



#FirstJob Hiring and Recruiting Compact

We recognize the benefits to our businesses, our economy, and our country of taking advantage of the talent, experience and skills of all Americans, including Opportunity Youth – out-of-school, out-of-work young people. Unfortunately, for a young person just starting off in working world, the prospect of finding a first job with a blank resume and limited education can be daunting.

We are committed to inclusive hiring practices and pledge to open up hiring, recruitment, and advancement pathways for Opportunity Youth by adopting or building on the following practices:

- (1) Identify jobs and internships that can be filled by young workers (ages 16 to 24) with little or no prior experience. If needed, appropriately adjust job descriptions, application, screening, and interview process to make them more accessible to low-income teens and young adults.
- (2) Partner with nonprofits, school districts, workforce development boards, and others to identify and recruit opportunity youth in specific regions where you operate.
- (3) Develop a plan to support opportunity youth once hired so they can gain the skills and experiences needed to move up in a career or educational pathway.
- (4) Take steps to create data systems to track and capture results so you can demonstrate how hiring opportunity youth adds business value.
- (5) Develop internal and external communications strategy to share outcomes of opportunity youth hiring initiatives with HR and operational leaders.

Compact Signers

<i>3M</i>	<i>Frontier Communications</i>	<i>Pacific Gas and Electric Company</i>
<i>Alaska Airlines</i>	<i>GameStop</i>	<i>Potbelly Sandwich Works</i>
<i>Archer Daniels Midland Company</i>	<i>Gap, Inc.</i>	<i>Principal Financial Group</i>
<i>AT&T</i>	<i>Glassdoor, Inc.</i>	<i>Rackspace</i>
<i>Chipotle Mexican Grill</i>	<i>Goodwill Industries</i>	<i>Sears</i>
<i>CHS</i>	<i>The Hershey Company</i>	<i>Shinola</i>
<i>CIELO</i>	<i>Hilton Worldwide</i>	<i>Starbucks</i>
<i>Concur Technologies</i>	<i>IBM</i>	<i>T-Mobile USA</i>
<i>CVS Health</i>	<i>Johnson & Johnson</i>	<i>U.S. Bank</i>
<i>Delta Air Lines</i>	<i>ManpowerGroup, Inc.</i>	<i>Viacom, Inc.</i>
<i>Dollar General</i>	<i>MasterCard</i>	<i>Visa, Inc.</i>
<i>Fairview Health Services</i>	<i>The McDonald's Corporation</i>	<i>Wal-Mart Stores, Inc.</i>
<i>FedEx</i>	<i>New York Life Insurance</i>	<i>Xerox Services</i>

More details will be released in the coming days about specific steps these companies are taking to connect opportunity youth to first jobs.