



**REVOLUTIONIZING
RECRUITMENT:
UNVEILING THE
NATIONAL MATCHING
PROGRAM'S iMATCH
SOLUTION FOR FAIR,
EFFICIENT, AND DATA-
DRIVEN PLACEMENTS**

About Us

National Matching ProgramSM (NMP) is a subsidiary of the National Resident Matching Program[®] (NRMP[®]), a not-for-profit organization founded in 1952 to help medical students in the United States obtain clinical training after graduation. For more than 70 years, NRMP has maintained a strong reputation within the medical and medical education community and is recognized for its fairness, transparency, and integrity, as well as the accuracy of its results. NMP can assist government, higher education, and other not-for-profit organizations in achieving that same success.

Who We Are

The National Matching Program (NMP) is a private, not-for-profit organization created to help government, education, and other not-for-profit organizations promote fair and transparent recruitment and selection processes for applicants and hiring organizations.

What We Do

The National Matching Program pairs applicants seeking a position to organizations seeking applicants using our proprietary matching algorithm and our secure, web-based platform. NMP helps clients reduce their administrative burden, reduce the chaos of the recruitment & selection process, and make data-informed decisions.

Our Mission

Through robust, technology-based matching services, NMP supports government agencies, higher education entities, and other non-profit organizations committed to fair recruitment processes that reduce bias, improve transparency, and empower participants to confidently pursue their most desired professional or academic outcomes.

Our Vision

The NMP is a trusted partner that enables clients to reinforce ethical recruitment and selection services using our secure, proprietary technology platform that prioritizes integrity of process, equity of experience, and accuracy of outcomes.

What is a Match?

A match provides for accurate, reliable, simplified recruitment/selection processes. Using an advanced technology platform and a mathematical algorithm that prioritizes candidate and organization preferences, a match ensures the best possible placement. Applicants still apply for positions and interview with the hiring organizations as they would in any recruiting process. But instead of employers making individual offers, this is where the Match enters the process.

After interviews are complete, both applicants and hiring organizations create a rank order preference list. Once that's done, then iMatchSM, NMP's proprietary ranking system will be utilized. NMP then runs a robust mathematical algorithm that places applicants in their most desired position with the organization that prefers them, making the best matches possible for all applicants and organizations.

The platform capabilities of iMatchSM and the extensive benefits of our solution merge to provide a paradigm-shifting approach to candidate-organization pairing. This holistic offering equips organizations with the tools to usher in a new era of efficient, fair, and data-driven recruitment processes.

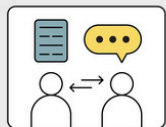
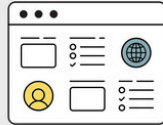
What specific problems or challenges does the NMP solve?

In typical recruitment and selection settings, securing a position or a candidate can be chaotic, stressful, and time consuming. Candidates may receive multiple, competing offers from organizations with limited time and, in some cases, with limited information on which to make decisions. At the same time, organizations typically make one offer at a time and may have candidates renege on offers extended, leaving them scrambling to find a suitable replacement. The reporting capabilities of iMatchSM can also provide organizations matching data helping them to understand and identify trends in their recruitment processes. The services offered by the National Matching Program reduce the chaos and bias associated with such conditions.

The Matching Process

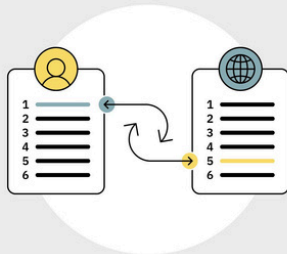
Individual Applications

Individuals do not apply through the National Matching Program (NMP). They apply to organizations either directly or through a centralized application service.



Interviews

Organizations determine the criteria for eligibility and conduct interviews.



NMP Runs the Matching Algorithm

The algorithm matches individuals and organizations to their most preferred ranked options to make the best possible match for all participants.

NMP REGISTRATION

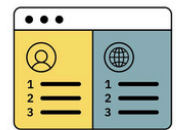
Individuals and Organizations Register for the Match in the iMatchSM System.

Registration must be completed by the published deadline for the Match.

NMP RANKING

Individuals and Organizations Submit Rank Order Lists Through iMatch

Participants are encouraged to list their true preferences, in order from most to least preferred. Rank Order Lists must be certified by the published deadline for the Match.

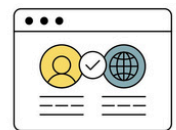


NMP RESULTS

Participants Receive Match Results

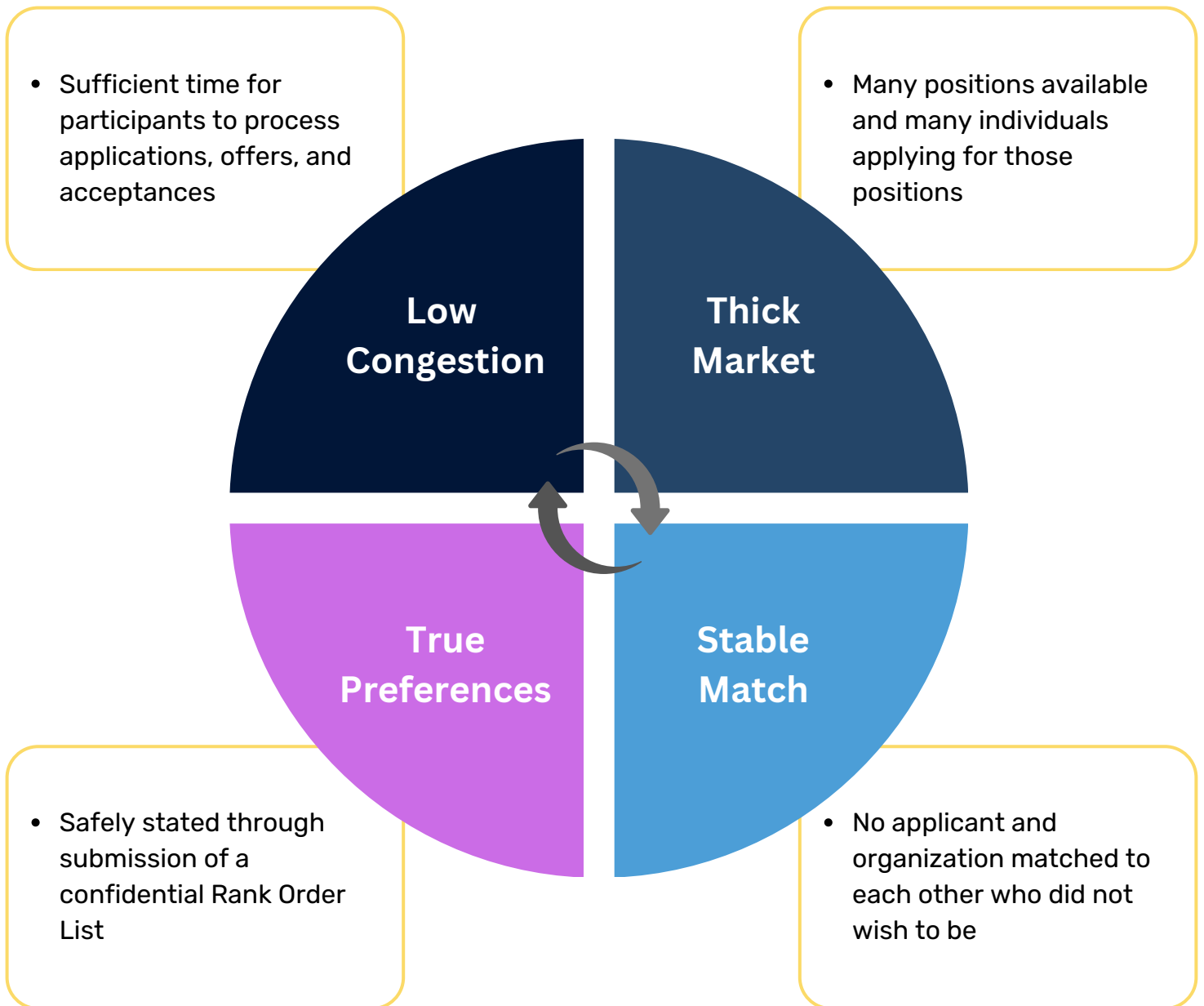
Individuals and organizations log in to the iMatch system to learn the outcome of the Match.

With the Match complete, participants are ready to embark on their next professional, educational, or other philanthropic opportunity.



Market Design

Four simple principles of market design, studied heavily in economics, convey how a Match helps applicants and placement groups achieve the best selection outcomes:



Benefits of using a Match

Maximizing Opportunity

Organizations and applicants should consider all options, and there is no pressure on placement groups to extend early offers to get the best candidates.

Simplifies the Appointment Process

Match participation makes the recruitment and appointment process easy. Using the iMatchSM system, organizations can quickly and efficiently rank applicants in order of preference, view the rank list, and make updates to the list up until the match event deadline.

Accessibility

The iMatchSM system is web-based, so applicants and organizations can manage Match participation from almost anywhere in the world.

Promotes Fairness

NMP Matches create an even playing field because all participants follow the same rules and adhere to the same deadlines by establishing an impartial and confidential venue for matching preferences, fostering a spirit of fairness.

Produces the “Best Fit” for All Participants

NMP Matches yield the best outcome using a robust mathematical algorithm to place applicants in their most preferred organization/program that also prefers them. The Sveriges Riksbank Prize in Economic Sciences in Memory of Alfred Nobel awarded in 2012 to Dr. Alvin Roth was based in part on his study and design of the matching algorithm utilized by NMP.

Produces the Data and Reports to Inform Workforce Planning

The Match provides constituents with valuable data about Match outcomes and preferences to address future recruitment and workforce needs.

What are the benefits of using the National Matching Program?



Reduced Workload

Reduces the administrative workload on clients' staff, streamlining the offer and acceptance process.



Fair & Impartial

Establishes an impartial and confidential venue for matching preferences, fostering a spirit of fairness.



Data-Informed Decisions

Receipt of Match outcome reports empowers clients to make informed workforce decisions and guide growth strategies.



Addressing Biases

Helps identify and address biases and inequities in recruitment processes



Enhanced Transparency

A single point of entry for all individuals entering the Match ensures transparency and uniformity.



Efficiency & Speed

A streamlined process enables a rapid transition from agreement execution to go-live.



Customer Support

The NMP provides US-based, client support to guide and assist clients throughout the process, from match application open through the release of Match results.



Consistency & Branding

A co-branded Match event site ensures consistency and a professional image for clients.

What are the capabilities of our platform/solution?



Advanced Algorithm

A sophisticated mathematical algorithm prioritizes both candidate and organization preferences to ensure the most optimal placement.



Customization

Working hand-in-hand with our clients to determine policies, orientation materials, and program-specific parameters to tailor the solution to the environment.



Security & Confidentiality

iMatchSM operates as a confidential neutral venue fortified by stringent data security measures. This commitment to safeguarding data integrity has earned iMatchSM the esteemed FedRAMP Moderate authorization for use by government clients, certifying its robust security framework. A similar level of security measures are also in place for our education & non-profit clients.



Data Tracking & Reporting

The platform tracks and trends data, providing clients, post-match, with valuable insights into workforce trends, growth, and development.

The National Matching Program's iMatch solution revolutionizes candidate-organization placement, combining advanced technology, decades of experience, and a commitment to fairness. By offering a comprehensive, customizable, and secure platform, the National Matching Program addresses recruitment challenges, helps to reduce biases, and provides clients with the tools needed to make well-informed decisions for their organization's growth and success.

If you are an organization seeking to enhance your recruitment and selection processes, the National Matching Program invites you to explore the possibilities of their iMatch solution.

Contact the National Matching Program today to schedule a consultation and discover how our advanced technology and dedicated customer support can transform your recruitment strategies and lead to more successful, equitable, and efficient candidate placements.

inquiries@nationalmatchingprogram.org

www.nationalmatchingprogram.org



National Matching Program
455 Massachusetts Ave NW, Suite 310
Washington, DC 20001
+1 (202) 552-1223

Market Design

Four simple principles of market design, studied heavily in economics, convey how a Match helps applicants and placement groups achieve the best selection outcomes:

Low Congestion

A Match ensures low congestion, meaning participants have ample time to review potential candidates and consider all the best opportunities for them. When selection decisions encounter high congestion, participants are pressed for time and may make poorly thought-out decisions.

Thick Market

A Match promotes a “thick” market. In a thick market, there are ample positions and applicants eligible to pursue them. Thickness in a market gives participants multiple options, and that provides the opportunity to identify and vet those opportunities that are the most preferred.

True Preferences

A Match encourages the identification of true preferences through the iMatchSM system. In typical selection situations, applicants or organizations often make or accept offers not knowing if a better, more preferred option might come along. With a Match, participants operate on the same timeline, and ranking decisions are only made once all applications have been submitted and reviewed and interviews completed. Participants state their true preferences in iMatchSM, from most to least preferred, knowing the matching algorithm is designed to help them obtain the most preferred choice possible.

Fosters Stability

A Match fosters stability of selection. Because the matching algorithm attempts to place applicants in the most preferred option at an organization that also prefers them, there is no chance an applicant and an organization will be matched if they do not mutually desire each other. Participants are unlikely to obtain a better position outside the Match than the one identified by the matching algorithm.