

FAQ'S

Q: Where do you get your candidates?

A: CareerCo uses a multi-faceted approach to source candidates for your job opportunities. In addition to extensive search engine marketing, we have more than 700 Career Advisors handling both inbound and outbound calls (about 2 million conversations per month) with both active and passive job seekers. CareerCo is comprised of over 41 million members and growing! By leveraging the power of the phone, text alerts, email blasts, and push notifications, we are able to advise job seekers about available job opportunities as they occur. Unlike other job boards, CareerCo members have access to real-time connectivity thanks to our company's job-mapping technology "CareerMAP," as well as our unique "WOOF" job alerts, which ensure that employers' postings are being viewed by the right candidates at the right time.

Q: What is considered an applicant?

A: An applicant is defined as a candidate that fits the criteria requested on the application. We set questions based upon the requirements you deem appropriate for the job opening. If the applicant fits that criteria, we submit their information to you. If not, you will not receive their application.

Q: What is a CAP?

A: The CAP is the total number of applicants that you would like to receive. It allows you to control the budget for each position.

Q: Is there a minimum or maximum number of applicants?

A: No. You can set a budget (cap) according to your needs.

Q: What if I fill the position before I receive the number of applicants that I requested?

A: If you finish hiring before you reach the cap, just let us know! We will not send anymore candidates. You will only pay for the candidates that we sent.

Q: Do you work with other automotive dealers?

A: Yes! We work with hundreds of automotive and truck dealers nationwide to fill all of their available job openings including Sales, Service, Management and Administrative positions.

Q: How do I receive the candidate's information? Will there always be a resume attached?

A: Candidate's information is forwarded to you in real time, via email. It is also posted to your "CAD"-Candidate Applicant Dashboard. Although we encourage all applicants to upload their resume, sometimes applicants may not have their resume readily available. In an effort not to miss out on a potentially hireable candidate, we collect the candidate's contact information and work experience on the form.

Q: Once I receive the candidate's information, what should I do next?

A: We strongly encourage you to follow up with the candidate immediately! Our experience clearly shows-engaging with the applicant quickly increases conversion to hire. This is an active candidate who is interested in your job opportunity! We can also help with email alerts urging the candidate to reach out to you.



PAY PER APPLICANT (PPA) PRICING

Price Per Applicant allows you to set your own criteria:

- Filter questions as per the criteria required for the job
- Geo-targeting for more focused results; search as broad or as limited as you prefer
- No minimum spend required; set a maximum cap for each position
- Edit posting at any time, at no additional charge
- Cancel at any time... No long term contract

FRONT END: Accounting, Administrative, Human Resources, Management

Department	Position	Price Per Applicant
Accounting	Accounts Payable Clerk	\$20.00
Accounting	Accounts Payable Clerk-Dealership Experience	\$25.00
Accounting	Accounts Receivable Clerk	\$20.00
Accounting	Accounts Receivable Clerk -Dealership Experience	\$25.00
Accounting	Assistant Office Manager	\$30.00
Accounting	Biller	\$25.00
Accounting	Bookkeeper	\$25.00
Accounting	Bookkeeper-Dealership Experience	\$35.00
Accounting	Cashier	\$15.00
Accounting	Controller	\$60.00
Accounting	Payroll Clerk	\$25.00
Administrative	Executive Assistant	\$25.00
Administrative	Administrative Assistant	\$20.00
Administrative	Motor Vehicle-Title Clerk	\$35.00
Administrative	Office Manager	\$40.00
Administrative	Receptionist -Part-time or Full-Time	\$15.00
Administrative	Warranty Clerk- Administrator	\$35.00
Human Resources	Human Resources Manager	\$40.00
Human Resources	Human Resources Manager -Dealership Experience	\$50.00
Human Resources	Human Resources Recruiter	\$30.00
Management	CFO	\$65.00
Management	General Manager	\$60.00
Management	General Manager-Brand Experience	\$65.00
Management	General Manager-Commercial Truck Dealer Experience	\$65.00

EFFECTIVE DATE 2/2016

FOR FURTHER INFORMATION OR TO POST A JOB NOW:

CALL: 888-660-9060 • EMAIL: OADA@careerco.com



Front End: Sales, F&I, BDC

Department	Position	Price Per Applicant
BDC	BDC Manager	\$35.00
BDC	BDC Manager-Dealership Experience	\$40.00
BDC	BDC Representative-Appointment Setter- Call Center Agent	\$20.00
BDC	BDC Representative-Appointment Setter-Call Center Agent- Dealership Experience	\$25.00
F & I	Finance Manager-F&I Manager-Business Manager	\$40.00
F & I	Finance Manager-F&I Manager-Business Manager- Brand Experience	\$50.00
Sales	Advertising-Marketing -Website Manager	\$35.00
Sales	Assistant Sales Manager- New or Pre-Owned	\$35.00
Sales	Customer Relations-Greeter-Ambassador	\$15.00
Sales	Delivery Consultant-Product Concierge	\$20.00
Sales	Delivery Consultant-Product Concierge-Dealership Experience	\$25.00
Sales	General Sales Manager	\$40.00
Sales	General Sales Manager- Brand Experience	\$50.00
Sales	Internet Sales Consultant	\$20.00
Sales	Internet Sales Consultant-Dealership Experience	\$25.00
Sales	Automotive Dealership Lot Attendant	\$15.00
Sales	Porter- Clean Up	\$15.00
Sales	Product Specialist-Product Demonstrator	\$15.00
Sales	Sales Associate-Entry Level	\$15.00
Sales	Sales Associate-Commission-based Sales Experience	\$20.00
Sales	Sales Associate-Dealership Experience	\$25.00
Sales	Sales Manager-Commercial Truck Dealer Experience	\$55.00
Sales	Sales Manager-New Car or Pre-Owned	\$40.00
Sales	Sales Manager-New Car or Pre-Owned-Brand Experience	\$50.00
Sales	Sales Support Administrator	\$20.00

FIXED Operations: Parts, Service, Detail and Prep- Collision Repair

Department	Position	Price Per Applicant
Parts	Assistant Parts Manager	\$35.00
Parts	Stock Inventory-Warehouse Clerk	\$15.00
Parts	Parts Counter-Entry Level	\$20.00
Parts	Parts Counter Sales-Retail Parts Experience	\$25.00
Parts	Parts Counter-Dealership Experience	\$30.00
Parts	Parts Counter- Dealership Brand Experience	\$35.00
Parts	Parts Driver	\$15.00
Parts	Parts Driver-with CDL	\$25.00
Parts	Parts Manager-Dealership Experience	\$40.00
Parts	Parts Manager-Dealership Brand Experience	\$50.00
Parts	Shipping-Receiving Clerk	\$15.00
Parts	Wholesale Parts Sales Associate	\$25.00
Detail and Prep	Car Washer	\$15.00
Detail and Prep	Detailer-Entry Level	\$15.00
Detail and Prep	Detailer- Experienced	\$30.00
Service	Service Appointment Setter	\$15.00
Service	Loaner-Rental Car Clerk	\$20.00
Service	Loaner-Rental Car Manager	\$35.00
Service	Assistant Automotive Service Manager	\$35.00
Service	Service Manager	\$40.00
Service	Service Manager-Dealership Brand Experience	\$50.00
Service	Service Manager-Automotive Dealership Experience	\$40.00
Service	Automotive Fixed Operations Director-Service and Parts Director	\$50.00
Service	Lot Attendant -Porter-Clean Up	\$15.00
Service	Service Advisor- Service Writer	\$35.00
Service	Service Cashier	\$15.00
Service	Service Receptionist	\$15.00
Service	Service Runner	\$15.00
Service	Service Lane Valet-Greeter-Ambassador	\$15.00
Service	Tow Truck Driver	\$25.00
Service	Master-A Level Automotive Service Technician	\$40.00
Service	Master-A Level Automotive Service Technician-Brand Specific Experience	\$50.00
Service	Mid-B Level Automotive Service Technician	\$30.00
Service	Mid-B Level Automotive Service Technician-Brand Experience	\$40.00
Service	C Level Automotive Service Technician	\$20.00
Service	Entry-Apprentive Automotive Service Technician	\$20.00
Service	Lube-Quick Lane Technician	\$20.00
Service	Tire Technician	\$20.00
Service	Diesel-Truck Technician	\$50.00
Service	Warranty Clerk- Administrator	\$35.00

Body Shop-Collision Repair

Department	Position	Price Per Applicant
Body Shop	Body Shop Manager	\$50.00
Body Shop	Body Shop Parts Coordinator	\$20.00
Body Shop	Collision Estimator	\$35.00
Body Shop	Auto Body-Collision Repair Technician- Metal and Paint Experience- A Level	\$50.00
Body Shop	Auto Body-Collision Repair Technician- Metal	\$40.00
Body Shop	Auto Body-Collision Repair Technician-Paint	\$35.00
Body Shop	Apprentice Auto Body-Collision Repair Technician	\$20.00
Body Shop	Painter Apprentice-Helper	\$20.00
Body Shop	Porter- Clean Up-Body Shop	\$15.00