

How outstanding people stand out™

FREQUENTLY ASKED QUESTIONS AND ONE OR TWO THAT SHOULD BE.

General

Q: Aren't there enough job search web sites out there?

A: Too many, we say. Unfortunately, they all offer the same standard services to job seekers and employers. Traditional job search sites are outdated and don't allow candidates to differentiate themselves in a meaningful way. Not only that, but employers can't discern motivational fit from the resumes of candidates before meeting them in person. Hazooka enables job seekers and employers to connect on a personal level.

Q: People don't get good jobs through online postings, do they?

A: Traditional job search sites haven't changed much in the past decade, and are ineffective at connecting qualified candidates with the right career fit. Hazooka provides a fresh alternative by helping job seekers make a personal impression that will increase the chances of standing out and obtaining their desired job. Effectively bypassing the traditional resume and cutting right to the interview.

Most positions are filled by networking within your personal network. What better way for a friend to show why they are recommending you than sending a link to your Hazooka videos!

Job Seekers

Q: I don't have a video camera. How do I make a video introduction?

A: This is easy. If you have a digital still camera with a video option, a web-cam on your computer or even your phone, you can make a video introduction. If you don't have any of those technologies, chances are you know someone who has one of the devices listed above at their disposal. Because Hazooka is web, not application-based, you can access it anywhere you have a computer and an internet connection.

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Q: I don't have video editing software. How will I create my final product?

A: You don't need special software to create your video. Thankfully, most computers have software that lets you edit your video or you can download Free Editing Software here. Otherwise, make your video in a single "take" and upload it without any editing whatsoever. It can be as simple as you want to make it. Just record, upload your video file to Hazooka and you're done. Or you can utilize one of Hazooka's editing partners to create a professional final cut.

Q: Can I shoot in digital HD?

A: Yes, of course. Our technology determines the video format and shows it the way you shot it.

Q: What kind of digital video files do you accept?

A: Hazooka accepts video files from most digital cameras and camcorders, and cell phones in the .AVI, .MOV, .WMV, and .MPG file formats.

Q: How will employers find my video?

A: There are several ways an employer can find your video. Once you register, you will be asked to create a simple profile that includes an abbreviated resume so that possible employers can see highlights, as well as your video introduction. Employers will find you by the keywords you use in your job title, desired job title and video tags. And, you can share your video(s) with all kinds of online social networks with the click of a button, including Facebook, MySpace, LinkedIn, and personal blogs, among others.

Q: What should I say in my video?

A: Think of it as having only two minutes to tell a hiring manager what is important and unique about you. You can express who you are and demonstrate that you have the skills your desired employer needs. Remember, you're setting yourself apart from other candidates, so you'll want to be as creative, yet professional as possible. This is your individual brand or TV spot, so make it count. Check out our Create Your Videos section for more specifics.

Q: Do I just create one video introduction, or one video for every job I apply for?

A: You should create one general video introduction for viewing by employers that seek you out. You should then create short, customized videos highlighting specific experiences and power statements. We recommend one video per power statement.

Hazooka[®] FAQ

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Q: Who can view my video?

A: You can make your video public to secure the widest possible audience, or make it private to ensure that only those you select will have access to it.

Q: Do I have to pay to use Hazooka?

A: You can create a general video introduction at no cost. And, our Premiere Membership service is free during beta. During the coming weeks, Hazooka will increase functionality and tools to increase your visibility with employers as well as opportunities to have further discussions.

Employers

Q: How do I search for candidates if they've submitted a video introduction?

A: Each candidate will fill out an abbreviated resume and upload a traditional resume in addition to their video introduction and support videos. You will be able to search based on job titles and keywords that relate to the position you're seeking to fill, as well as the keyword tags they assign to each video.

Q: Am I going to end up sitting in front of my computer for hours watching videos?

A: Well, that's a loaded question. Chances are, you're going to enjoy this process a lot more than reading words on a traditional resume. So you may find yourself here for a little while. But rest assured, you'll be able to watch the candidate videos very quickly, because candidate videos are less than two minutes in length, and many are shorter. Not only that, but you will get a much more accurate feel for the individual, how they'd fit into your culture and how they present themselves than you would scanning a cover letter and resume for 30 seconds. Hazooka will save you hours in wasted interviews later.

Q: Can I share candidate videos with others in my organization?

A: Absolutely. Simply provide the company user name and password, go to the My Hazooka section and watch the "saved" candidates. You can make comments about the candidates right on the video player at the very spot you see them in the video stream. In the coming weeks, employers will have a number of functionality improvements to make the search experience even more effective.

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Q: I'm concerned this service will make me susceptible to discrimination claims.

A: A video interview provides an efficient method to review larger volumes of qualified candidates. The same principles that govern anti-discrimination in the pre-employment process apply when selecting candidates from a video format. In essence, you are considering candidates on their qualifications and how they present themselves. Moreover, a video introduction may be the ultimate source of evidence to illustrate the reasons why you selected the candidate comparatively to others.

Q: As an employer, do I have to pay to use Hazooka?

A: Right now, employers can view every video, make comments and store them at no charge. It's that simple.