

We assist over **1,200 businesses** annually in securing new employees. We have accomplished programs based on your business size and budget.



APPLY NOW

Effective, simple
resulting in qualified candidates.

That's how our clients describe our recruitment process and solutions.

Recruitment Performance Manager

The is the most powerful and cost effective multi-job posting solution available – designed specifically for employers with many jobs to fill on a predetermined budget.

The World-Herald is your ultimate partner when you seek **local applicants** or when you need to capture candidates through a **national reach.**

Total Talent Reach

To get the best applicants, this method transforms your job posting into a fully-automated ad distribution campaign that targets relevant job seekers across hundreds of leading national, industry-specific, and local job sites.

Solutions from The World-Herald

With a local focus, we manage targeted campaigns within our print product(s), websites and social media audiences. With the aid of SEM and Google adwords we share your posting through programmatic networks and other major job boards with multiple budget levels.

How did you find out about this position?



Omaha World-Herald
Omaha.com

A Berkshire Hathaway Company



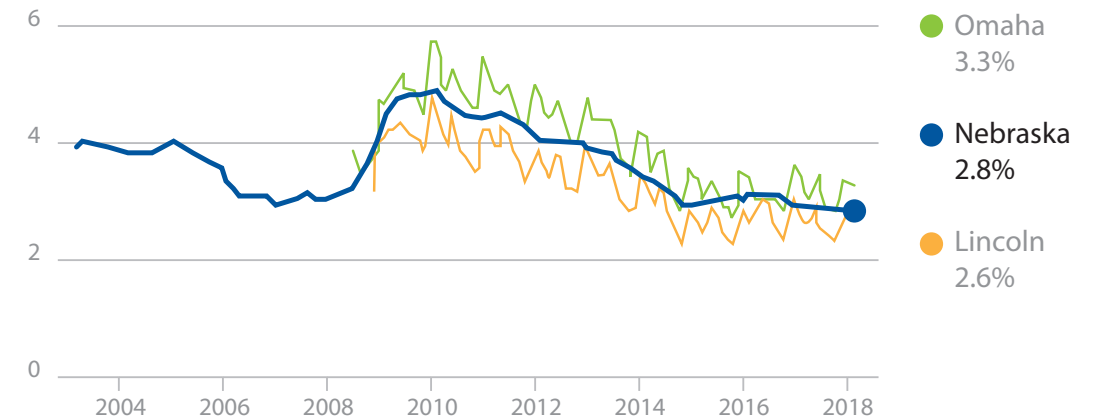
Facts speak loudly – open positions and the lack of qualified candidates cost you in lost revenue, time and productivity.

Source Tools for Recruitment

- Print Advertising** *The original job board, The World-Herald is still a great vehicle for reaching candidates.*
- Digital Advertising** *Online campaigns can be career specific and leverage passive job seekers.*
- Targeted Digital Campaigns** *Targeted campaigns are ideal for engaging with position specific candidates.*
- Social Media** *The World-Herald has a large, loyal following that reaches XXX people with each post.*
- Email Campaigns** *Job fairs and hiring companies – all realize the performance of our email marketing capabilities.*
- Job Postings** *The World-Herald can post on numerous sites simultaneously making it simpler and less time consuming for you.*
- Owh Job Search** *Due to the powerful SEO of our domain, our site garners regular traffic from simple online career searches.*

Simply put, we connect to an engaged audience, the right target at the right time with a new career opportunity.

2.8% Unemployment, March 2018



Our targeting abilities influence passive job seekers who would otherwise not apply. Even during low unemployment cycles when candidates are challenging to reach, targeting still allows us to generate a qualified candidate pool.

Length of time to hire	25 TH PERCENTILE	MEDIAN	75 TH PERCENTILE	AVERAGE
Time-to-fill	20 days	30 days	45 days	36 days
Open to approval	1 day	2 days	5 days	8 days
Approval to job posting	1 day	1 day	3 days	3 days
Job posting to start screening	3 days	5 days	10 days	9 days
Screen applicants	2 days	5 days	10 days	7 days
Conduct interviews	3 days	5 days	10 days	8 days
Make final decision	2 days	3 days	5 days	5 days
Offer to acceptance	1 day	2 days	4 days	4 days

Costs to hire	25 TH PERCENTILE	MEDIAN	75 TH PERCENTILE	AVERAGE
Cost-per-hire	\$500	\$1,633	\$4,669	\$4,425
Executive cost-per-hire	\$1,300	\$5,000	\$18,000	\$14,936
Recruitment-expense to HR-expense ratio	0%	4%	19%	15%
Requisitions per recruiter (or HR FTE)	5	15	35	29
Requisitions per recruiter (organizations with dedicated recruiters)	10	25	54	54
Requisitions per recruiter (organizations without dedicated recruiters)	3	10	22	20

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Speak directly with a representative right now.



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