

## Community-Focused Candidate Referral Program

With a renewed focus on increasing the diverse makeup of our workforce, we are pleased to announce our new **Community-Focused Candidate Referral Program**. Individuals who refer a candidate that is hired by us will get to direct the **donation of a \$500 reward to a professional organization** with a focus on outreach and support of underrepresented groups.

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### Increasing Candidate Diversity

The **Community-Focused Candidate Referral Program** supports Cascades' efforts to increase the diversity of candidates who apply to our open positions. By establishing and maintaining relationships with a targeted list of professional organizations, we seek to improve our diversity outreach. This referral program is part of a broader talent acquisition and recruiting strategy focused on increasing diversity at Cascade.

We are also committed to ensuring each pool of candidates invited to interview is a diverse talent pool. This is defined as a talent pool in which at least two of the candidates interviewed are from underrepresented groups. Underrepresented groups are based on the Equal Employment Opportunity program demographic criteria, and includes race, ethnicity, gender, disability, and veteran status.

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### Casting a Broader Net

While Cascade recognizes the value of candidate referrals through other Cascadians, feedback and well-documented research shows that this approach can limit the pool of diverse candidates. This happens because we tend to network with and refer candidates who are similar to ourselves, which can impact our diversity efforts, even if unintentional.

By re-directing the bonus in this way, we can support and build connections with organizations that focus on underrepresented groups of various professional backgrounds. This also allows our team members to be part of our efforts to make a positive and meaningful impact to the community.

#### HEADQUARTERS

123 NE 3rd Ave, Suite 400, Portland, OR 97232  
866.321.4573 [CascadeEnergy.com](http://CascadeEnergy.com)

#### OFFICES

Bay Area CA • Boise ID • Burlington VT • Chicago IL • Denver CO • Eugene OR  
Minneapolis MN • Salt Lake City UT • San Diego CA • Seattle WA • Walla Walla WA

### Qualified Candidates

Our goal is not to just fill open positions, but to fill them with talented, qualified people. Referrals can take many forms and come from many sources. You might be referring friends, family, former co-workers, former classmates, vendors, customers, clients, and more. What's most important is that they are qualified. Attributes of a Cascade qualified candidate include:

- Exhibits our core values
- Demonstrates great customer engagement skills
- Has direct or very relevant job experience
- Has a degree specific to the role, or a very relevant academic background, or equivalent years of experience

### How to Refer Candidates

We want to make it as easy as possible for you to share the referral info with us.

- Reach out to us via email to share the candidate info and ask any questions.
- Encourage the candidate to apply online. Be sure to instruct the referral to list your name in the online application question that asks, "How did you hear about this opportunity?"

### Contact Us!

[referrals@cascadeenergy.com](mailto:referrals@cascadeenergy.com)

Learn more about us at

[CascadeEnergy.com](http://CascadeEnergy.com)