

snagajob.com

THE #1 SOURCE FOR HOURLY EMPLOYMENT

APRIL 6, 2010

The New Job Search

WHO IS SNAGAJOB.COM AND WHO AM I?

- The nation's number one source for hourly employment
- More than 20 million registered job seekers
- 100,000+ active job postings
- 100 million job searches per year
- 9 million+ monthly site visits
- 90% + client retention rate
- 2 years in a row as #3 Small Company by the Great Place to Work Institute
- Selected in Deloitte's Technology Fast 50

**#1 & LARGEST
hourly job
posting site**



ABOUT ME

Rob Dearmon
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SnagAJob.com
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at&t



linkedin.com/in/rdearmon



BUFFET STYLE



THE NEW JOB SEARCH



When the economy returned, recruiting top talent took a nasty turn.

4 WORDS TO HELP YOUR JOB SEARCH GET FOCUSED

**It's
Not
About
You!**

THE NEW JOB SEARCH

ACME Worldwide
Andover (101)

George Burnside

Vickie Hanson

Applicant Dashboard
Hourly Application

← Previous Page

Actions:

Transfer this Applicant

Application Overview
(No Email Address Provided)

Hire this Applicant

Delete this Application

Other Information:

Post-Hiring Resources
(No Resume Provided)

Applicant Authorization

Always consider all aspects of an applicant's information before making a hiring decision or recommendation.

Application Date: 01/28/2010

Hiring Status: *Not Determined*

(A)
**Attitude Survey
Guidance: Strong**

Category	Value
High	~65
App	~55
Low	~10

(B) Guidance

Behavior Indicators	Clear
Customer Service	Clear
Math Skills	Strong
Language Skills	Strong
Reading Skills	Strong
Trainability	Strong

(C) Hiring Steps

(1) Personal Information	Clear
(2) Personal History	<i>Pending</i>
(3) Availability for Work	<i>Pending</i>
(4) Reference Checks	<i>Pending</i>
(5) Interview	<i>Pending</i>
(6) Background Checks	<i>Pending</i>

7

snagajob.com®

THE BARRIERS

(B) Guidance

Behavior Indicators	Clear
Customer Service	Clear
Math Skills	Strong
Language Skills	Strong
Reading Skills	Strong
Trainability	Strong

(C) Hiring Steps

(1) Personal Information	Clear
(2) Personal History	<i>Pending</i>
(3) Availability for Work	<i>Pending</i>
(4) Reference Checks	<i>Pending</i>
(5) Interview	<i>Pending</i>
(6) Background Checks	<i>Pending</i>

WHERE ARE THE JOBS?

[Browse Jobs](#)

[Online Degrees](#)

[Job Resources](#)

[Join Today](#)

[Sign In](#)

snagajob.com

The #1 Source for
Hourly Employment

snagajob.com

The #1 Source for Hourly Employment



Find hourly jobs near you

Enter your ZIP code to get started.

ZIP CODE

SEARCH

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Since 2000, SnagAJob.com has been hooking up America's hourly workers with great hourly jobs. Now, more than 1 million registered job seekers later, we're the largest job site for part-time and hourly workers. We're more than just a job board; we're a resource for job seekers too. Instead of far by sitting around and saying "I wish I had a job," we're so busy booming Richmond, Virginia has asked our clients, job seekers "Snaggers" to all chip in and help us about us...

SnagAJob.com: defined

- noun; pronunciation: (snag-u)

■ the No. 1 source for hourly jobs. I helped me find a great

snagajob.com



REMEMBER

- **Relationships**
- **Research**
- **Resume**
- **Relevance**
- **Resiliency**

RELATIONSHIPS

- LinkedIn
- Twitter
- Blogs
- Networks
- Niche Boards
- Communities



Rule:
You get
out of
your
brand
only
what
you put
into it!



Get Found Online - Get your Business on Google, Yahoo & Bing in 5 min. Only \$100/year - From Billing Boss By Sage

Edit My Profile

View My Profile

Robert Dearmon  

National Account Executive at SnagAJob.com rdearmon@snagajob.com

Richmond, Virginia Area | Human Resources




➔ Add Robert to your network

➔ Forward this profile to a connection






Robert Dearmon Anything you think I should cover? Job Search Help: "The New Job Search" @snagajob - NBC12 News, Richmond, VA : <http://bit.ly/aRSRuK> 1 hour ago

Current

- National Account Executive at SnagAJob.com 
- Owner at PagelessBooks.com

Past

- Account Executive at Lamar Advertising 
- Account Executive at Citysearch / Ticketmaster 
- Sr. Analyst and Team Leader at Capital One 

Education

- Milligan College
- Longwood University

Recommendations 4 people have recommended Robert

Connections 472 connections

Websites

- My Company
- My Website
- Find Jobs

Public Profile <http://www.linkedin.com/in/rdearmon>

go on,
pass
the ball

Free trial

Cisco webex

CISCO

Robert's Activity

edit

Robert Dearmon Anything you think I should cover? Job Search Help: "The New Job Search" @snagajob - NBC12 News, Richmond, VA : <http://bit.ly/aRSRuK>

1 hour ago · Comment

Robert Dearmon Free white paper on hourly retention

RESEARCH

LinkedIn

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Companies



Best Buy

Overview

Companies Home Add Company FAQ

With operations in the United States, Canada, China, Europe, and Mexico, Best Buy is a multinational retailer of technology and entertainment products and services with a commitment to growth and innovation.

The Best Buy family of brands and partnerships collectively generates more than \$40 billion annual revenue and includes brands such as Best Buy, Audiovisions, The... [more](#)

Specialties

Consumer Electronics, Retail

Current Employees (500+ total, 31 in your network)



Robert Lozano Jr. (2nd)

Sales Manager/ CSM

In common: [Walter Broussard](#)



Steve Saunders (2nd)

Employee Relations Manager

In common: [Amie Keith, PHR](#), [Rodney Ashby](#)



Simon Gyasi (2nd)

Recruiting Manager- New Business

In common: [Brad Holley](#)

Last edited by [April Riffe](#)

Related Companies

Subsidiaries

- [Napster](#)
- [Speakeasy](#)
- [Future Shop](#)
- [Magnolia Audio Video](#)
- [Pacific Sales](#)
- [Geek Squad](#)

Mergers

- [The Phone House](#)

Career path for Best Buy employees

before:

- [Target](#)
- [Circuit City](#)

after:

- [Accenture](#)
- [Target](#)

Best Buy employees are most connected to:

- [Best Buy Europe](#)
- [Creatis](#)
- [Accenture](#)

[See more »](#)

LINKEDIN

Former Employees



Eric Jarrard (1st)

Online Copywriter at **snagajob.com**

Operations Supervisor (to December 2006)

40 months ago



Marti Diaz (1st)

Vice President of Human Resources at **Taco Bueno Restaurants**

District HR Manager (to November 1996)

161 months ago



Tim Esse (2nd)

Recruiter at **Apple**

Sourcing / Recruiting (to February 2006)

50 months ago · In common: [Jane Gray](#)



Russ Lockwood (2nd)

Regional Sales at **Spectrum Corporation**

A.C.E. Manager (to August 2005)

56 months ago · In common: [Dave Curtis](#)



David Fields (2nd)

Market Electronic Merchandiser at **Wal-Mart**

Operations Manager (to December 2004)

64 months ago · In common: [Chris Hoyt, PHR - RecruiterGuy!](#)

Common Job Titles	Manager	6%
	General Manager	6%
	Supervisor	3%
	Operations Manager	3%
	Sales Associate	3%
Top Schools	Univ. of Minnesota-Twin Cities	5%
Median Age	29 years	
Gender	Male	68%
	Female	32%

Estimated based on LinkedIn Data

Jobs

1 posted on LinkedIn, including:

• [Online Category Manager\(s\) - Best Buy / Future Shop](#)

[See all 1 jobs »](#)

TWITTER

•Articles/Breaking News

•The “inside scoop” on companies and people

•Jobs

•Community

•Network

•Search and Research

•Did I mention,
“**JOBS????!!**”



DARRENHARDY "If u feel something in ur heart, if u have a vision for it, then it's no longer a risk."-Isaac Mizrahi SUCCESS Dec09 <http://budurl.com/ft6b>

32 minutes ago via API



mashable BREAKING: Kevin Rose to Replace Jay Adelson as Digg CEO - <http://bit.ly/bWXEMJ>

32 minutes ago via bit.ly



mashable Appcelerator Simplifies iPad App Development - <http://bit.ly/ajzcFC>

33 minutes ago via bit.ly



GuyKawasaki Pill prototype contains tiny microchip and digestible antenna <http://is.gd/bfR4R>

34 minutes ago via API



Monster_WORKS Memo to a Hiring Manager (ever felt like writing one of these?) <http://mnstr.me/bdsgDn> #recruiting #hr

35 minutes ago via CoTweet



JobHuntOrg RT @CareerAction: Today's Layoff Bounceback Tip: Shower and get dressed every day to help your state of mind. #unemployed #laidoff

36 minutes ago via TweetDeck



levyrecruits "I call therefore I am" - it's #truUSA <http://bit.ly/b1pZWG>

about 3 hours ago via TweetDeck

Retweeted by [PinstripeTalent](#)

HOME THE BLOGGING categories EVENTS attend/speak CONTACT communication SITE MAP getting around

RecruiterGuy

aka: CHRIS HOYT

search... Find It!

FISTFUL OF RANKED BLOGGERS

2 Comments

POSTED ON Feb 05, 2010

LAST UPDATED Feb 16, 2010

POSTED BY Chris Hoyt (aka: TheRecruiterGuy)

FOT Top 25

every post is a chance to turn it around.

Feeling flattered, surprised, and some cool factor - hey, I'm not gonna' lie. For the most part this is what happens when our names make a list - well, depending on the list, I suppose. I remember this one time in the 5th grade where my name was put on a list for... okay - I digress.

Regardless... Making the FOT/HRCapitalist Talent Management Blog Power Rankings Top 10 again is certainly something that invoked the aforementioned feelings. But what I really take away from the total listing is more than just the obvious cool part of being listed. What I really walk away with is a list of blogs I

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OMG MOBILE?!

OMG Mobile 4 Recruiting?!

Chris Hoyt
TheRecruiterGuy.com
Twitter.com/TheRecruiterGuy
Go Mobile: Txt RecruiterGuy to 41411

Ramp up and Contribution



Research = Relevance!

RESEARCH

Google alerts
beta

Linked in®

HOOVERS™
A D&B COMPANY



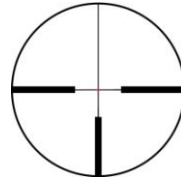
Blogger™

ere.net Recruiting Intelligence.
Recruiting Community.™

Research = Relevance!

RESUME

- Rich in Verbs
- Specific to the job
- Research



VS.



RESILIENCY

**You may have a fresh start
at any moment you
choose, for this thing that
we call "failure" is not
the falling down, but the
staying down.**

-Mary Pickford



QUESTIONS?

Thank you!

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