



## CANDID-CONNECTIONS FAQs

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## About the Service

### How Candid Connections Works

#### 1. You tell us what you want.

You share your job goals—what kind of role you're after, where you want to work, what size company you prefer, and what matters most to you (like remote flexibility or growth potential).

#### 2. We find the opportunities others don't.

We tap into the *hidden job market*—those roles that aren't posted anywhere—and identify companies and people worth reaching out to.

#### 3. We craft the messages for you.

We create personalized, ready-to-send emails tailored to your background and goals. With one click, you can send them directly to the business email of hiring managers and decision-makers.

#### 4. You take the lead—on your terms.

You control the outreach. With a single click you send the emails when you're ready, from your own email, to real people at real companies.

#### 5. You get noticed.

Instead of getting lost in the online application pile, you make direct, warm connections that can open doors to real conversations—and interviews.

### What Makes Candid Connections Different from a Job Board or Recruiter?

#### Traditional job boards fall short

Traditional job boards are crowded, competitive, and reactive. You wait for a job to be posted, fill out a generic online application, and hope to stand out—alongside hundreds (sometimes thousands) of others doing the exact same thing.

But here's what most people don't realize:

**Many of those postings are already outdated, filled internally, or never truly open.** Some are just there to collect resumes for future needs or to satisfy HR requirements. You could spend hours tailoring your resume for a role that isn't even real.

Even when the job *is* real, your application often ends up in a black box—filtered, sorted, or buried by automated systems before a human ever sees it.

**That's the problem with traditional job hunting:** it's passive, one-sided, and full of blind spots.

Candid-Connections flips the model. We help you take control by providing the tools to start warm, direct conversations with decision-makers—long before those roles hit the job boards.

**Recruiters** work for companies, not for you. They're focused on filling specific roles they've been hired to fill—not finding the right fit for *you*.

## What We Do Instead:

- **We work for *you*.**  
Our only goal is to help you connect with hiring managers and companies that align with your goals, not a hiring quota.
- **We unlock the hidden job market.**  
80% of jobs aren't posted online. We help you reach the people doing the hiring.
- **We give you control.**  
We don't do the outreach for you—we give you ready-to-send messages so you can make genuine, direct contact.
- **We're proactive, not reactive.**  
You don't wait for the perfect job to be posted. You create momentum by starting conversations with the right people.

Think of it this way:

**Job boards are a shot in the dark.. Candid-Connections is about connecting.**

And that's where the real opportunities live.

## FREQUENTLY ASKED QUESTIONS

### Do you help with resume or LinkedIn profile updates?

**We don't offer traditional resume writing or LinkedIn makeover services.**

Instead, we focus on what actually gets people hired: *starting real conversations with decision-makers* through personalized outreach.

That said, if your materials need a quick refresh to support the outreach we're creating, we'll flag it—and we can recommend trusted partners who specialize in resume and LinkedIn optimization.

Our goal is to get you talking to the right people, not just polishing documents no one ever sees.

### Is this a one-time service or an ongoing subscription?

**It's a one-time service with a one-time fee.**

You get everything you need to take action now—no subscription, no auto-renewals, no upsells. We deliver personalized outreach tools tailored to your goals, and once you have them, they're yours to use however and whenever you want.

## **Do you guarantee interviews or job offers?**

**No—and that's on purpose.**

We don't make empty promises. What we do guarantee is a strategic, personalized set of outreach messages and connections that give you a real edge in the hidden job market. What happens next is up to you.

## **What's the average time it takes to get an interview through Candid-Connections?**

**That depends on how quickly you send your messages.**

Some clients start hearing back within days. Others take more time to ramp up. The sooner you start sending, the sooner conversations—and interviews—begin. We equip you with everything you need to move fast and confidently.

## **Who are the people behind Candid Connections? Do they have industry experience?**

**Yes.**

Candid-Connections was built by professionals who've been in hiring, recruiting, marketing, and business development. We've reviewed resumes, built teams, negotiated offers, and created systems that cut through the noise. We know how to get attention—and responses.

### **Samson Pollak – Founder & CEO**

*B.S. in Supply Chain & M.S. in Information Systems, Indiana University*

Samson launched Candid Connections after seeing firsthand how broken the traditional job search process really is. A strategic thinker with a sharp eye for systems, Samson combines **experience in business development, user-centric design, and automation tools** to help job seekers stand out without getting stuck in online application black holes. He's led high-performing teams, scaled operations, and built tech-enabled solutions that deliver real-world results.

### **Dale Pollak – President, SaaS Pioneer & Advisor**

*J.D., DePaul University College of Law, B.S. in Business, Indiana University*

**Dale is a visionary entrepreneur best known for founding multiple successful SaaS companies in the automotive and technology space.** A recipient of numerous national industry awards, including **Ernst & Young Entrepreneur of the Year in 2010**, Dale has a proven track record of building category-defining platforms and scaling them to acquisition and beyond. He heads the sales team and advises Candid Connections on long-term growth, product-market fit, and operational excellence—helping shape a company that's built to last, not just launch.

## **Nancy Pollak – Chief Marketing Officer**

B.S. in Business, Indiana University, M.Ed., DePaul University

Nancy brings decades of leadership in **marketing, education, and organizational development**, with experience across national ad agencies, school boards, and mission-driven startups. A creative thinker with a no-nonsense approach, Nancy is known for building high-functioning teams and simplifying complex systems. At Candid-Connections, she plays a key role in strategic partnerships, product messaging, and customer experience. Her fingerprints are on everything that makes Candid-Connections smart, human, and practical.

## **The Team Behind the Vision**

In addition to the principals, Candid Connections is supported by:

- **Chief Administrative Officer** – Managing daily operations, client onboarding, and organizational workflow.
- **Software Developers** – Responsible for building and evolving the platform that powers personalized outreach at scale.

Together, this team brings **credibility, creativity, commitment and passion** to a space that's ready for change.

## **Is this service available nationwide or only in select cities?**

**It's available wherever you are.**

We work with clients across the U.S. and Canada. Whether you're in a major city, a small town, or looking for remote roles, we tailor the strategy to fit your geography and your goals.

## **Can I use this service if I'm looking to switch industries or roles?**

**Yes, and we're great at it.**

Career pivots are all about positioning. We help you frame your background in a way that makes sense to people hiring in a new space. Your message will reflect where you've been *and* where you're going.

## **Do you offer support for remote, freelance, or part-time roles too?**

**Definitely.**

Whether you're targeting remote-first startups, flexible gigs, or freelance opportunities, we can help you reach the right people. Your messaging and targeting will be tailored to match the type of work you're looking for.

## About the Process

### What do I need to provide you to get started?

Just your career goals and a recent version of your resume. We'll also ask about industries or companies you're interested in, your preferred locations (remote or in-person), and what kind of roles you want to target. From there, we do the heavy lifting.

### Will I be working with someone directly or is it all tech-enabled?

It's a hybrid. You'll have direct communication with a real person, and we'll also use technology to make the process smooth, smart, and fast. Think: personal guidance, powered by tools that streamline the work.

### What kind of communication should I expect during the process?

You'll get updates, and opportunities to approve everything before anything goes live. Expect clear timelines and responsive communication throughout. No black boxes or wondering what's happening—we keep it transparent.

### Can I pause or cancel the service at any time?

This is a one-time service, so there's no subscription to cancel. If you need to delay the start of your service, just let us know—we're flexible as long as we haven't started work on your project.

### Is there a money-back guarantee or refund policy?

We don't offer refunds, because our work is custom and begins as soon as you sign up. That said, if something doesn't feel right, we'll always work with you to make it right. Our goal is to deliver value—and we stand behind what we create.

## About the Results

### How many people have successfully landed interviews using Candid-Connections?

A growing number of Candid-Connections clients have landed interviews—often within weeks of sending their personalized outreach. While every journey is different, what's consistent is this: when people use our system and send messages consistently, they get noticed. We're building success story after success story, and yours could be next.

## What kinds of jobs do your clients usually get interviews for?

Our clients land interviews for roles in tech, marketing, product, operations, sales, education, medical, government, nonprofit, and more. From early-career to senior leadership roles, we work with professionals targeting companies that value initiative, skill, and culture fit—often before a job is even posted.

## Do you work with recent grads, mid-career professionals, or executives?

All of the above. We've helped:\

- **Recent grads** break into competitive industries with no job postings in sight.
- **Mid-career professionals** pivot into new sectors or roles.
- **Executives** quietly explore new opportunities with a thoughtful, targeted approach.

What matters most isn't your title—it's your readiness to take action.

## How do you measure success?

We measure success by how quickly and confidently you begin making real connections. That means replies, introductions, interviews, and momentum. We're not chasing vanity metrics—we're focused on helping you build direct conversations with people who can hire you.

## Can you share any testimonials or case studies?

Yes! We've helped clients land roles at early-stage startups, growing nonprofits, and Fortune 500s alike. You can read **testimonials** from real clients directly on our website—no fluff, just candid stories about how people broke through using our process.