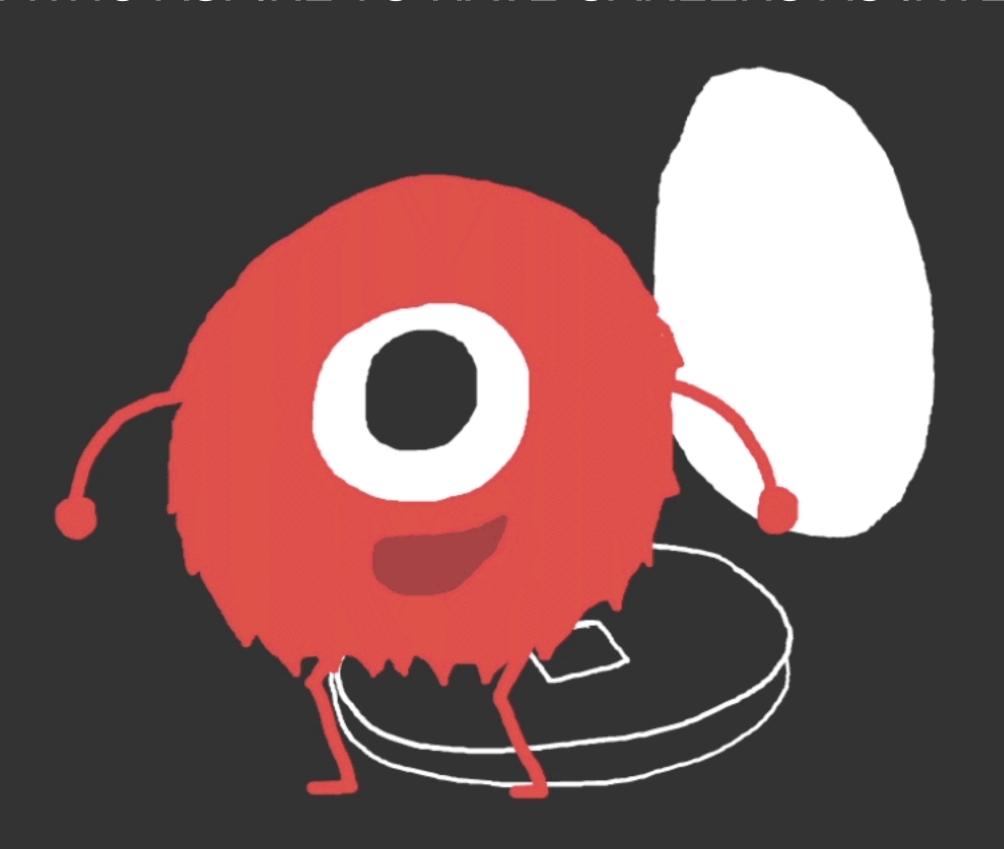
THE NEW ISLAND OF MILLEN LOWE U.S.

WHO ARE MISFITS?

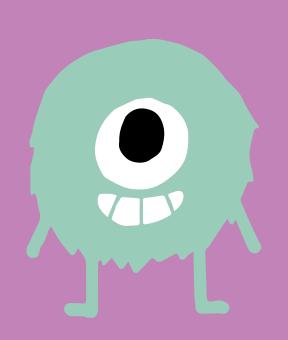
PEOPLE WHO ASPIRE TO HAVE CAREERS AS INTERESTING AS THEY ARE



CHALLENGES OF BEING A MISFIT

you're cherished, yet abominable
day-to-day is constantly changing
pioneering your own path
next steps can be unclear

PEOPLE PLACE VALUE IN THEIR PASSIONS



2%

of respondents think doing what they love is more important than making a lot of money 55%

of respondents believe that work is more about pursuing their passions than collecting a paycheck

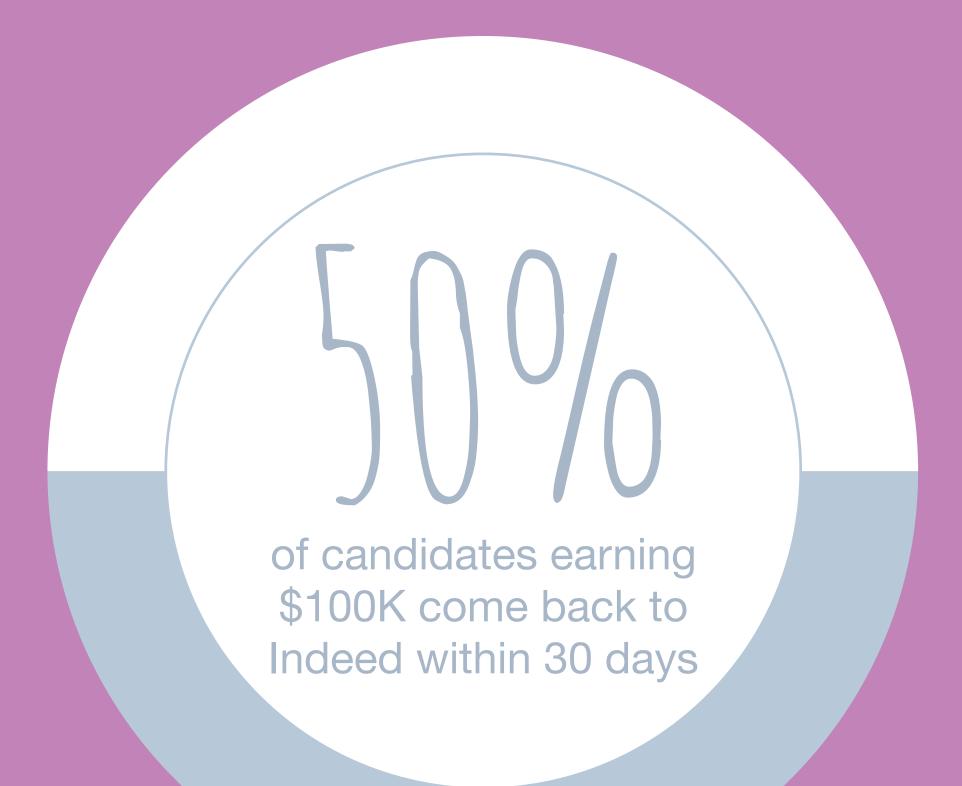
of respondents under the age of 32 believe their careers will look more like jungle gyms than ladders

of respondents believe that they will have over seven jobs in their careers

THE AVERAGE WORKER TODAY

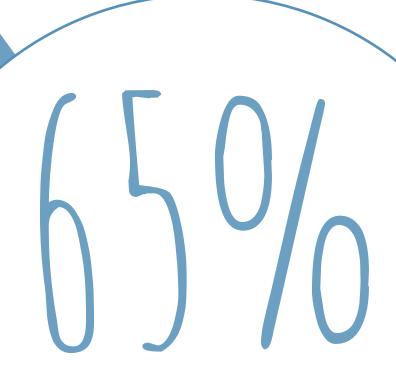
stays at each of his or her jobs for 4.4 years, but the expected tenure of the workforce's youngest employees is about half that.

Bureau of Labor Statistics

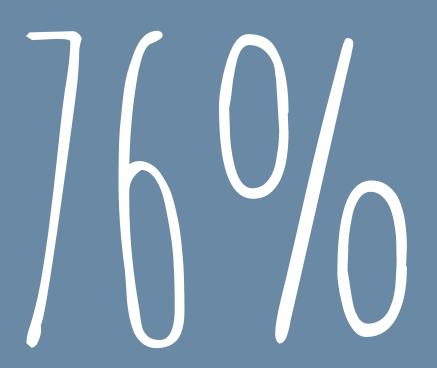




of candidates earning \$100K come back to Indeed within 30 days



of all candidates come back within 90 days



of respondents think that people who have had different types of jobs and worked at many companies are interesting and flexible, and could bring a fresh point of view.

OUR TALENT INSIGHT

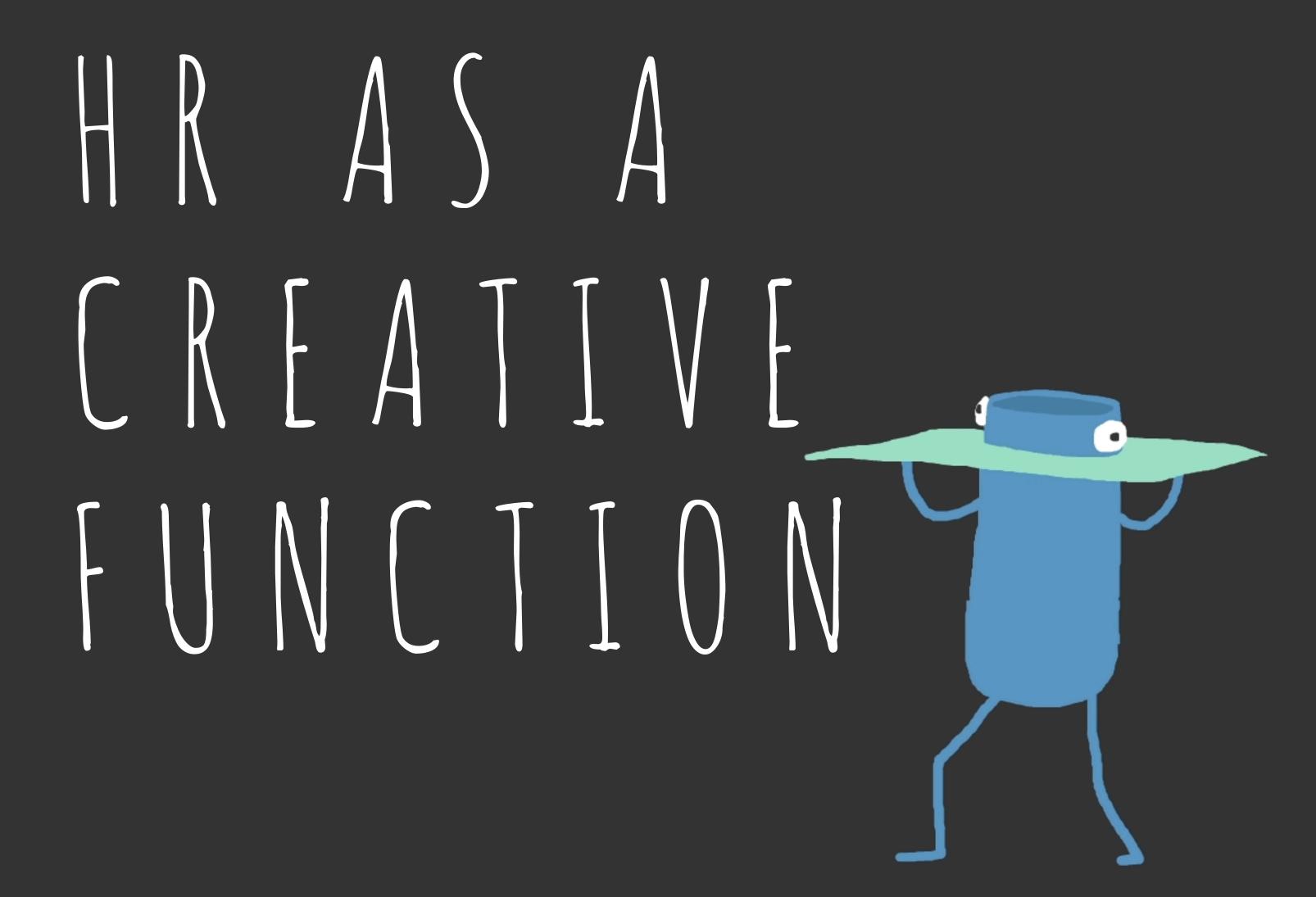


the world is a better place when we have jobs as interesting as we are

INNOVATION HAPPENS

be committed to change.
hire those who are adaptable,
those with stable legs on unstable ground,
who smile when blinded by headlights.

give them a roller coaster, train them to think fast, and reward them for great gut instincts.



RETENTION IS THE WRONG METRIC

RETENTION IS THE WRONG METRIC

REFERRALS I PROMOTER SCORE

"THAT WAS A FUN RIDE. YOU SHOULD GO ON IT."

- Katie, Communications Manager

HOWDOWETRAIN AND RETAIN MISFITS?

WE

SEND THEM PACKING

GIVE THEM OPPORTUNITIES

SURROUND THEM WITH INNOVATION

REBRAND THEM

CHANGE THE ENVIRONMENT AROUND THEM

HIRE A GUIDANCE COUNSELOR

CULTIVATING WISFITS

KEEPING THEM INTERESTED CRAFTING CAREER PATHS MISFIT CULTURE IS NOT FOR EVERYONE

THANK YOU MULLEN LOWE U.S.