**CAMPUS RECRUITING GOALS**

- Attracting students with technical backgrounds for IT and R&D internships, a particular problem for a non-tech company
- Increase Female and Racial/Ethnic minority representation in their technical roles

**WHY ESTÉE LAUDER LOVES RIPPLEMATCH**

KRISTINA COPPOLINO  
Senior Manager – Inclusion & Diversity Talent Lead, Global Talent at Estée Lauder

“RippleMatch created a user-friendly, time-saving experience for our recruiting team while concurrently providing us access to highly qualified, diverse students across the nation who we would not have had access to through our regular recruiting practices.”

**OUTCOMES ACHIEVED THROUGH 1 MONTH WITH RIPPLEMATCH**

**DIVERSE PIPELINE**

- **73%** Female candidates sourced
- **37%** Underrepresented minorities (URM)

**DIVERSE REACH**

- **824** Female candidates reached
- **363** Black/African American candidates reached
- **245** Hispanic/Latino candidates reached
- **49** Non-Hispanic/Latino & Non-Black/African American, URM candidates reached

**10 TOTAL HIRES**

- **80%** of hires identified as Female, URM, or both

**Hired for IT Intern**

ANAIS CABELLO  
Ohio State University - Columbus, May '21  
Major: Computer Science and Engineering  
GPA: 3.43

**Hired for R&D Intern**

ADRIANA ROMANO  
Pennsylvania State University, May '21  
Major: Biochemistry and Molecular Biology  
GPA: 3.28