



ROSS MOVING PICTURES

'title sEVEN'

LOG LINE: *Don't put me in a box...without putting everyone else in it.*

The STORY

Take a deep look at the job search journey of 7 diverse applicants, whose road to employment is paved with bias hurdles.

The goal of this film series, is to push employers to intensify their search efforts for more diverse employees.

The BACKGROUND

- *John Williams* is 55 years old and was recently laid off from his job, which he had been at for over 15 years. He's currently gearing up to step back into the market, but the landscape looks unfamiliar. In a recent study conducted by the Society for Human Resource Management, 54% of respondents indicated they do not actively recruit 'Older Workers' for available positions. Employers commonly suggest that they don't bring on 'Older Workers', because they feel it would be hard for them to adapt to the company culture.*
- *Steven Lee* is a high functioning Autistic and has a degree from Northwestern in Statistics, but has not been fully employed in 3 years. Since 2014, there has been a 0.7% increase in unemployment for those with disabilities vs. a 1.1% decline in unemployment for those without a disability. Mentally disabled job seekers have difficulties completing the online job applications employers create, but are capable of completing assigned task that fall in-line with their skillset. Physically disabled job seekers might be able to get pass the online application, but during the interview, employers often think about hurdles that might be involved in hiring the applicant... so don't proceed. Both of these workers are challenged by the "Voluntary" information section on the application that ask them to disclose the fact that they're disabled.*
- *Ahmed Muhammad*, is a Muslim-American who recently obtained his MBA from a well known Ivy League school. His dream is to work in corporate finance in the M&A department. He has applied to tons jobs, attended countless job fairs and is working with a recruiter, who recently suggested he just use the initial of his last name on his resume and applications.*
- *Minorities and Women job seekers have faced challenges even before the Great-Recession and continue dealing with obstacles when searching for employment. These two groups have the highest complaint filings with the Equal Employment Opportunity Commission.*

DON'T JUDGE A BOOK (Possible Arcs)

There's no standard way to organizing a file cabinet. If you ask 5 people to organize files in a drawer, then you may end up with 5 different styles of organization.

Many times, having a different perspective on how to accomplish a task can be very beneficial. Unfortunately, some employers don't give certain applicants who veer from their idea of standard, a "shot". This has increasingly become the case post-Great Recession, for Older Workers (55+), the Disabled and Non-Degree holders. These populations, statistically have overwhelmingly higher unemployment rates than other groups, who are also considered active job seekers.

- A hiring manager might want to think twice about tossing the resume of an "Older Worker" to the side for a field which he/she has 25+ years of experience, because they definitely would know *what not to do* in the job.
- A person who is physically disabled could bring a unique perspective to an architectural firm.
- Veterans have tons of transferable skills, such as leadership, critical thinking and detailed orientedness that would be essential to a corporation.
- Not long are the days of 'Mad Men' type advertising firms who tried to appeal to Women & Minorities, but neither of these groups were represented in the "brainstorming" meetings.

Employers seem to be benching job applicants who could be the next Michael Jordan of their company...and we all know the story about him not making his High School varsity team or being the 3rd pick in the NBA draft.

The SUPPORTING CAST/PARTNERS

The filmmakers have partnered with various government agencies for data and research purposes, such as the Equal Employment Opportunity Commission (EEOC), Bureau of Labor Statistics, EDD and the Department of Rehabilitation, so that the film is as accurate as possible. We'll also be speaking with representatives from AARP, Human Resources experts, executives from LinkedIn, recruiting software developer iCIMS, JVS, General Assembly, faculty from University of San Diego and more; to give audiences a better understanding of the landscape for our "main characters"

The SUBPLOT

Change is not something that comes easy. Some people have a desire to change and some are just happy to be stuck in their ways. Companies such as Uber, Amazon & TaskRabbit are providing opportunities for people to become sufficiently paid freelancers, by just using skill they possess. 'title sEVEN' will also explore the rise of Freelancers and Entrepreneurs in America, where the issue of equal employment seems to live the most.

The filmmakers feel this story is an relatable one & will act as a moderator for the current shift which is occurring in the job search industry.¹

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