



BEST PRACTICES

For Recruiting and Hiring the Long-Term Unemployed

Businesses succeed when their communities thrive. We recognize the benefits to our businesses, our economy, and our country of taking advantage of the talent, experience and skills of all Americans, including the long-term unemployed. Yet studies have shown that long-term unemployed job applicants are frequently overlooked and sometimes excluded from job opportunities—even when they may have identical resumes and skills to other candidates. We are committed to inclusive hiring practices and pledge to remove barriers that may prevent qualified long-term unemployed job seekers from applying or being fully considered for jobs at our companies by adopting or building on the following practices:

- 1. Ensuring that advertising does not discourage or discriminate against unemployed individuals.**
- 2. Reviewing screens or procedures that we use in our recruiting and hiring processes so they do not intentionally or inadvertently disadvantage individuals from being considered for a job based solely on their unemployment status.**
- 3. Reviewing current recruiting practices to ensure that we cast a broad net and encourage all qualified candidates to consider applying, including the long-term unemployed, by taking steps that may include:**
 - Publicizing our commitment that qualified unemployed individuals will not be disadvantaged solely on their unemployment status on our website, in application materials, or in other places where it can be seen by potential applicants;**
 - Interviewing or otherwise considering qualified long-term unemployed individuals;**
 - Training our hiring teams and recruiters to focus on the bona fide occupational requirements and leadership requirements for a given role and not just on an applicant's current or recent employment status;**
 - Engaging with local and regional entities in order to reach broad segments of the population with relevant skills and experience**
- 4. Sharing best practices – including success we have achieved with hiring the long-term unemployed in our own company – within our organization and across our supply chain, with staffing firms, our employer associations and the broader business community.**



Signers

Aetna Inc.

Alcoa Inc.

American Airlines Group, Inc.

American International Group, Inc.

Apple Inc.

AT&T Inc.

Ball Corporation

Bank of America Corporation

Best Buy Co., Inc.

BlackRock, Inc.

Caesars Entertainment Corporation

Cardinal Health, Inc

Caterpillar Inc.

CBS Corporation

Citigroup Inc.

Comcast NBCUniversal

Computer Sciences Corporation

CVS Caremark Corporation

Darden Restaurants, Inc.

Dell, Inc.

Delta Air Lines, Inc.

**E. I. du Pont de Nemours and
Company**

eBay, Inc.

Enbridge Energy Company, Inc.

Ford Motor Company

Frontier Communications Corporation

General Motors Company

Honeywell International Inc.

JetBlue Airways Corporation

JP Morgan Chase & Co.

Liberty Mutual Insurance Group

Lockheed Martin

ManpowerGroup Inc.

Marriott International Inc.

Mastercard Incorporated

MetLife, Inc.

Monsanto Co.

Morgan Stanley

Motorola Solutions Inc.

News Corporation

Northrop Grumman Corporation

Pacific Gas and Electric Company

PepsiCo, Inc.

Pfizer, Inc.

Principal Financial Group

Proctor & Gamble Co.

Prudential Financial, Inc.

Qualcomm Inc.

Rockwell Automation

State Farm Insurance

The Boeing Company

The Dow Chemical Company

The Gap, Inc.

The Kroger Co.

The McDonald's Corporation

The Walgreen Company

The Walt Disney Company

Time Warner Cable Inc.

U.S. Bancorp

United Continental Holdings, Inc.

**United Parcel Service of North
America, Inc.**

Viacom Inc.

Visa Inc.

Walmart Stores, Inc.

Wells Fargo & Company

Xerox Corporation Ltd.



21st Century Fox

A.O. Smith Corporation

Accenture plc

Accretive Health, Inc.

AccuRounds, Inc.

Acramold, Inc.

Altec Inc.

American Fan Company

American Staffing Association

Apollo Group, Inc.

ASI System Integration, Inc.

Avis Budget Group, Inc.

Brinker International Inc.

Burlington Northern Santa Fe Corporation

CDR Financial Services, LLC

Commercial Advisors

Comprehensive Management Associates

Connell Communications Inc.

Day & Zimmerman

Delaware North Companies

Deloitte Touche Tohmatsu Limited

Delphi Automotive PLC

Diego And Son Printing, Inc.

Dignity Health Corporation

DineEquity, Inc.

E.J. Ajax & Sons Co Inc.

Eaton Corporation

Economic Ventures, LLC

Ever Glades Financial

Five Star Development, Inc.

Front Street Shipyard, Inc.

Hilton Worldwide

Holder Construction Company

Ingersoll-Rand Inc.

Inglis

Insigniam

Jackson Area Manufacturers Association

Jos. H. Lowenstein & Sons, Inc.

Jostin Construction, Inc.

Kaiser Aluminum

Kelly Services, Inc.

KPMG LLP

Legal Legendary Marina Management

Legendary Marina Management

LinkedIn Corporation

LSI Industries, Inc.

Magic Johnson Enterprises

Marco Polo Networking

Nautique Boat Company, Inc.

Northern Trust Corporation

Optimax Systems, Inc.

PriceWaterHouseCoopers

Rhode Island Marines Trade Association

Rico Enterprises, Inc.

Schneider Finance, Inc.

Seaton Corporation

Siemens USA

SPR Companies/TAP Group

Syngenta AG

Tipco Punch, Inc.

Tishman Speyer Properties

TransCanada Corporation

Univar Inc.

Vi-Chem Corporation

Workforce Design

World Wide Technology, Inc

WPP plc

Wyndham Worldwide Corporation

Yale New Haven Health System



A Better Tomorrow Personnel

A D Burnham Agency, LLC

A3I, Inc.

**AA Nanomedicine &
Nanotechnology**

ADI Incorporated

Admin Partners LLC

Advanced Safe & Lock, Inc.

**Advisors for Public Health,
Inc.**

**Affiliated Workers Association
- AWA**

AlZu, Inc.

**American Family Insurance
Torrence Leathers Agency**

Arizona Hard Chrome

**Artistic Touch Transportation
Service Inc.**

Asteroidea

Athlife

Aurora Medina

Autos Limo Service

B. Zimmer and Company

B2B CFO

**Badmus Farmers Insurance
Agency**

Banks Construct Inc.

Beautiful Visions For Windows

Big Muddy Workshop

BluePenny Properties, LLC

Body Works Physical Therapy

Breasia Productions

Brittani Russell

C&L Catalyst, LLC

C. Wilson

Calmon Patient Advocate, LLC

**Careplus Home Health
Services, LLC**

Carter-McGowan Services

Cascades Home Health Care

CD Consulting

**Chabot Technologies &
Development, Inc.**

Charis Business Services, LLC

CHICLE

**Choice Healthcare Services,
LLC**

Clin-Micro Immunology Center

Commercial Stainless, LLC

Concise Concepts LLC

**Consultant Pharmacist of
Houston**

**Cox Professional Landscape
Services, LLC**

Creative Living Associates

Cubanos Corp.

D & F Investments, LLC

D&G Home Remodels

D.C. Financial Services

D3 LED, LLC

Data Domestics

Davidson Consulting, LLC

**DAYKAM Management
Consultants, LLC**

Deutscher & Daughter, Inc.

**Diversified Industries C&IS
Inc.**

**DMV Commercial Cleaning
Services**

Dumfries Quality Cleaners

Dunes Construction, LLC

Eastern Time, Inc.

Ecosential Solutions, Inc.

Ekstrom Law

EmbroidMe

**Empire Mechanical Air
Conditioning & Heating
Services**

Employment Connections

Ethics By Design

E-Trice LLC

Evacus Technologies, LLC

FestivalNet.Com

FIT-Fully Integrated Training

Flash Technology Group, LLC



Florida Helps Foundation

**Franklin Truck and Auto
Solution Inc**

Garcia Real Estate Group

Gareth Consulting Firm

Global ESL Academy

Green Sensitive Design, LLC

Gus's General Services

**Happy Hour Comedy Power,
LLC**

Helping Hands Senior Services

HINT

Hispanicus

Horizon Healthcare Solutions

Humble1

InCapitalMG.com, LLC

Intentional Self, LLC

**International Computer
Concepts, Inc.**

iQuasar

Iron Monkey Productions

J.L. Hartley, Inc.

Jacob R. Raitt

JB Technologies, Inc.

JEMAGWGA

John Mullen Home Repair

**Johnson Marketing and
Management Company**

Jones Rehab

JP Accounting Service, LLC

JT Custom Carpentry

**Justin James Insurance
Consulting, Inc.**

Karen Lee Enterprises, LLC

Katherine's Beauty Salon

Kevin J. Check Designs

Kress Ultralight Transport Co.

Lake Front Labs

Larlin Enterprise, Inc.

LaSalle & Company

Laura Rizzardini, Inc.

Law Offices of Goldy Berger

L-FAM Enterprises, Inc.

Loa's Tire & Auto

Long's Upholstery

Lortz Marketing

Marleon International, LLC

Marsh Aron & Associates

McNichol Finance Group

MDI Imported Car Service, Inc.

Meric Landscaping

Michael F. Simonds, CPA

MJ Consulting Group, Inc.

**MJS Consulting & Strategic
Planning, LLC**

Montage Education, LLC

MPGA Technologies, Inc.

Multilingual Connections

**Mustardseed Cultural &
Environmental Services,
LLC**

Naylor's Ace Hardware

**New Horizon Family Health
Services**

**New Steps Making a
Difference, Inc.**

NGAC, LLC

Now House Exchange

Onsite Development

P/K WESTMORE Inc.

Palette Painting, LLC

Paloma Clothing

Panoscan Inc.

Patio Designers

Patriot Foundry & Castings

Perry & Westbrook

Philly Office Retail, LLC

Picture It in 3D

Pioneer Overhead Door

PLC Repair

**Powerhouse Investment &
Financial Services, LLC**

Precision Works Coatings



Premier Auto Center

**Prenchak Home
Improvements, LLC**

Primary Colors Leasing, LLC

**R. Dudley Billing & Provider
Services**

Raey Systems

Ralph Martinez Trucking, Inc.

Red Carr Communications, Inc.

**Reliable Underground Service
Technicians**

Rena's Enterprise, LLC

RMP Strategies, Inc.

RNDI Companies, Inc.

**Rolling Veins Mobile
Phlebotomy Services**

Runner & Stone

Saltons Paradise, LLC

SCORE Ohio

Senior Express USA, LLC

Sentext

Shamrock Systems, LTD

Sherwood Automotive, LLC

Sholove International, LLC

Sills Ventures, LLC

Smart Energy Solutions

SRIS

**St Christophers Metaphysical
Temple**

**Steve Fathergill Marketing,
LLC**

Stoner Law Office

SunBiz Showcase Alliance plc

Synergy Consulting, Inc.

SysUSA Inc.

Tall City Electric, Inc.

**Terrific Two Cleaning Company
Management & More USA**

The Hopewell Agency

The Paramount Group

**The Powell-Williams Law
Firm, PA**

Torque Trends, Inc.

Toushea Body Boutique

Uplifting People, Inc.

Urban Design Architect, PA

Urban Farmacy

**VA Professional Hearing
Center**

Valley Metro Security

Van Hoose Associates

Vertech International, Inc.

Village Pet Pals

VLJ Ventures, LLC

**Walton Tax Preparation
Service**

**Where Kings And Queens
Reside by Sandra, LLC**

Wilder Sources, Inc.

Wirehead Technology

WIS Internatoinal

Womens Organization Group

Wwwriter Ink

Yankee Garden, LLC

**Young G's Barbecue Sauce,
LLC.**