



What you learn from applicants who have created a **FAIR SHAKE PERSONAL WEB PAGE**

Building a Fair Shake personal web page is not an easy feat! Formerly incarcerated people who create this page demonstrate many things to you.

1. **Ownership:** Being a member of Fair Shake means admitting your applicant has been incarcerated and is willing to be open and direct with you. Honesty: the first step in building trust.
2. **Initiative:** Creating this page demonstrates the applicant's tenacity, perseverance and desire to succeed. S/he had no coercion in building this page; there was no class for it nor did anyone recommend they do this. They built the page of their own volition.
3. **Technical skills:** A variety of computer skills were required to create the Personal Web Page including: scanning, data storage, typing, and understanding 'cloud' technology, to name a few.
4. **Character:** In addition to the above, the applicant offers information here that describes more than their skills and experiences; you learn who they are and what they bring to your organization. This information is very important in building company culture, but is not requested on standard job applications.

In addition to the information the applicant has provided, we have included a link to the webpage we've designed for you in the upper right hand corner of their Personal Web Page. We want it to be easy for you to find out more about the benefits of hiring a formerly incarcerated person including:

1. Federal Fidelity Bonding
2. Work Opportunity Tax Credit
3. Many formerly incarcerated people have received extensive training and many are often under supervision and are motivated to work.