingtondcdiversity.com
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A. Single job postings are available for periods of either 14 days or 30 days. The open job postings can be modified at any time by the purchasing State agency throughout the respective posting period. Job descriptions have an unlimited word count and can be edited more quickly by using an HTML editor to easily apply formatting to job postings.

B. State agencies can easily remove a job posting prior to the 14 or 30 days – especially if they fill their open positions quicker than expected! This gives State agencies the ability to maintain control over how long a posting is available for viewing on-line.

C. Customized profile pages will be provided to State agencies at no additional charge. This customized job branding will look like State agency websites and provide the benefits of employment with the State. Furthermore a profile page can highlight the State agency as a great place to work by focusing on agency history, culture, benefits and careers.

D. State agencies can include an on-line application link to their respective State agency website to enable candidates to post applications on-line. This feature is included at no additional cost for all customers of MarylandJobNetwork.com.

E. On the MarylandJobNetwork.com homepage, 18 employers are featured each calendar month. This advertising option is available for 30-day job postings only and the job posting must be open on the first day of the month in order to be considered. If State agencies are interested in becoming a featured employer, they should contact their assigned account executive regarding availability.

F. A separate invoice will be sent to each individual State agency that submits a job posting.

G. Each State agency will have online reporting capabilities to request a recap of job postings including the number of page hits that the position received and the number of applicants that either applied on-line or were redirected to the State agency's website.

MarylandJobNetwork.com is a comprehensive hiring solution and offers even more

We provide a comprehensive hiring solution for employers of all sizes and industries. Full-service resources included on this Contract:

- Local Hiring – Employers advertise and fill open positions in the community; and
- Talent Management – Employers have access to a Talent Management System (TMS).
- Social Media – Employers promote social media presence to connect with candidates (Facebook, Twitter, LinkedIn, and YouTube)

Local Hiring

It is important for employers to hire the best talent while saving time and money. The most efficient way to accomplish both is to find the best local talent. Our network of local employment and diversity websites provide an easy, helpful and productive experience for all job seekers including persons with disabilities.

Using a traditional and non-traditional advertising campaign, a diverse candidate pool is attracted including hourly/skilled, professional/technical and executive job seekers. We air TV commercials, host job seeker webinars, sponsor search engine campaigns and more.

Employers receive statewide access and exposure for their open positions. They are not restricted by a radius when posting jobs.

Jobs Receive Maximum Exposure

- Jobs can be posted in multiple industries and cities if necessary.
- Jobs are shuffled daily to increase visibility to job seekers.
- Jobs are automatically cross-posted to our statewide network of local employment and diversity websites.
- Online search engine advertising results in exposure for employers and open positions.

- Jobs are automatically cross-posted to LocalJobNetwork.com, Indeed.com and SimplyHired.com.
- Job Distribution to a Passive and Diverse Audience
- We have established exclusive relationships with local organizations that we refer to as our Community and Diversity Outreach program. Each of these Community partners has a constituent base of individuals that share a common background or area of interest.
- Open job positions are emailed daily through the Community and Diversity outreach program connecting employers with active and passive job seekers in targeted organizations which include Diversity, University, One-Stop Career Centers, People with Disabilities, Professional/Technical, State Workforce Agencies, Veterans and Women.
- Community partners share these positions with the appropriate members of their organizations which include:
 - Targeted candidates: Individuals who may be interested in the positions;
 - Employed candidates: Individuals currently practicing the skills that employers are looking for; and
 - Highly qualified candidates: Individuals who demonstrate their commitment to enhancing their skills by participating in groups such as professional organizations or technical user groups.

Talent Management System (TMS)

Employers have access to a built-in Talent Management System (TMS) that is turn-key and user friendly.

TMS includes all of the basic and sophisticated tools that are required to track and manage applicants and candidates to improve the employer's hiring practices. Extreme flexibility allows employers of every size to utilize the system in an approach that fits their needs.

Comprehensive Sourcing

- Employers expedite their hiring cycle by using one application to track all applicants from different sources including company websites, third party vendors (i.e. Monster.com) and candidates from our network of local employment and diversity websites.
- Employers can track which resources deliver the most qualified applicants to measure their return on investment (ROI).
- Resumes are accepted in a variety of formats (.DOC, .DOCX, .RTF, .WPS, .WPD, .HTM, .HTML, .TXT, or .PDF).

Candidate Relationship and Hiring Management

- Employers can easily manage applicants as they are moved through the hiring stages.
- Clients can create on-demand templates or customized emails to communicate with applicants and candidates throughout the hiring cycle.
- Emails can be sent to one or more applicants and can be automated to save time.
- Employers can easily communicate and retain notes between all authorized users, applicants and candidates.
- Employers can rank applicants and candidates using a rating system "private" to an employer's account.
- Notes are saved in the employer's account history for on-demand use.
- Automatic notifications alert recruiters and hiring managers as applicants are moved through the hiring process.

Assessment and Prescreening

- Employers can create an unlimited number of customized questions that are embedded in the application to help prescreen applicants.
- Questions can be optional or mandatory.
- Questions can be multiple-choice, yes/no, open-ended or a combination of all three.
- Multiple-choice questions are weighted and graded. Employers receive a score from the applicant's responses which is attached to his/her application.
- Questionnaires can be saved as templates for on-demand use.

Social Media

Our Social Media outreach program cross-posts employers' open jobs onto company held social media accounts, creating the greatest opportunity to reach a massive and diverse pool of candidates. Employers are able to connect candidates to their social media accounts on Facebook, Twitter, LinkedIn, and YouTube that are promoted on their open job positions and company profile. Employers also have the ability to manually tweet positions through their account.

The single point of contact for MarylandJobNetwork.com is:

Rebecca Santiago

Sales Manager

410-244-5611

Santiago, Rebecca - LocalJobNetwork.com < rebecca.solofra@localjobnetwork.com >

Call Rebecca Santiago to authorize a new account for your agency.

The posting process is quite user-friendly for employers. State agencies can post jobs themselves. Our websites simply complement the hiring process for managers. After Rebecca Santiago authorizes a new account for a State agency, the agency can easily post jobs itself using a template to "Post a New Job". The Application Options and Instructions section of the template allows an employer to specify an online application link to the State agency website to enable applicants to post applications online (option 2). Jobs are online immediately upon the click of the "Add New Job" button. The job is also cross-posted as previously described. The job description can be modified at any time by the employer during the 14-day or 30-day posting period. The employer can deactivate the job at any time during the posting period as well. At the conclusion of the posting period, the job will be automatically deactivated without need of employer intervention.

State agencies can easily manage applicants as they are moved through the hiring stages using the Talent Management System (TMS) that is included with MarylandJobNetwork.com. TMS includes all of the basic and sophisticated tools that are required to track and manage

A custom company profile page with a direct link from our site to the employer's site is always included as an added feature with a single job posting.