

Solutions for employers



Work.ua is Ukraine's largest job site

Our site has Ukraine's largest database of current resumes and jobs. We are also a leader in terms of target audience size, and volume of new resumes and jobs listed daily.

| | |
|-------------------------------------|-------------------------------------|
| 450,000 visitors/day | 6 million pageviews/day |
| 2.6 million reviewed resumes | 100,000 registered companies |
| 45,000 new resumes/month | 70,000 job postings |



The best choice for finding employees effectively

By posting your jobs on Work.ua, you can be assured that hundreds of thousands of target users will be able to find them every day. You will be able to choose from among them. We are proud of the high quality of our audience: Work.ua visitors view more than 13 pages on average, and more than 150 million pages a month combined.



Site services

Make your company and job posting stand out from the thousands of others and make finding employees more efficient by taking advantage of these special services by Work.ua.

- **Job postings**
Over 450 thousand users search for jobs on Work.ua every day. You need postings to post jobs on our site.
- **Resume database access**
Our database contains over 2.6 million resumes, and it grows by 45,000 new resumes every month. Gain access to this audience.
- **Branding**
VIP company and logo on the homepage. The perfect tools to promote and maintain your HR brand. Make your employee searches more efficient and stand out from the crowd.
- **Service packages**
The best solution for any business. You'll get a selection of essential services every month at a great price. And to save additional 20%, sign up for an annual subscription.

Our customers

Over 100,000 companies use Work.ua to find employees efficiently. Our customers include leading international and Ukrainian companies.



Job postings



Over 5 million unique job seekers visit Work.ua every month. To expose your jobs to this audience you need postings. Postings also allow you to renew the date of placement and to extend the posting duration of jobs.

Posting types

There are different types of postings, and they have varying degrees of effectiveness.

- **Standard** starting at 349 UAH
Post your job for a month.
- **Standard Plus** starting at 929 UAH
Automatically renew your job's date posted every week, during the month that your job is listed by using Standard Plus postings.
- **Premium** starting at 2,790 UAH
Feature your job at the top of the search results as well as in the "Hot Jobs" section for the first week that your job is posted. Premium ads last a month.
- **Anonymous** starting at 1,690 UAH
Post a job for a month without specifying your company name, and take advantage of weekly automatic renewals of the date posted by using an Anonymous ad.

Number of job posting views

Standard Plus and Premium job postings receive significantly more views and applications than Standard job postings.

Standard Plus job postings receive 3-5 times more views than Standard postings in a month, and Premium job postings receive 5-7 times more views than Standard postings in just a week.



All types of postings have unique advantages that are only available through Work.ua.

Posting duration

Your job is posted for 1 month.

Free alerts

In addition to being posted on the site, job postings are sent by email to job seekers if the job matches their search preferences.

Applications from job seekers

Job seekers interested in your job will send you their resumes. You can receive them by email, as well as view them in the "Applications" section of your dashboard.

More effective than ever

Posting jobs on Work.ua is the easiest and most effective way to find employees.

- **5 million job seekers per month**
Ukraine's largest audience of unique job seekers.
- **Over 2.3 million subscribers**
Those who receive job alerts by email will know about your job — even without visiting the site.
- **Guaranteed resume delivery**
All resumes sent in response to your job are guaranteed to be accessible in the "Applications" section.

Start service packages



Monthly service packages at the best price. Even if you only post 1 job a month, paying for services in packages is much more cost-effective than doing it individually.

| | Start | Start-3 |
|--------------------------------------|-----------------|-----------------|
| Postings per month | 1 Standard | 3 Standard |
| Resume database access | 10 contacts/day | 10 contacts/day |
| Additional discount on site services | — | 2% |
| Price | 390 UAH/month | 690 UAH/month |



Posting duration

You can post jobs for a month using Standard postings.



Resume database access

You will be able to access 10 contacts in the resume database every day to find employees more efficiently.



Convenient solution

Even if you only have 1 active job posting, our Start packages provide you with tools for finding employees.



Easy to get started

Our affordable pricing makes it easy to start working with us to test out the site's basic services.

Business service packages



Service packages with Standard Plus postings and access to the resume database. Standard Plus postings automatically renew your job's date posted every week, leading to 3-5 times more views.

| | BusinessPlus-3 | BusinessPlus-5 | BusinessPlus-10 |
|--------------------------------------|------------------------|------------------------|-------------------------|
| Postings per month | 3 Standard Plus | 5 Standard Plus | 10 Standard Plus |
| Resume database access | 10 contacts/day | 10 contacts/day | 10 contacts/day |
| Additional discount on site services | 3% | 4% | 5% |
| Price | 1890 UAH/month | 2990 UAH/month | 5490 UAH/month |
| Annual subscription price* | 1490 UAH/month | 2390 UAH/month | 4390 UAH/month |

*You can find out more about an annual subscription at the end of the commercial offers or from your personal manager.



Suitable for everyone

If you have only 2 active job postings a month, the BusinessPlus packages allow you to effectively post them at the best price.



More pageviews

The Standard Plus postings renew the date posted every week, leading to 3-5 times more views.



Resume database access

You will be able to access 10 contacts in the resume database every day to find employees more efficiently.



Big savings

With our Business packages, the cost of Standard Plus job postings is 20% less than buying individually.

Premium service packages



Service packages with access to a database of resumes from across Ukraine and additional branding services. This is a great solution to get all the tools you need each month for finding employees at the best price.

| | Multi Plus-10 | Multi Plus-20 | VIP-25 | VIP-100 | SuperVIP | VIP Maximum |
|--------------------------------------|---|---|---|---|---|---|
| Postings per month | 10 Standard Plus 1 Premium | 20 Standard Plus 1 Premium | 25 Standard Plus 2 Premium | 100 Standard Plus 3 Premium 3 Anonymous | 100 Standard Plus 3 Premium 3 Anonymous | 500 Standard Plus 5 Premium 5 Anonymous |
| Resume database access | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| VIP company | — | — | ✓ | ✓ | ✓ | ✓ |
| Your logo on our homepage | — | — | — | — | ✓ | ✓ |
| Additional discount on site services | 7% | 8% | 10% | 15% | 17% | 20% |
| Price | 13 900 UAH/month | 19 900 UAH/month | 28 900 UAH/month | 49 900 UAH/month | 64 900 UAH/month | 99 900 UAH/month |
| Annual subscription price* | 10 900 UAH/month | 15 900 UAH/month | 22 900 UAH/month | 39 900 UAH/month | 51 900 UAH/month | 79 900 UAH/month |

*You can find out more about an annual subscription at the end of the commercial offers or from your personal manager.



Include Premium postings

Post your most urgent jobs with Premium postings and get 5-7 times more views.



Big savings

The cost of services on premium packages is 25% less than buying individually.



Access to the entire database of Ukrainian resumes

Use Ukraine's largest resume database to find the best candidates.



Additional discounts

If you need more services, you can purchase them with an especially nice discount.

Standard postings



Standard ads allow you to post a job for a month.

| 1 posting | 5 postings | 10 postings | 25 postings | 50 postings | 100 postings |
|-----------------|--|--|--|--|--|
| 349 UAH/posting | 278 UAH/posting – 20% | 261 UAH/posting – 25% | 244 UAH/posting – 30% | 227 UAH/posting – 35% | 209 UAH/posting – 40% |
| 349 UAH | 1745 UAH 1390 UAH | 3490 UAH 2610 UAH | 8725 UAH 6100 UAH | 17 450 UAH 11 340 UAH | 34 900 UAH 20 940 UAH |

Standard Plus postings

Get 3-5 times more views by automatically renewing your job's date posted throughout the month by using Standard Plus ads.

| 1 posting | 5 postings | 10 postings | 25 postings | 50 postings | 100 postings |
|-----------------|--|--|--|--|--|
| 929 UAH/posting | 738 UAH/posting – 20% | 696 UAH/posting – 25% | 650 UAH/posting – 30% | 604 UAH/posting – 35% | 557 UAH/posting – 40% |
| 929 UAH | 4645 UAH 3690 UAH | 9290 UAH 6960 UAH | 23 225 UAH 16 250 UAH | 46 450 UAH 30 190 UAH | 92 900 UAH 55 740 UAH |

Automatic weekly date posted renewals allows your job postings to stay up-to-date and to occupy the best positions in the search results. Renewing the date doesn't use additional postings.

Premium postings

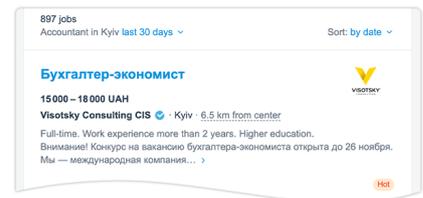


Premium postings are the best solution if you need to fill a position as quickly as possible. These postings allow you to post a job for a month and, during the first week, to display it at the top of the search results and in the “Hot Jobs” section. This gives your job posting 5-7 times more views.

| 1 posting | 5 postings | 10 postings | 25 postings | 50 postings |
|------------------|---------------------------------|---------------------------------|---------------------------------|----------------------------------|
| 2790 UAH/posting | 2232 UAH/posting – 20% | 2092 UAH/posting – 25% | 1953 UAH/posting – 30% | 1813 UAH/posting – 35% |
| 2790 UAH | 13 950 UAH 11 160 UAH | 27 900 UAH 20 920 UAH | 69 750 UAH 48 820 UAH | 139 500 UAH 90 670 UAH |

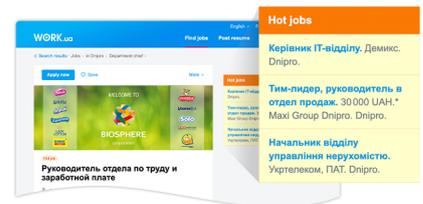
Top of search results

- Your job will be one of the first results on the page, and will be given the “Hot” badge to call attention to it every time your job matches the search query throughout the entire first week.
- Additionally, the date of placement will be renewed each week after the first week posted.



“Hot Jobs” section

- Your job will be displayed in a prominent yellow “Hot Jobs” section on all other jobs pages if their topic and region match yours.



Additional highlighting

- During the first week, your job will be the most noticeable in job alert emails because your posting’s name will be highlighted with a vivid “Hot” badge.



Resume database access



Work.ua has Ukraine's largest resume database containing over 2.6 million resumes. Over 45,000 new resumes are added every month, in which phone numbers are approved. Use our database to find the best candidates.

| 1 week 300 contacts | 1 month 1500 contacts – 25% | 3 months 4700 contacts – 35% | 12 months 20 000 contacts – 45% |
|---|--|--|--|
| All Ukraine | | | |
| 3390 UAH 3390 UAH | 13 560 UAH 9990 UAH | 40 680 UAH 25 990 UAH | 176 280 UAH 94 990 UAH |
| Kyiv region | | | |
| 2190 UAH 2190 UAH | 8760 UAH 6490 UAH | 26 280 UAH 16 990 UAH | 113 880 UAH 59 990 UAH |
| Dnipropetrovsk, Lviv, Odesa or Kharkiv regions | | | |
| 1490 UAH 1490 UAH | 5960 UAH 4390 UAH | 17 880 UAH 11 490 UAH | 77 480 UAH 39 990 UAH |
| Other regions | | | |
| 990 UAH 990 UAH | 3960 грн 2890 UAH | 11 880 грн 6990 UAH | 51 480 грн 25 990 UAH |

The contacts you access will remain available to you throughout the year. If you plan to return to these resumes later, save them to your "Applications" section or download them as files.

Branding: VIP company

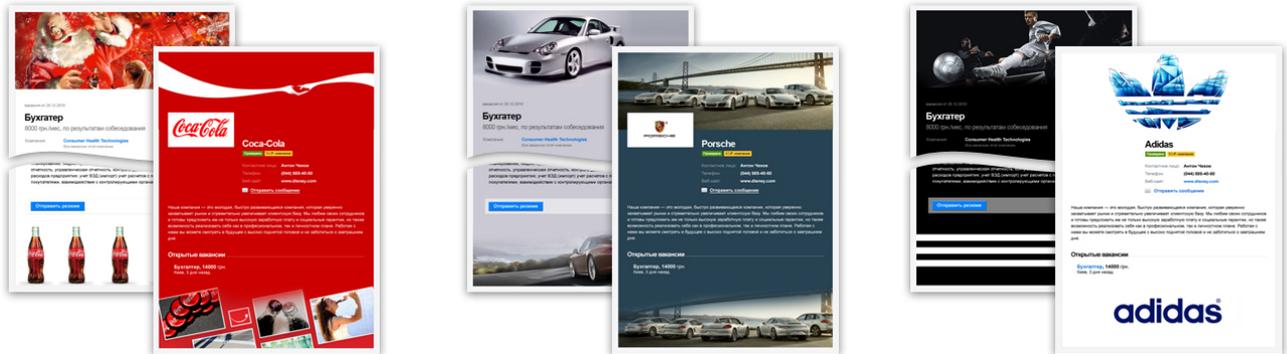


The ideal way to highlight a company and all of its jobs. Branding opportunities and VIP badges on jobs blend brand advertising with high-efficiency employee search.

| 1 month | 3 months - 15% | 6 months - 25% | 12 months - 35% |
|----------|--------------------------|--------------------------|---------------------------|
| 9900 UAH | 29 700 UAH 24 900 UAH | 59 400 UAH 44 500 UAH | 118 800 UAH 77 200 UAH |

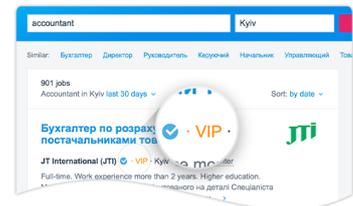
Branded company and job pages

Jobs and company pages with branding are far better remembered by job seekers, and evoke a feeling of belonging and loyalty to your HR brand.



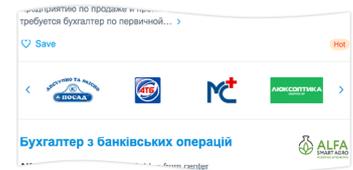
Highlight all of your jobs

The VIP badge and your logo will be displayed next to your jobs. This will draw more attention to your jobs in search results, in job alert emails, and when jobs are posted on social networks.



Your logo in search results

Your logo will be dynamically displayed in the "Leading Employers" section. This increases your company's prominence and allure to job seekers.



Plus

- Your company logo will be on the first page of the "Search by company" section.
- A VIP badge will highlight you in the search by company results.
- 15% to 35% discounts for long-term postings.

Branding: logo on the homepage

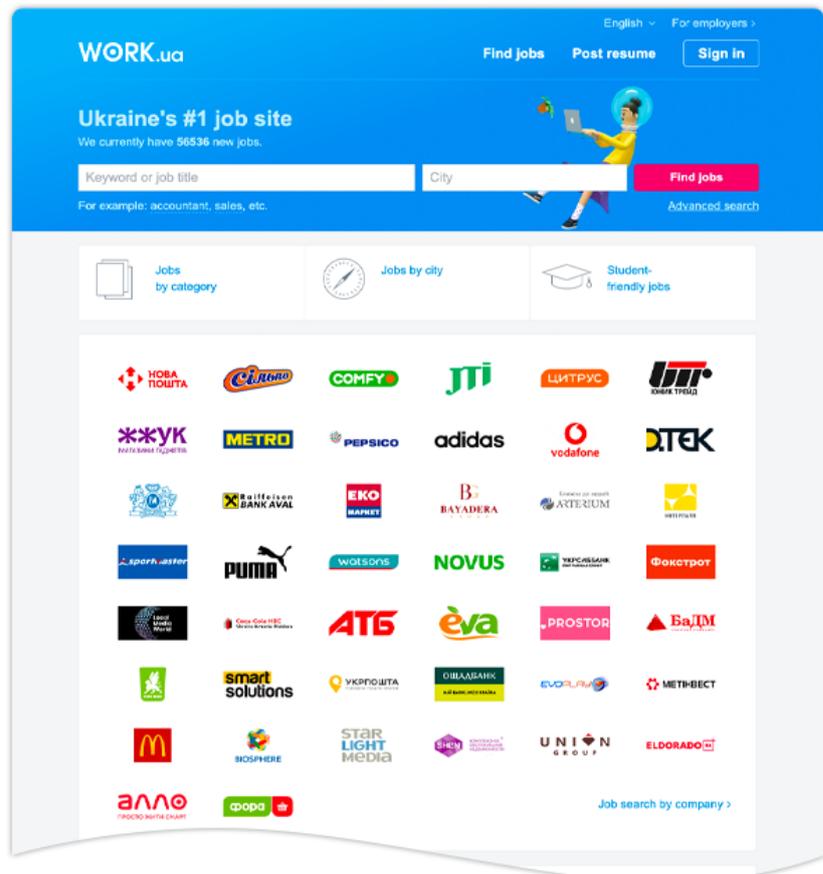


An exclusive opportunity for companies that understand the importance of maximizing HR brand recognition and promotion. Nearly every Work.ua visitor will see your logo.

| 3 months | 6 months | 12 months |
|------------------|---------------------------|----------------------------|
| 16 000 UAH/month | 12 800 UAH/month – 20% | 11 200 UAH/month – 30% |
| 47 900 UAH | 95 800 UAH 76 600 UAH | 191 600 UAH 133 900 UAH |

Always on homepage

Your logo will be constantly displayed on our site's homepage. Because of this, job seekers will notice your company right away. This will significantly increase your HR brand's recognition and credibility.



Annual subscription

You get a year of services from a package of your choice with a 20% discount and pay for them monthly.

Benefits of annual subscription



Cost effective services

You get a 20% discount on the packages you order every month for a whole year.



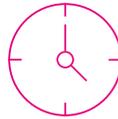
Monthly payment

Services are added automatically with no upfront payment.



Fixed cost

The cost of services is frozen for the whole year, helping you plan your recruiting budget more effectively.



Time-saving

You won't need to spend time making agreements, signing off invoices, activating services and so on every month.

How it all works

1. Sign an agreement with us and start using an annual subscription.
2. Receive services from a package of your choice automatically each month.
3. Pay for services during 1 month after you receive them.

Best of luck with your employee search!

We'd love to help you meet your recruiting goals! Give us a call or drop us a line if you need help or have questions about our services, and we'll be happy to assist!

Respectfully,

The Work.ua Client Relations Department

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