



# Employer Assistance & Recruiting Network

Workers with disabilities are getting the job done.

- FACTS**
- Long-term studies show that employees with disabilities meet or exceed supervisors' requirements.
  - Workers with disabilities stay with employers 50 percent longer than their non-disabled colleagues.
  - Attendance records for people with disabilities are as good as, or better than, those of non-disabled workers.
  - Individual accommodations for an employee with a disability average \$500 or less and can have tax advantages.



educated  
motivated  
dedicated

If these are the workers you are looking for, you should be working with **EARN.**



1-866-EARN-NOW, V/TTY  
<http://www.earnworks.com>



educated, motivated and dedicated

"People may have disabilities, but that does not mean they don't have the value to do the job," according to **Craig James, Human Resource Manager of the Sears Customer Care Network Marketing Center** in Spokane, Washington. Hiring people with disabilities and people from diverse backgrounds has enriched Sears and contributed to its customer satisfaction.

"Hiring people with disabilities reinforces the diverse, family-oriented atmosphere of the organization, and both employee morale and productivity is up. Employees hired through EARN have remained on the job or been promoted, promising reduction in recruitment costs."

**Britta Stromeyer, Shaw Pittman LLP, Law Firm**



## Call EARN. Talk with an employment specialist.

This is the first step to include people with disabilities in your recruiting and hiring efforts. Your EARN specialist works with you step by step to find candidates that match your job requirements.

Just post your position and EARN does all the work. EARN reaches out to an expansive network of recruiting sources, including Social Security beneficiaries ready to return to work through the Ticket To Hire program, advocacy groups, vocational rehabilitation agencies, and colleges and universities.

Your EARN employment specialist will also answer questions about disability employment, including legal issues, accommodations, disability etiquette and more.

So if you want the right candidates, then you should come to EARN.

### EARN's services are absolutely FREE.

With EARN, you get:

- Expert, confidential consultation
- Pre-screened qualified candidates
- One contact point to reach many recruiting sources

All at no cost to you. With hiring and retention costs soaring, you need better ways to find the workers with the skills and attitudes you want. And you'll find them at EARN.

Visit [www.earnworks.com](http://www.earnworks.com) 24 hours a day for more information. Or call **1-866-EARN-NOW** (1-866-327-6669, V/TTY) from 9:00a.m. to 9:00p.m. EST, Monday through Friday.



# How **earn** works for you.

**1** Contact EARN via our toll free number **1-866-EARN-NOW**, V/TTY, or go to [www.earnworks.com](http://www.earnworks.com).

**2** Send EARN your position descriptions.

**3** EARN matches candidates to your requirements.

**4** EARN refers qualified candidates to you.

**5** You interview and hire EARN referrals.

We maintain the employer's confidentiality.  
You decide whom you want to contact to reach your desired candidates and start the interview process.