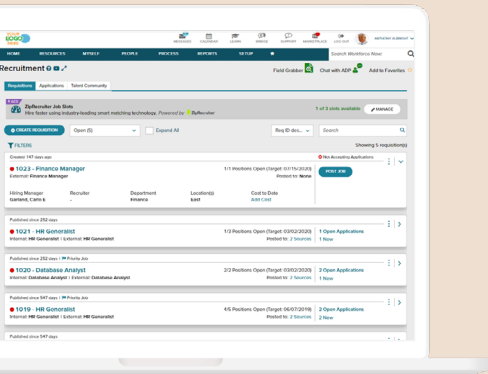




ADP Workforce Now[®] Recruitment

Attract, engage and hire top talent with a complete solution



Finding the right talent today is critical for staying competitive tomorrow. However, many companies rely on manual processes to find top talent for open positions which can be time-consuming and costly. Leveraging the right technology for your recruitment efforts can make the difference between finding and hiring the right people, especially in this challenging market, while protecting your bottom line. Discover how **ADP[®] Workforce Now Recruitment**, a comprehensive recruitment solution in an all-in-one platform, can help you attract and hire the right people with the right technology and tools.

Attract the best candidates with intelligent and easy-to-use tools — all in a single platform

Advertise your open positions across **25,000+ job sites** with Job Target — all easily managed through your ADP Workforce Now solution. Leverage the intelligence of **JobTarget** programmatic advertising, which uses AI bots to pick the best job sites for your search and delivers efficiency for your job advertising budget.

Find qualified candidates faster with embedded access to **ZipRecruiter's** easy, flexible job posting and industry-leading smart matching technology. Confidently evaluate the best applicant for the job and improve time-to-fill with the help of **Profile Relevancy**, which leverages cutting-edge machine learning for analysis of skills, experience and education.



4 out of 5 employers who post on ZipRecruiter receive a quality candidate within the first day.

Engage top talent and create a stellar candidate experience

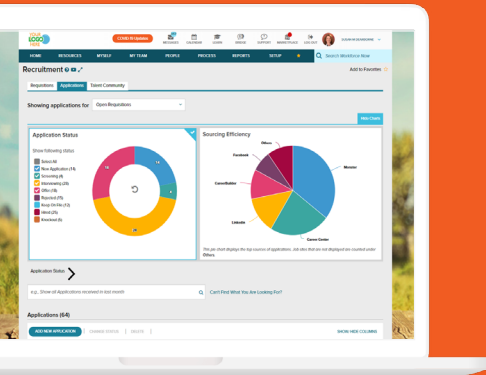
Showcase your employer brand and company culture through a **custom, mobile-enabled** career site for applicants that makes it easy to view and apply for open positions. Amplify postings with pre-populated job details on social media platforms including **LinkedIn, Twitter and Facebook**. Provide candidates with the ability to apply using their profile from popular job sites such as ZipRecruiter, Indeed and other top job sites. Communicate with candidates via branded and efficiently **personalized email and mobile text** throughout the recruiting process. Schedule interviews seamlessly with our **G Suite and Microsoft 365** connectivity for checking interviewer availability. Fill future recruiting pipelines with **Talent Communities** for candidates.



Streamline recruiting processes to benefit your people and your bottom line

Define job requisitions with confidence using ADP's unique **compensation benchmarks** based on the largest dataset in the industry.

Take the guesswork out of your candidate's background screening to avoid costly mistakes and mitigate risk with an **integrated screening and selection** process. Automate resume reviews and enable easier resume sharing for a more streamlined recruitment process. Review sourcing efficiency of each job site and **report on your cost-to-hire and time-to-hire** so you can continually improve your hiring strategy. See direct dollar gains from your diversity hiring initiatives by being fully compliant for **Worker Opportunity Tax Credit**, thanks to WOTC insights throughout your recruitment process.



Deliver a better experience for hiring managers and candidates with ADP Workforce Now Recruitment

Hiring managers can

Review and approve job requisitions

Configure internal and external candidate career portals that are mobile-enabled

Manage candidate communications, track interviews, and process offers

Connect with your candidates on-the-go with text notifications and branded email templates on application status

Coordinate interviews easily with G Suite and Microsoft 365 scheduling integration, and set up virtual interviews seamlessly with VidCruiter via the ADP Marketplace

Improve recruiting/hiring manager efficiency with a dashboard that draws attention to where action is needed

Pre-populate internal candidate applications with details from ADP Workforce Now

Conduct keyword searches to locate candidates with specific skills, competencies or experience levels

Filter candidates using custom-built questions that help with "best fit"

Track applicant data and ensure your recruiting practices are EEO/OFCCP compliant

Integrate candidate application data into hiring and onboarding workflows

Analyze and run new hire reports, including ROI analyses, to determine which job posting sites are performing the best

Determine eligibility for tax credits that can reduce your tax liability with ADP's Work Opportunity Tax Credits (WOTC)

Job seekers can

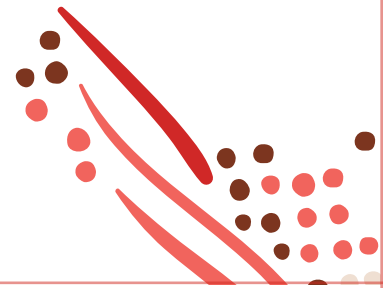
View, search and apply to open positions — even on mobile

Submit applications for open positions

Track their application status from submission to receiving an offer

Share jobs on social media or via email

View company-related documents, articles and videos, and access company links



Reach out to your ADP sales representative to learn more about how you can improve your hiring and retention with the help of ADP Workforce Now Recruitment.

ADP, the ADP logo, ADP Workforce Now and Always Designing for People are trademarks of ADP, Inc. Copyright © 2020 ADP, Inc. All rights reserved.