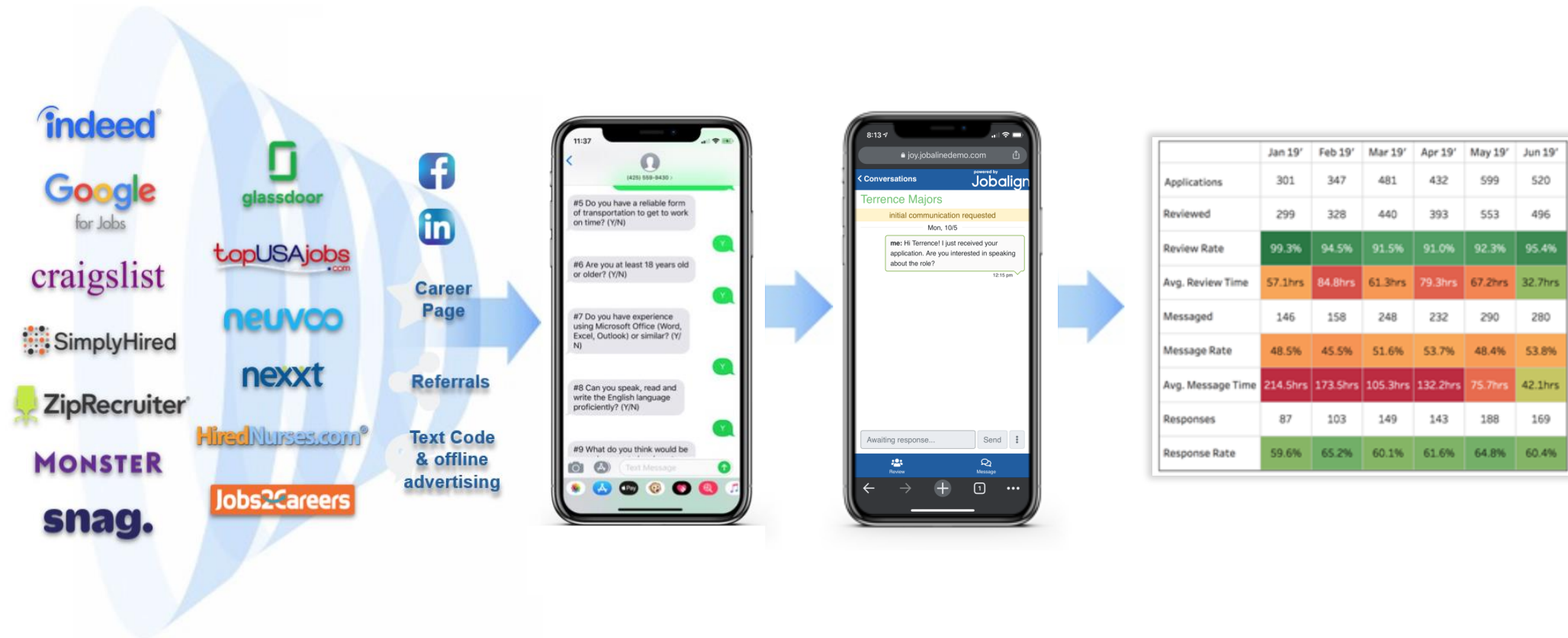


# Efficient ATS Overview

# The Product: Applicant Tracking System





# Recruiting & Applicant Tracking (ATS)

Most companies that hire hourly workers spend considerable time, effort, and cost trying to create the most effective process. Efficient Hire removes that headache and makes your location managers talent acquisition experts.



## SOURCE

### QUALIFIED CANDIDATES

consistently & automatically distribute jobs to the best sources with one click to drive the best applicant flow

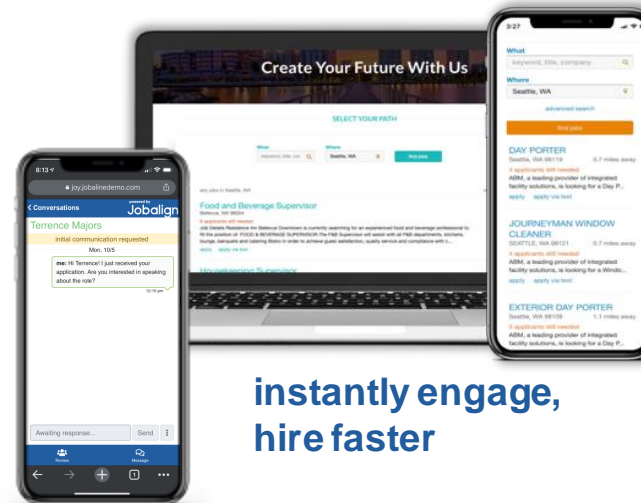


## INCREASE CANDIDATE FLOW

the mobile-first solution reduces friction for job seekers to improve the candidate experience

## SCREEN FOR THE BEST APPLICANTS

automatically screen for top talent to identify & hire the best candidates



instantly engage,  
hire faster

## FOCUS ON RESULTS

gain real-time visibility into recruiting performance & the key areas for improvement



## SIMPLIFY YOUR WORKFLOW

improve your hourly hiring ROI with an intuitive tool for unlimited users & locations – setup is fast & flexible so you're ready to hire in days, not months



## ENGAGE IMMEDIATELY

empower location managers to engage the best candidates instantly via text - no HR experience required

# Intelligent Sourcing Engine



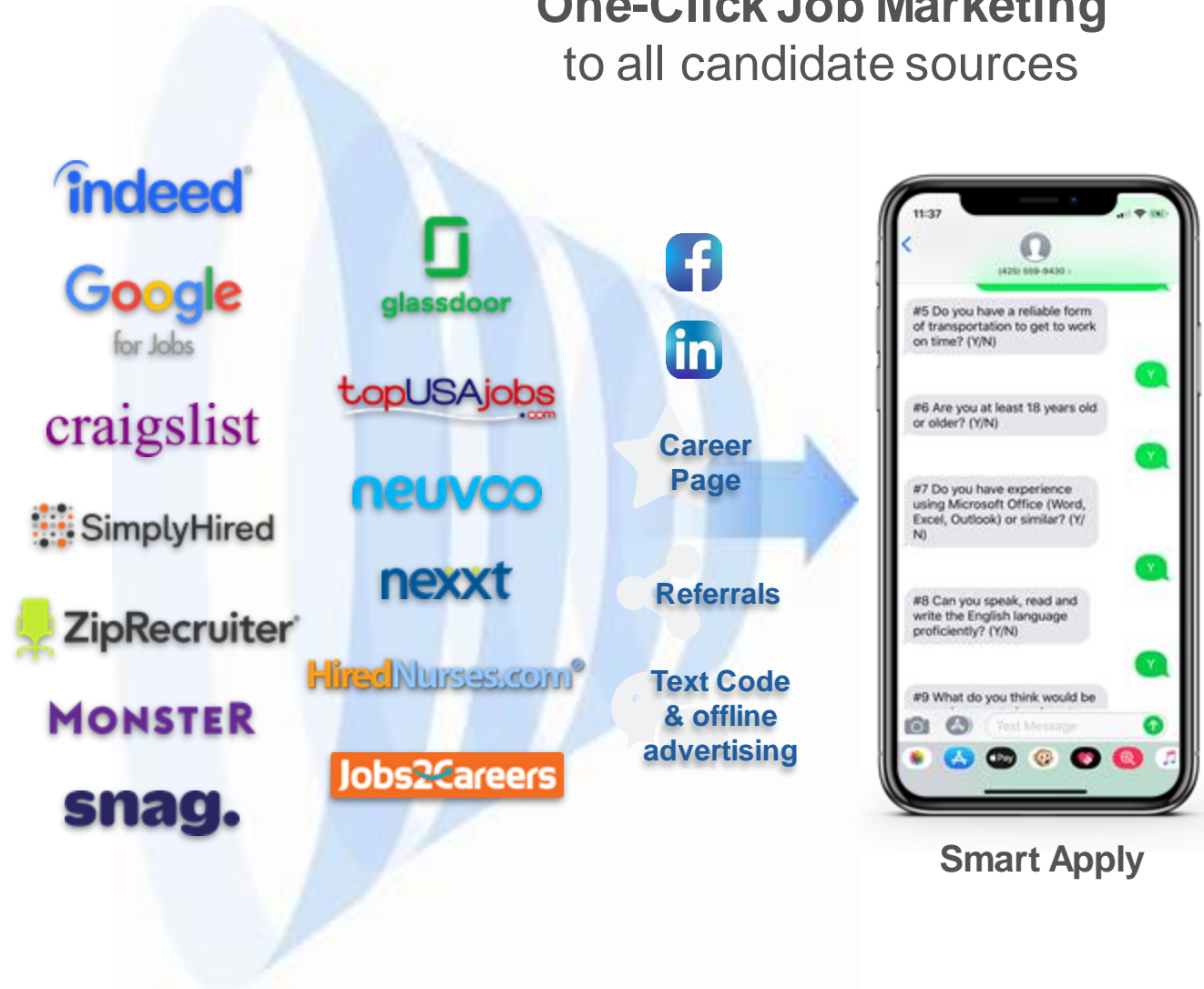
## How it works

- Automatically markets jobs to all top job boards
- Programmatically advertises jobs to optimize spend based on position types and markets
- Jobs matched with Efficient Hire's network of local active job seekers
- Easily share jobs to social media, referrals and offline flyers

## Benefits

- Remove the guesswork of testing different job boards
- Set budgets for all job boards with one click
- Spend less time managing individual sources
- Drive candidates to simple apply process from every source so you don't lose them to the competition
- Intuitive for hiring managers
- Industry-leading technology attracts the most candidates for the least spend

## One-Click Job Marketing to all candidate sources

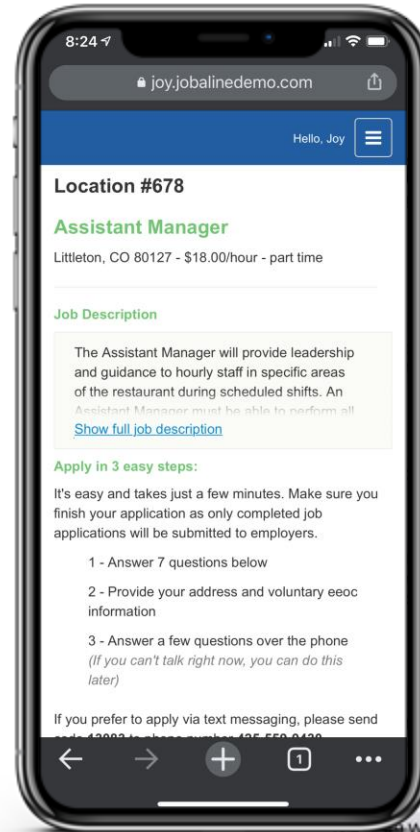


## How it works

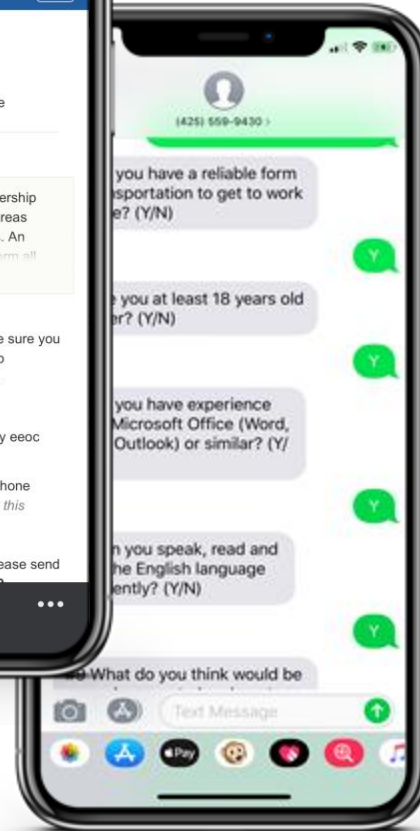
- Mobile-first application built for the way hourly job seekers apply
- Captures candidate information quickly in English or Spanish
- Doesn't require a login or resume
- Includes customized screening and verifies contact information

## Benefits

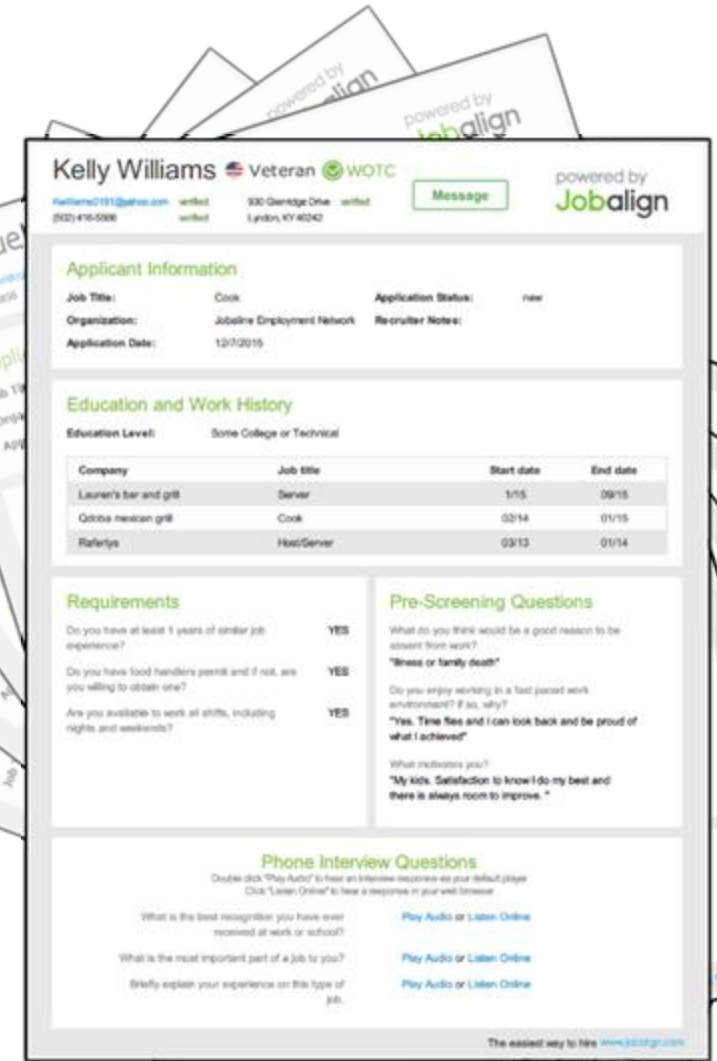
- Reduces friction for job seekers and provides superior apply experience
- **80%+** completion rate to convert more job seekers into applicants
- Save time by automatically screening applicants
- Quickly and easily post jobs in seconds
- Removes manual work for busy hiring managers



mobile



text (SMS)





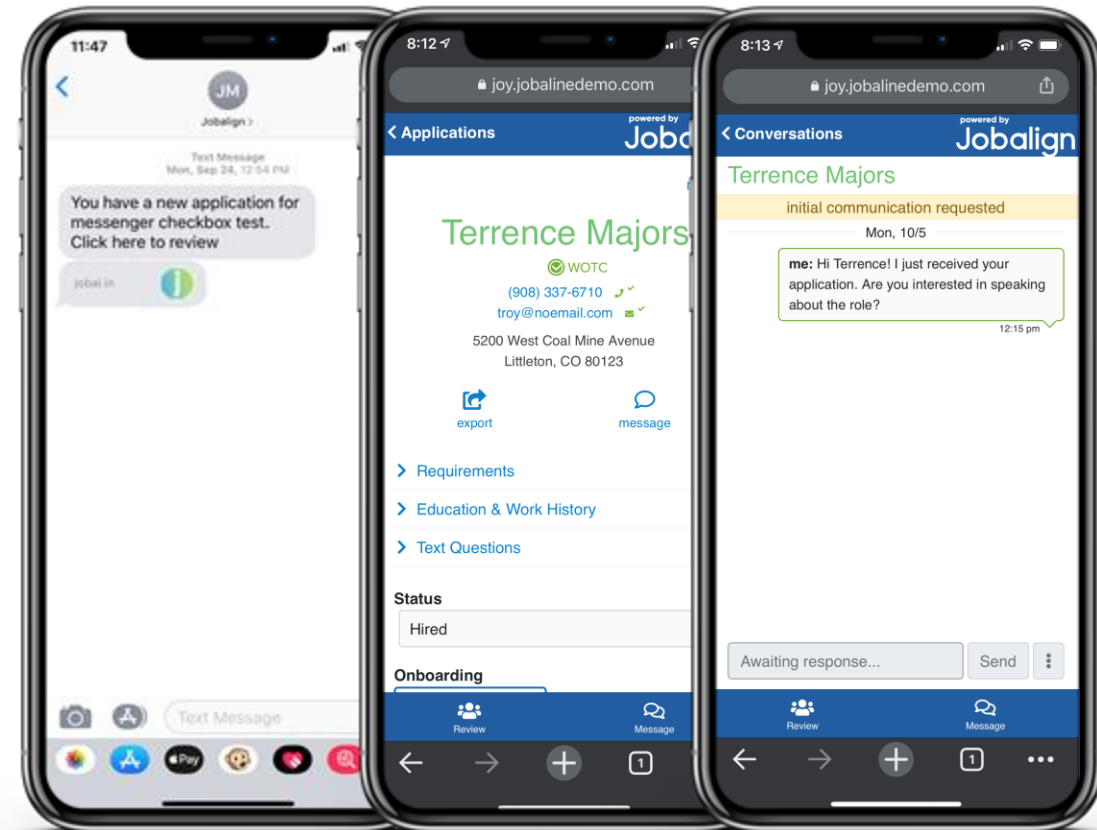
## How it works

- New applicant alerts come through text and email
- Hiring managers compliantly send text messages without using a personal cell phone number
- Messenger is tied to applicant resume for easy access
- Templated messages remove manual effort and get the best response from applicants
- Send an unlimited number of texts

## Benefits

- Engage faster and easier with the best candidates
- Texting elicits the best response rate, compared to calls and/or email
- Enables on-the-go managers to access their candidates and ATS from their phone
- Improves your time to hire and lowers your cost per hire

## Mobile Recruiter for managers on the go







# Business Intelligence Tool

## How it works

- All recruiting performance is tracked throughout the ATS
- Leadership gains on-demand visibility into every level of recruiting
- Analytics highlight key metrics that will improve hiring results
- Source reporting outlines job board effectiveness

## Benefits

- Recruiting analytics drives accountability for best practices
- When hiring managers are not HR experts, data helps your team make impactful changes to recruiting processes
- Calculate ROI with visibility into the recruiting funnel

## Monthly Summary

	Jan 19'	Feb 19'	Mar 19'	Apr 19'	May 19'	Jun 19'
Applications	301	347	481	432	599	520
Reviewed	299	328	440	393	553	496
Review Rate	99.3%	94.5%	91.5%	91.0%	92.3%	95.4%
Avg. Review Time	57.1hrs	84.8hrs	61.3hrs	79.3hrs	67.2hrs	32.7hrs
Messaged	146	158	248	232	290	280
Message Rate	48.5%	45.5%	51.6%	53.7%	48.4%	53.8%
Avg. Message Time	214.5hrs	173.5hrs	105.3hrs	132.2hrs	75.7hrs	42.1hrs
Responses	87	103	149	143	188	169
Response Rate	59.6%	65.2%	60.1%	61.6%	64.8%	60.4%

## Source Tracking

	Total Clicks	Bot Clicks	Non-Bot Clicks	Started	Start Rate	Completed	Completion Rate	Delivered	Screenout Rate	Non-Bot Conversion Rate
	48,615	6,084	42,531	2,162	5.1%	1,598	73.9%	1,002	37.3%	2.4%
SourceGroup	Total Clicks	Bot Clicks	Non-Bot Clicks	Started	Start Rate	Completed	Completion Rate	Delivered	Screenout Rate	Non-Bot Conversion Rate
Jobs2Careers	13,617	377	13,240	643	4.9%	458	71.2%	277	39.5%	2.1%
jobtomc	6,453	207	6,246	436	7.0%	292	67.0%	189	35.3%	3.0%
Results Generation	6,366	124	6,242	309	5.0%	230	74.4%	151	34.3%	2.4%
Neuvoo	6,554	238	6,316	262	4.1%	202	77.1%	120	40.0%	1.9%
Jobalign Network	2,942	586	2,356	182	7.7%	147	80.8%	114	22.4%	4.8%
Indeed	3,185	81	3,104	115	3.7%	92	80.0%	46	50.0%	1.5%
ZipRecruiter Paid Jobs	1,996	89	1,907	96	5.0%	80	83.3%	43	46.3%	2.3%
Craigslist	291	8	283	31	11.0%	26	83.9%	20	23.1%	7.1%
Nexxt	704	0	704	26	3.7%	24	92.3%	12	50.0%	1.7%
Adzuna	865	6	859	18	2.1%	14	77.8%	7	50.0%	0.8%
Monster	403	155	248	12	4.8%	8	66.7%	6	25.0%	2.4%
Jobalign Direct	3,257	2,747	510	17	3.3%	12	70.6%	5	58.3%	1.0%
jobg8	88	0	88	3	3.4%	3	100.0%	3	0.0%	3.4%
Top USA Jobs	84	6	78	4	5.1%	3	75.0%	3	0.0%	3.8%
Lensa	21	7	14	2	14.3%	2	100.0%	2	0.0%	14.3%
Restoration Media	47	0	47	1	2.1%	1	100.0%	1	0.0%	2.1%
JobDiagnosis	4	0	4	1	25.0%	1	100.0%	1	0.0%	25.0%
BrightFire	12	0	12	1	8.3%	1	100.0%	1	0.0%	8.3%
AboutJobs	147	145	2	1	50.0%	1	100.0%	1	0.0%	50.0%
jobtome	993	890	103	0	0.0%	0	0.0%	0	0.0%	0.0%
Sharing widget	56	9	47	0	0.0%	0	0.0%	0	0.0%	0.0%
Indeed Sponsored	1	0	1	0	0.0%	0	0.0%	0	0.0%	0.0%
Google	413	407	6	1	16.7%	1	100.0%	0	100.0%	0.0%
Get It	48	2	46	0	0.0%	0	0.0%	0	0.0%	0.0%
Employer Share	62	0	62	1	1.6%	0	0.0%	0	0.0%	0.0%
Careerbliss Sponsored	6	0	6	0	0.0%	0	0.0%	0	0.0%	0.0%

## Location & Recruiter Performance

		Applications	Reviewed	Review Rate	Avg. Review Time	Messaged	Message Rate	Avg. Message Time	Responses	Response Rate
		2,680	2,509	93.6%	62.4hrs	1,354	50.5%	110.2hrs	839	62.0%
Parent Organization	Organization	Applications	Reviewed	Review Rate	Avg. Review Time	Messaged	Message Rate	Avg. Message Time	Responses	Response Rate
Proximity Plus	Proximity Plus & Proximity Plus (2019)	10	2	20.0%	32.5hrs	0	0.0%		0	
Workday	Workday (2019)	53	23	43.4%	4.6hrs	19	35.8%	161.1hrs	12	63.2%
Workday	Workday (2019)	106	76	71.7%	32.8hrs	43	40.6%	20.3hrs	37	86.0%
Workday	Workday (2019)	88	85	96.6%	9.4hrs	56	63.6%	44.0hrs	42	75.0%
Workday	Workday (2019)	85	79	92.9%	28.6hrs	54	63.5%	23.3hrs	35	64.8%
Workday	Workday (2019)	24	22	91.7%	191.7hrs	3	12.5%	0.7hrs	2	66.7%
Workday	Workday (2019)	208	208	100.0%	139.5hrs	43	20.7%	279.1hrs	29	67.4%
Workday	Workday (2019)	45	40	88.9%	43.0hrs	12	26.7%	13.4hrs	8	66.7%
Workday	Workday (2019)	175	160	91.4%	117.3hrs	78	44.6%	220.8hrs	49	62.8%
Workday	Workday (2019)	121	106	87.6%	51.5hrs	72	59.5%	118.9hrs	44	61.1%
Workday	Workday (2019)	94	93	98.9%	18.8hrs	46	48.9%	72.1hrs	27	58.7%



**The longer you wait, the more candidates you miss!**

<b>Time to “Reach out”</b> (After Application is received)	<b># of "Reaches"</b> (to get one candidate response)	<b>Response Rate</b>
30 Minutes	1-2	<b>90%</b>
2-24 Hours	2-5	<b>75%</b>
24 - 48 Hours	6-10	<b>60%</b>
3 + Days	15-30	<b>&lt;20%</b>



# Text-to-Apply Video



# Mobile Recruiter Video

