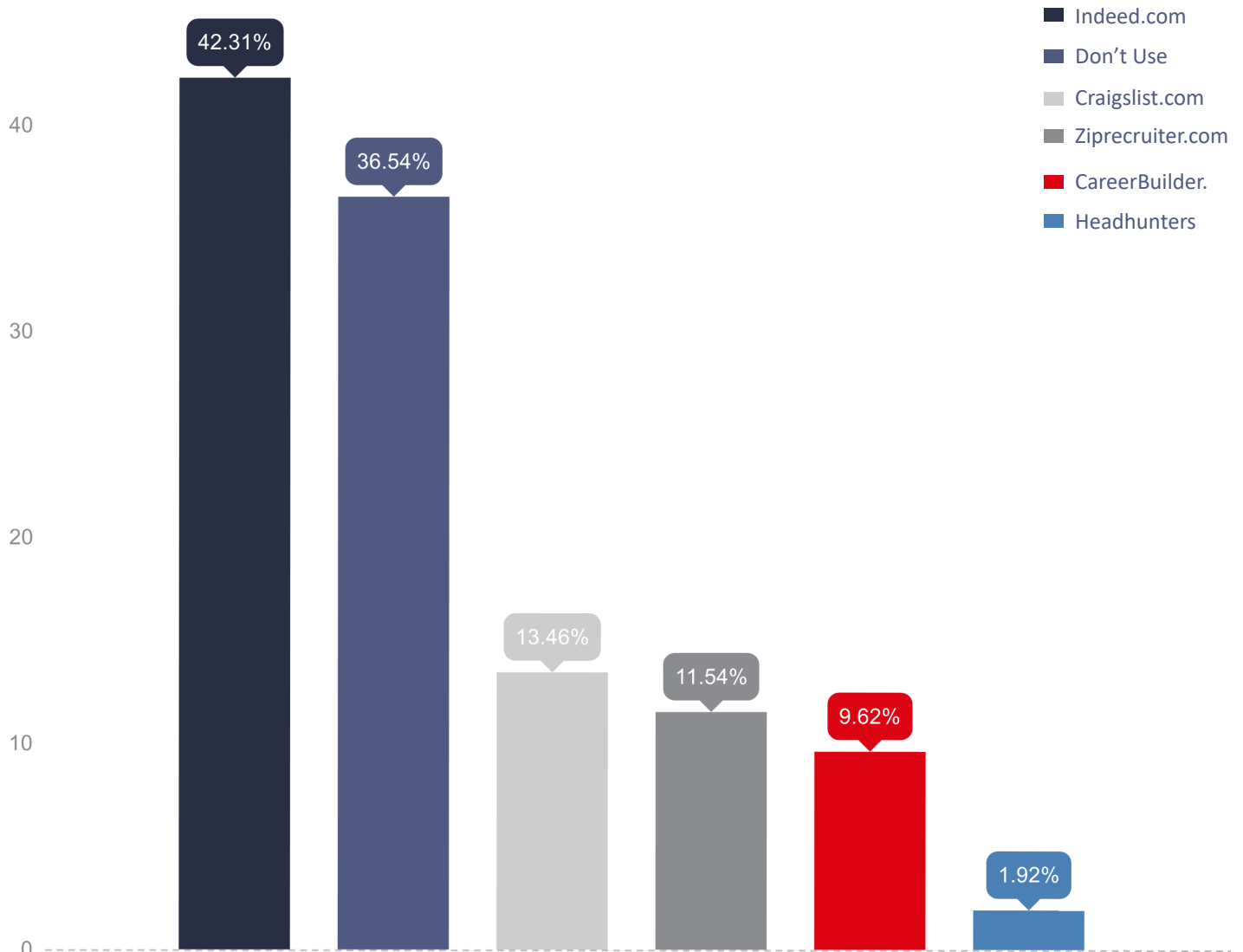


RECRUITING THE MILLENNIAL (CONT'D)



When asked what recruitment sites - if any - respondents used to recruit millennials, over two-thirds of respondents indicated that they do use some form of recruitment site. Of the recruitment sites named by respondents, 42 percent* use Indeed.com, 13.46 percent use Craigslist.com, 11.54 percent use Ziprecruiter.com and another 9.62 percent use CareerBuilder.com.

By far, the least popular method used by mold builders to recruit millennials is via headhunters - only 1.92 percent of respondents use this method. 36 percent of respondents use no form of recruitment site at all.