



# EMPLOYMENTCROSSING

The most jobs— anywhere

## Benefits of Working with EmploymentCrossing

|                                                                               | Employment Crossing | Other Sites |
|-------------------------------------------------------------------------------|---------------------|-------------|
| Actively seeks job openings on your behalf?                                   | ✓                   | ✗           |
| Waits to be contacted by an employer?                                         | ✗                   | ✓           |
| Charges employers to list their job openings?                                 | ✗                   | ✓           |
| More than 30,000 new jobs a day?                                              | ✓                   | ✗           |
| Made just for you, not for employers?                                         | ✓                   | ✗           |
| Research company and not a job sales company?                                 | ✓                   | ✗           |
| Offers live phone support?                                                    | ✓                   | Maybe       |
| Monitors every job opening in the world it can find and tells you about them? | ✓                   | ✗           |
| An exclusive, members-only subscription to weed out stray job surfers?        | ✓                   | ✗           |
| Thousands of online testimonials from people who got their jobs through us?   | ✓                   | ✗           |
| 99% of efforts spent researching and updating job openings?                   | ✓                   | ✗           |
| Keeps your information private?                                               | ✓                   | ✗           |
| Number one source relied on by recruiting firms?                              | ✓                   | ✗           |

## We Actively Seek Job Openings on Your Behalf

EmploymentCrossing is a job aggregation service that goes out and consolidates every single job it can find from every single source it can.

The business model of the average employment site that we are aware of is like the classified section of a newspaper. It waits for employers willing to pay large sums of money to post a job on its site. The only jobs you see are the jobs that employers pay to post.

This has the effect of limiting the number of jobs that are actually available. It would be like if Google only showed you results that people were paying \$500 to show. If this occurs, you will get very few results when you search. This is exactly how the average employment site works. Even if employers do call on job boards to post jobs, they are unlikely to post all of them because it costs too much money. Instead, the employers will most often put the jobs on their websites.

Most job sites are actually much worse than described above. In addition to only showing you a limited number of jobs that employers are paying hundreds of dollars to post, the same job boards do everything they can to drive traffic to their sites.

## We go out and find jobs.

What EmploymentCrossing does, is it goes out and finds every single one of these jobs. We contact employers seeking all their jobs and we do it in multiple ways. We contact employers directly. We scour websites for their jobs electronically and monitor their jobs several times a day to see if jobs are coming up. We also monitor every single other job board we can find out there to make sure that we have all of the jobs in one place. This is a huge advantage to job seekers and something that gives you access to jobs that people who do not use EmploymentCrossing simply do not know they are there.

“Because employers are paying so much money to post jobs, they expect a ton of applications,” says A. Harrison Barnes, the CEO of EmploymentScape. “Accordingly, these job boards go out and do everything they can to drive users to these jobs. Their entire emphasis is on getting tons of people to apply to the jobs. The problem with this sort of business philosophy is that it actually makes it much harder for people applying for jobs to get jobs. Incredibly, when people are using the average job board they are using a site whose entire business model is based on keeping jobs out and making people apply to the few jobs that are there. ”

- When you see a job board advertisement
- on the side of a bus,
- on a bench,
- on television,
- on the Super Bowl,
- on the radio,
- in giant ads in newspapers
- in giant ads in magazines
- in parades

and other places you should look upon this particular job board with trepidation. The reason why you should is because they are trying to drive people to jobs. The fact of the matter is that if there are more people applying to the jobs you are interested in, it is going to be much harder for you to find the right job.

The final thing that is so alarming to us is the fact that there are so many job boards out there. Jobs from employers can be found in the following places:

- government websites
- association websites
- public interest websites
- university and school websites
- small job boards
- medium job boards
- large job boards
- magazines
- newspapers
- specialty publications

The list of places where jobs can be tracked down and found is nothing short of insane. This is what we do at EmploymentCrossing. We track down every single job that we can find from every single source that we can find.

When you think about using a job board that charges employers and sits around waiting for jobs you are really short changing yourself. Why would you do this?

## We Do Not Charge Employers to List Their Openings

The average job board charges employers to list their openings. They may charge \$500 or more to list their openings. The amount of money charged really keeps employers from posting their jobs. The high amount of money it costs to post a job also virtually insures that very few jobs will make it to the site.

EmploymentCrossing is different. We do not charge employers anything whatsoever to post their jobs. In addition, we also go out and find employers jobs. We do everything within our power to track down these jobs and get them on our site.

We like how we operate. Our core mission is to find jobs and do so at all costs. We never, ever charge employers to post their openings on our site. Why would a job board want to make it more difficult for people to find jobs?

## We Post More Than 30,000 New Jobs per Day.

Each day we get over 30,000 new jobs. We are finding jobs at such a rapid and alarming pace that the odds are you will find it difficult getting through all the jobs we have, even if you dedicated yourself to this full-time. The benefits of being able to access so many jobs are that you have the ability to make decisions in your life

- about where you want to work
- about whom you want to work for
- about what you want to be doing

More jobs give you more choice. More choice gives you more opportunities to succeed and have the life and career that you want. This is what happens when you use our site—we show you jobs from everywhere. Knowing everything that is going on in the market and that is out there is the best thing you can possibly do for your career and job search.

## EmploymentCrossing is Made Just For You, And Not For Employers.

Our site exists just for you and no one else. We do everything within our power to insure that we are providing you information which is relevant to you and only you. Your career is important and you should not be spending your time on a website that does not understand you and your needs.

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## We are a Research Company and Not a Job Sales Company

We are a research company and not a job-classified ad sales company. There is a massive difference between a research company and a job-classified ad sales company.

As researchers we are not concerned with selling ads for employers. We are only judged based on our research ability. You might call us “bookish” but it is good to have us working on your behalf. We go out and research every single possible job that we can find. We do this in an “academic” sort of way. We use computers to do this research, we use people to do this research and we use researchers who comb through books, magazines, periodicals and other lists looking for new sources of jobs for you. We love what we do.

Our company is run by employment research analysts who are very good at researching. We have people who have worked in large organizations in a research capacity. This is something we are good at. Because we are so good at researching, our site not only has more jobs than our competitors but has jobs that most of your peers simply do not know about. We believe that our research exists to get you a job.

In our opinion, the entire business model in the employment industry is skewed. Our competitors are not researchers. Instead, competitive job boards exist as organizations who sell job postings to employers, i.e., “pay us \$500 and we will post your job on our site.” This is not a research type of activity; it is more of a sales type of activity.

Working with a job board that is a sales organization and not a research organization is not something that does you a lot of good when you are looking for a job. You need to have access to jobs. That is why you are best off dealing with a research organization like EmploymentCrossing.

## We Offer Live Phone Support

There are real people behind the EmploymentCrossing sites. These people are working like crazy to research jobs for you. You can reach us on the phone anytime between 9:00 am and 5:00 PM Monday through Friday (excluding holidays) and we will be more than happy to speak with you about your job search. We want to help you and do everything within our power to answer your questions.

- If you are having technical issues with our online site—call us and we can transfer you to our technology people
- If you are interested in setting up a search (i.e., job alerts) call us for help
- If you want to know if we have any additional information about a job, call us for help
- if you are interested in just discussing your job search, call us for help
- if there is a place that lists jobs we do not know about, let us know
- if there is anything whatsoever we can do for you, call us for help

We are standing by ready to help you at all times and are eager to help you and speak with you. We exist for you and our greatest interest is being of service to you.

## We Monitor Every Job Opening In the World We Can Find

EmploymentCrossing offers the largest collection of active jobs in the world. We aggressively contact and investigate thousands of employers to learn about new positions.

Our users benefit from up-to-the hour information on new jobs as it becomes available. We can even tell our members about jobs, whether the employer wants information about the jobs publicly disseminated or not.

In order to provide access to so many listings we review thousands of websites in search of jobs every day. We search virtually every other job source (printed and Internet-based) for jobs as well. We literally provide access to more jobs than any other source out there. If you find a place that lists jobs that we do not know about, let us know. After all, we want to know about every single job from every single location so we can tell you about it.

So while our competitors sit around and wait for people to show up and pay them to post a job on their site, we are out there researching and working hard for you.

## We Offer Exclusive, Members-Only Subscription to Weed out Stray Job Searchers.

Given the fact that we require a paid subscription to view jobs on our site, we are able to limit the number of people viewing our jobs. By limiting the number of people looking at our jobs we are able to keep the competition you might face, down. By keeping the number of applications down, we make it much easier for you to find a job. This is a big part of the philosophy behind EmploymentCrossing.

Sometimes what seems to be the downside to a particular method, in reality, turns out to be the upside. While a subscription to EmploymentCrossing does require a job seeker to put a small amount of cash out-of-pocket, it is that exact drawback that makes EmploymentCrossing an effective and worthwhile investment. Here at EmploymentCrossing we spend 99% of our efforts and resources researching and updating job openings. That kind of work is not cheap. Imagine investing thousands of hours a day researching jobs yourself. Needless to say, that would be impossible. So we do it for you.

Your membership fees are going towards doing research. We take our membership fees and apply them to doing research on the market in order to find jobs. People who have never experienced EmploymentCrossing often say “I do not believe in paying to find a job.” However, what these people fail to realize is that this is what they imply in the long run:

- I want to compete with thousands of others for the same job.
- I want to only see a few jobs at a time and not every job in the market.
- I do not believe in research.
- My time is not valuable and I want to take my chances with public job boards.

Your time is valuable. The amount of work and money that goes into researching jobs for you on EmploymentCrossing is staggering. There are thousands of opportunities you will not see elsewhere.

And here's the key to the success of EmploymentCrossing. We work for the job seekers, not employers. We get the maximum number of job listings possible for our subscribers; including jobs not advertised elsewhere. And then we limit who can search for jobs on EmploymentCrossing. At EmploymentCrossing it is easier to find a job because, simply put, there is often times less competition for our listings than those posted elsewhere. Not only do our researchers find jobs not posted anywhere else, but also, about 95% of jobseekers are weeded out because they do not wish to pay the fee for membership.

So here the supposed downside of paying a membership fee becomes the sweet upside. Not only do you see the jobs that no non-members are seeing, but you are a member of a limited class of people as well. At EmploymentCrossing one of the primary hurdles to finding acceptable employment is overcome; competition is reduced to a far more manageable level.

## There are Thousands of Online Testimonials from People Who Got Their Jobs through Us

Every day, thousands of professionals come to EmploymentCrossing in search of the perfect position, and every now and then, one of them writes to us to let us know about their experiences using EmploymentCrossing in their employment search. Scores of individuals living across the country go out of their way to applaud EmploymentCrossing on its usability and helpfulness.

Prospective members, such as you, can refer to these testimonials as proof that EmploymentCrossing does work. We provide access to more job listings than any other site because we invest thousands of hours into researching and updating openings. We aim to get you a job. However, the testimonials of our happy users also serve another purpose. Those who testify as to their successes and how they achieved them working with EmploymentCrossing provide other job seekers with insight as to how to effectively utilize the tools available to EmploymentCrossing members.

## 99% of our Efforts are Spent on Researching and Updating Job Openings

The vast majority of our efforts are spent researching jobs and updating jobs so that our subscribers have access to virtually every job opening out there and so that all openings are kept current. We are a research-driven organization whose primary aim is to locate as many job opportunities as possible for our members. We organize the products of our research and eliminate a good portion of the cumbersome process of finding a job. Not only do we locate jobs not listed anywhere else but we do so on such a massive scale that it would be impossible for any individual to even come close to duplicating our research efforts.

We work hard for you, and provide our members with the advantage of having a personal army of researchers tirelessly locating new and varying job opportunities.

## We Keep Your Information Private

Unlike many of the job boards out there, we keep your information completely private. Your personal information, including your resume, is not even accessible to EmploymentCrossing employees. We do **NOT** sell your contact information or any other information about you to any outside sources, period.

Our sole purpose is to serve you and your job search needs. Selling your information would do nothing to accomplish that goal, so therefore we do not do so. You are who we work for and you deserve your privacy.

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## We Are the Number One Source Relied On By Several Recruiting Firms

The fact that we are the number one source relied upon by recruiting firms speaks volumes about us and our services. We offer something the recruiting professionals know you can't get anywhere else. We aggregate jobs from thousands and thousands of different sources and make them accessible to our subscribers at the click of a mouse.

By aggregating jobs for our members we make virtually every opportunity available to them. The greater the opportunities, the greater the chance of finding a job, and of finding one that is a good fit as well. By becoming a member of EmploymentCrossing you get the benefits of having a personal army researching job opportunities for you tirelessly.

Aside from access to more jobs than provided at any other site, EmploymentCrossing provides you with access to more non-competitive jobs. Because of the costs of posting jobs on other job boards many employers prefer to list their job openings on their own websites. We, unlike any other job board, search individual company websites and locate those jobs. The end result is a combination of more and more jobs that only EmploymentCrossing members are seeing. This is so important in today's job market where according to the 5th edition of *Job-Hunting Online*, more and more employers are looking to avoid "resume smog." Employers using other sites to advertise job openings are often inundated with hundreds and even thousands of resumes for a single opening. When competition is so stiff, job hunting becomes a terribly difficult task.

So why not take advice from the professionals, and find out for yourself? There is obviously a reason that EmploymentCrossing is the number one resource for the professionals.