



## **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.**  
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**Qualcomm Inc.**  
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**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.**  
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**Wells Fargo & Company**  
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**21st Century Fox**

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**Accretive Health, Inc.**

**AccuRounds, Inc.**

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**American Fan Company**

**American Staffing Association**

**Apollo Group, Inc.**

**ASI System Integration, Inc.**

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**Comprehensive Management Associates**

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**Day & Zimmerman**

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**Delphi Automotive PLC**

**Diego And Son Printing, Inc.**

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**E.J. Ajax & Sons Co Inc.**

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**Five Star Development, Inc.**

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**Hilton Worldwide**

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**Inglis**

**Insigniam**

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**Jos. H. Lowenstein & Sons, Inc.**

**Jostin Construction, Inc.**

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**Kelly Services, Inc.**

**KPMG LLP**

**Legal Legendary Marina Management**

**Legendary Marina Management**

**LinkedIn Corporation**

**LSI Industries, Inc.**

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**Marco Polo Networking**

**Nautique Boat Company, Inc.**

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**Optimax Systems, Inc.**

**PriceWaterHouseCoopers**

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**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&I 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**

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**Sentext**

**Shamrock Systems, LTD**

**Sherwood Automotive, LLC**

**Sholove International, LLC**

**Sills Ventures, LLC**

**Smart Energy Solutions**

**SRIS**

**St Christophers Metaphysical  
Temple**

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**Stoner Law Office**

**SunBiz Showcase Alliance plc**

**Synergy Consulting, Inc.**

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**Terrific Two Cleaning Company  
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**The Hopewell Agency**

**The Paramount Group**

**The Powell-Williams Law  
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**Torque Trends, Inc.**

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**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  
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**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,  
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