



## ABOUT EAGLE'S NEST EMPLOYERPAGES™ :

EmployerPages™ provides a **no-cost**, basic custom branded job posting website and application management/screening system for any employer interested in finding job candidates who have been awarded the rank of Eagle Scout. The Eagle's Nest Jobs master jobs site may be found at [www.eaglesnestjobs.com](http://www.eaglesnestjobs.com)

## BENEFITS TO EMPLOYERS USING THIS SITE:

- **Free Applicants** – By posting your jobs on the job board, you will receive applicants through EmployerPages™ marketing efforts, as well as from your own. The combined mass of user employers and their combined job listings ensure that the entire site has high visibility to internet search engines, producing more applicants. Your jobs will automatically be posted to the following online job boards, if you check the appropriate boxes when you post your jobs:

### ✓ FREE Job Board Postings



- **Employer Branded Landing Page** – Your business will be provided with your own landing page that includes your logo, company description, link to your company website, and a list of your current openings. Unless you already have an online applicant tracking system (ATS), you should provide a “careers” link on your own website, to point to the landing page so that all of your applicants will enter into your own application management database, free in this system.
- **Simple Application Tracking** – Your employer login will allow you to track all of your applicants, regardless of source. Tracking includes managing your hiring process steps, individual applicant notes, and the ability to forward screened applications to hiring managers.
- **Powerful Applicant Screening** – Each job posting may include 10 job specific screening questions, as well as an optional selection of Profiles International hiring assessments specific to the job.
- **Easy Upgrades** – Employers can easily upgrade to a more powerful, fully branded, careers site that will give them more customized tracking, search and reporting features.
- **Alternate ATS Integration** – Larger employers who have their own ATS system can post their jobs to the job board, and push job applicants directly to their own ATS system.
- **Resume Database and Search** – Once an employer has obtained a free login to the system, they may search the resume database of Eagle Scout candidates, as well as advertising jobs on the job boards.

## TO GET STARTED WITH YOUR OWN FREE EMPLOYERPAGES™ SYSTEM:

- Go to [www.eaglesnestjobs.com](http://www.eaglesnestjobs.com) and click on the “Employers” link (right side of the top menu).
- Click on “[New Employers - Click Here to Request a Login](#)” and then fill out the easy enrollment form.
- Within 2 business days, you will receive an email with your login information and a simple user's guide.
- You can be using the system and posting your jobs—and getting better hires—the same day!

## EXPECTATIONS, REASONABLE AND OTHERWISE:

- We are not policemen! While this site is publicized through referrals among the network of Eagle Scouts who participate in the Eagle's Nest Forum on LinkedIn, we have no way to exclude others who may learn about the site. While most candidates using the site are likely to be bona fide Eagle Scouts, it is the employer's sole obligation to verify this, and any other facts relevant to their hiring decisions. (You can use the integrated “Background Check” function to verify this kind of information if you like, but there will be a cost associated with that service.)

- If an employer were to use this site exclusively in their recruiting efforts, they would likely be assuming risk of discriminatory practices in employment—for example, there are no female Eagle Scouts. Employers should consult their own legal counsel to ensure they remain in compliance with applicable laws.

## NO FREE LUNCH:

- While we provide the basic service of this site (employer site, resume database, job postings on free internet boards) at no cost, somebody ultimately needs to pay for the system. We assume the risk that payment will never come, but we offer several optional services in the hope that some employers will find them useful, and be willing to pay for them. These include:
  - Upgrades to our full online recruiting, hiring, and applicant tracking system, iApplicants. For a flash demo of the features of that system, go to <http://www.trackingapplicants.com/prllc.html> For a side-by-side comparison of the free, basic system and the upgrade, email a request to [jwh@prol.ws](mailto:jwh@prol.ws)
  - Optional assessments to improve your hiring and other people processes. For example, our Step One Survey II™, a prehire honesty-integrity assessment is turned on by default for every job posting. If you don't want your applicants to take it, you can turn it off when you post a job. On the other hand, we recommend (and most users agree) you leave it on, as there's no cost associated with an applicant *taking* the assessment. Our stats show that about 8% of your applicants won't complete the assessment, most likely because they aren't that committed to your job, or because they're pretty sure they won't do well on an honesty-integrity assessment. Excluding them from consideration (or not) is up to you, but that information is free. When you're ready to make a hiring decision, you then have the option to score the assessment for the finalist (requested thru the system), and we'll send you the report that compares the results with those of the American working population on integrity, attitudes about substance abuse, reliability, and work ethic, along with a detailed interview guide. If you request that report, *and only if you request it*, we'll bill you \$35.
  - Background checking services, which can be requested easily from within the system. These services are billed according to a schedule of types of checks, and—again—only apply if you request them.
- To encourage use of these optional services, and to educate users about the options, we will occasionally notify employers using the system, about free webinar training opportunities.
- After you sign up for your free login, we will normally call you in 3 to 5 days, to make sure you are comfortable about how to use the system, and answer any questions you may have.

## FOR MORE INFORMATION, OR TO LEARN ABOUT OUR OTHER PEOPLE TOOLS:

- Call 435-654-5342 and ask for John Howard
- Email [jwh@prol.ws](mailto:jwh@prol.ws)
- Visit our website @ [www.prol.ws](http://www.prol.ws)