

## **Recruitment Methods**

Alumni Program (College Alumni Network)
Billboards (Posters at bus stops, Baseball parks)
Campus Recruiting (University Partnerships, School Career Centers, Student Job Boards)
Career Mobility / Transfers / Transitions / Lateral Moves
Casual Interview (Impromptu-like)
Classes / Seminars / Conferences / Technical Expos
Company Web Site (In house Recruiting, In-house Advertising, The Panel, Web Application,
Consultants (Preferred Vendors)
Contractor to Permanent (In-house Temp Services, Contingent workers)
Employment Agencies (State, County, City Job Banks)
Employee Referrals (Generous Referral Bonus, Wheel of Referrals, Posting a job through LinkedIn,
Internships (Summer, Co-Op Programs, Worker Trainee Opportunities Program, Distinguished
Job / Career Fairs (Internal and External, on Campus, Expositions)
Journal / Magazine Advertising
Large Organization
Military Events
Moving Expenses Paid
Name Recognition (Global Reputation, Subliminal Recruiting, On Campus Recognition, <i>Transformers</i> - F-22 Raptor, Fortune 500 100 Best Companies to Work for)
Newspaper Advertising (local newspaper directory)
Online Job Sites (Websites, Resume Database Mining, Monster.com, DefenseJobs.com, DefenseTalent.com, Dice.com, Craigslist.com, Google ads, hotjobs.com, washingtonpost.com, Open Houses/Recruiting Events (On-site Job Fairs, Walk In Interviews)
Outreach Resources (Online Marketing, Contacting other Companies/Vendors, Engineering Society Meetings, National Events, Community Events, Volunteer Services, Career Workshops)
Partnering (Software Training Institutes, College Campuses)
Previous Jobs interactions / Competitors
Professional Societies and Organizations (American Nuclear Society (ANS), American Public Health Association (APHA), American Society for Training & Development (ASTD), American Society of Women Accountants, Association of College Business Schools and Program, Black College Expo, Meeting Planners International (MPI), National Association of Colleges and Employers, Society for Government Meeting Professionals (SGMP), Society for Technical Communications (STC),
Qualifying Exam
Radio Advertising
Recruiting Agency (Local Recruiters)
Recruitment Process (Streamlined and Impressive)
Regional Recruiting Centers
Reinstatement (Reemployment)
Resume Submission (Skills Matching, Resume Matching)
Scholarships (High School, Outstanding Scholarship Program, Veteran's Employment

Security Screening
Signing Bonus
Social Networking (Company Dinner, Networking Websites, Facebook, Twitter, LinkedIn, Blogs)
Sponsorship of Events or College Computer Labs
Subcontractors
Talent Pools (Technical Leadership Programs, Nuclear Safety Professional Development Program
Telephone Interviewing
Television Advertising
University Career Centers