

SEO



Access the talent you need with the SEO Talent Opportunity Center

The SEO Talent Opportunity Center (TOC) assists Middle-Market alternative investments fund managers in identifying and recruiting Black, Latinx, and Native American investment professionals. The TOC talent pool includes more than 2,600 SEO alumni presently working at Wall Street's leading investment banks, asset managers, and buy-side firms, including 1,200 young professionals with one-to-five years of experience.

Partnering with SEO

By partnering with SEO, your firm will gain access to a large pool of highly talented and vetted Black, Latinx, and Native American finance professionals across all experience levels.

The Talent Opportunity Center draws on SEO's more than forty-year track record as the chief source of underrepresented talent at the analyst level for Wall Street firms, including Goldman Sachs, Morgan Stanley, JPMorgan, Bank of America, Citi, Lazard, and Evercore. In Summer 2022, SEO placed more than 400 investment banking and alternative investments summer interns at partner firms, with more than 85% of rising seniors receiving full-time job offers.

A Second Benefit: Addressing LP Interest in Increasing Diversity at Fund Managers



In addition to gaining access to an expanded, skilled talent pool by partnering with SEO, your firm will be taking an important step toward addressing the heightened interest among LPs in increased diversity among fund managers. As an SEO Partner, your firm is invited to display the SEO Diversity Partner logo on its website and promotional materials to indicate the firm's ongoing commitment to increasing diversity in the alternative investments industry.

How it Works

1

Sign on as a partner

Partnership levels listed below

2

Post open roles via a simple
online form

Active for 90 or fewer days
if filled

3

SEO Alumni receive targeted
email and text alerts about
relevant postings based
on their experience and
professional interests

4

SEO shares resumes of
interested and qualified
candidates with partners

5

Partners advise SEO which
candidates they will screen

6

Upon successful hiring,
partner makes an additional
support contribution to SEO



Are you ready to expand your talent pipeline?

Below is a description of partner benefits. To learn more about how to access the talent you need through the SEO Talent Opportunity Center, contact Samantha Roa, Assistant Director at talent.center@seo-usa.org.

Partner Sponsorship Levels and Benefits

Benefits	Diversity Supporter	Diversity Sponsor	Diversity Champion
Annual Contribution Level	\$10,000	\$15,000	\$25,000
Timespan of Agreement	1 year	1 year	1 year
Number of Open Roles Featured (up to)	3	5	9
Level of Roles Featured	Associate/ Analyst	Plus VP	Plus Director & Above
Outreach to SEO Targeted Audience via Text and Email	✓	✓	✓
Promotion of Open Roles via Talent Opportunity Center Newsletter	✓	✓	✓
Publicizing Partner Closed Deals to SEO Alumni (<i>number of deals</i>)	2	3	4
Resume Screening	✓	✓	✓
Announcement of participation to SEO's Limited Partner Advisory Council	✓	✓	✓
Invited to feature SEO Diversity Partner logo on Partner's Website and Marketing Materials	✓	✓	✓
Partner Logo Featured on SEO's Talent Opportunity Center Website	Bronze	Silver	Gold
Announcement of Partnership Sent to SEO Alumni	Featured With Other Partners	Featured With Other Partners	Featured Exclusively
Firm Logo Featured in Alternative Investments Conference Journal as SEO Diversity Partner	✓	✓	✓

Additional Success Contribution

Role	Success Contribution
Associate	\$25,000
Vice President	\$40,000
Director/Principal	\$60,000
Managing Director/Partner	\$75,000