



SAP is a multinational software corporation that makes enterprise software that manages business operations and customer relations.

 Newtown Square, PA

 100,000 employees

CAMPUS RECRUITING GOALS

- Increase representation for women and underrepresented minorities (URM) through university recruitment.
- Establish a new virtual sourcing channel that is not dependent on in-person event attendance or career fairs.

WHY SAP LOVES RIPPLEMATCH



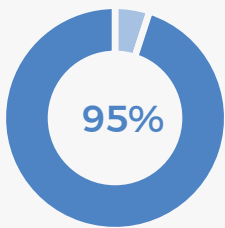
**JENN PREVOZNIK
MCNAMARA**
*GLOBAL HEAD OF INTERN AND
EARLY TALENT ACQUISITION
AT SAP*



"We already have a robust campus recruiting operation and use a variety of digital tools, so we were thrilled that RippleMatch unlocked additional undiscovered talent that aligned with our hiring profile. RippleMatch has been an effective way to reach diverse populations across the country, while integrating into our existing recruiting process and making it seamless for our recruiters."

OUTCOMES ACHIEVED THROUGH 12 MONTHS WITH RIPPLEMATCH

RECRUITER EFFICIENCY



95% of candidates presented to recruiters each week through RM were selected for first round interviews



12 office locations

SUPPORTED VIA RIPPLEMATCH'S AUTOMATED SOURCING



6 business units

ACROSS SAP UTILIZED RIPPLEMATCH'S AUTOMATED SOURCING



1,620 hours saved

THROUGHOUT THE HIRING SEASON USING AUTOMATED SOURCING IN RIPPLEMATCH



20 min a week

SPENT A WEEK TO IDENTIFY TOP DIVERSE CANDIDATES

NATIONAL REACH

13,000

STUDENTS REACHED

689

CAMPUSES REACHED

49

STATES REACHED

DIVERSE CANDIDATES & HIRES

1,946

UNIQUE STUDENTS SOURCED

42%

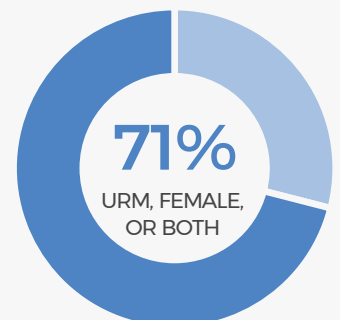
OF CANDIDATES IDENTIFIED AS FEMALE

33%

OF CANDIDATES IDENTIFIED AS URM

66%

OF CANDIDATES IDENTIFIED AS FEMALE OR URM



71% OF HIRES IDENTIFIED AS FEMALE, URM, OR BOTH