

TalentValue STAFFING SYSTEM

Recruit, Select, Assess, Check to Hire Great People

Solve the Challenge of Recruiting & Hiring Great People in a Competitive Job Market

With the national unemployment rate below 4% in many markets, recruiting strategies are rapidly changing due to the highly competitive war for talent. It's a fact that search engines are becoming more and more sophisticated to make it easier for job-seekers to find opportunities within a 25-mile radius of where they live or are looking to work. For the foreseeable future, recruiting and retaining great employees will become increasingly competitive, more time-consuming and costlier than it has over the past 10-15 years.

Working with our clients for the past 25 years, TalentValue has developed a staffing system designed for the unique jobs within any industry. The system is a streamlined 5-step process that dramatically reduces the time to recruit and hire qualified talent at the lowest possible cost than any other system on the market.

There are 5 Components of the TalentValue Staffing System as follows:

1. **TalentValue ONEPOST Job Advertising** – How to find the greatest number of qualified applicants for your jobs.
2. **Applicant Tracking System** – How to quickly manage and qualify the applicants who apply,
3. **Behavioral Assessments** – How to know if the applicants are the right fit for your organization and your job.
4. **Compliant Background Checks** – Make sure the people you hire will pass lender compliance guidelines.
5. **Managed Staffing Services** – How we can help you manage the preliminary, job qualification process to quickly engage candidates, and save you recruiting administration time so you can focus only on candidates that meet your job criteria.

ARA JOB ADVERTISING



JOB BOARD OPTIMIZATION ADVERTISING

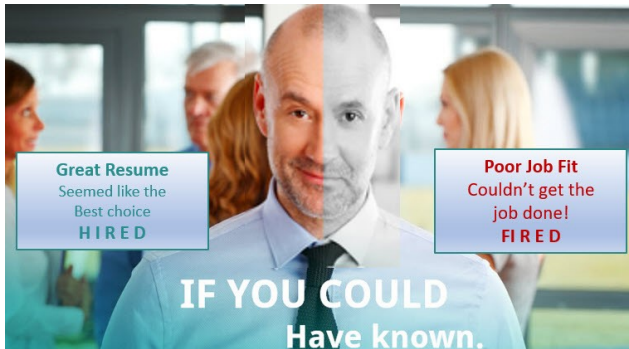
- ◆ Competitive Job Advertising Media & Budget Planning
- ◆ Job Board Optimization using Search Engine Optimized Job Ads
- ◆ Jobs Selectively Posted to over 100 of the Top Job Boards
- ◆ Google-for-Jobs Compliant SEO Job Ad Coding
- ◆ Pay only for Jobseekers that Visit & View your Ad
- ◆ Candidates Apply on your integrated TalentValue ATS
- ◆ Free repojobs.us Job Board Postings

BRANDED CAREER SITE



YOUR COMPANY BRANDED CAREER PAGE

- ◆ Fully integrated OnePost hosted technology
- ◆ Brand your company's career opportunities
- ◆ Take advantage of Google for Jobs SEO positioning
- ◆ Integrated with your Applicant Tracking System
- ◆ Enable referrals & job seekers to apply right on your website



APPLICANT TRACKING SYSTEM

- ◆ Automatically post your job ads on OnePost
- ◆ Pre-qualify applicants for skills and experience.
- ◆ Pre-qualify candidates for desired behavioral traits.
- ◆ Stack rank candidates based on a % to save time.
- ◆ Only spend your time with the best candidates.
- ◆ Easily communicate with candidates
- ◆ Develop a recruiting data base for future hires.



AVOID EXPENSIVE HIRING MISTAKES

TalentValue Behavioral Assessments Organizational Fit Survey

(Discover if a person is likely to be a problem employee)

- | | |
|-----------------------------|---------------------------|
| ◆ Do They Fit Your Culture? | ◆ Follow Your Rules? |
| ◆ Are They Reliable? | ◆ Are Non-Violent? |
| ◆ Likely not a Drug Addict? | ◆ Are Safety Conscious? |
| ◆ Show Up on Time? | ◆ Are they Trustworthy? |
| ◆ A Team Player? | ◆ Did they Fake the Test? |

TalentValue Job Fit Assessments

- ◆ Benchmarked Job Specific Success Predictors
- (Discover if a person has what it takes to be successful in any job role)



BACKGROUND CHECK SERVICES

Veriproved Background Checks

- ◆ Bank-Level Security (\$1,000,000 Data Breach Protection)
- ◆ Applicant E-signs Required FRCA Compliance Forms
- ◆ Criminal Lender Compliant Check includes:
 - Social Security Validation
 - National & County Criminal with Alias
 - National Sex Offender Registry
 - Global Terrorist Watch List
 - OFAC & Blocked Persons List
 - Drug Screen with Opiates
 - Motor Vehicle Records Verification

Staffing System FAQ's

How Job Boards Work

- ◆ Best Apply Days- Monday-Friday, weekends and holidays are somewhat unpredictable.
- ◆ Pay Per View is the most cost effective because you only pay for jobseekers who view your job advertisement.
- ◆ Example how Indeed, the worlds largest job board, works:
 - Pushes candidates based on budget priority on sponsored jobs; the higher the monthly budget the better page listing.
 - Average sponsored Indeed monthly budgets are in the neighborhood of \$350 to \$500 per 30-day/posting
 - Sponsored Job Ads are usually listed on the first 5 pages of Indeed and attract the best candidates.
 - It's important to be on the first 5 pages because the most qualified talent apply from these pages.
 - Free Indeed does not historically get the best candidates to apply, but it does send lots of useless resumes.
- ◆ Example how Zip Recruiter Works:
 - ZipRecruiter aggregates jobs from other industry job boards and finds candidates based on job search criteria.
 - ZipRecruiter works on a Job Slot method. Job slots can be assigned to different jobs during a month.
 - ZipRecruiter starts jobs at a minimum \$249.00 per slot/per location/per month.
 - Jobs need to be manually refreshed each week to get repositioned.
 - ZipRecruiter most common program is \$319.00 per month and jobs are automatically recycled each week.
 - The more you pay per month they say the better the candidates – they pay other job boards at a discounted rate.
 - Some of their candidates are organic (they apply directly on ZipRecruiter).

Why Google for Jobs Search Engine Optimization Compliance is Important

- ◆ Google for Jobs accounts for over 90% of the job search traffic on the Internet, 75% search by mobile phone.
- ◆ Google now scrapes company career sites, niche job boards, all the major job boards and positions your ad based on location.
- ◆ SEO positioning is based on Job board historical traffic and Google's SEO rating logarithms.

What makes TalentValue OnePost a better approach for you?

- ◆ We access **All** that Indeed offers; **All** that ZipRecruiter offers; **All** that Google for Jobs offers; And even more.
At a single competitive price.
- ◆ This is Job Board Optimization as it always should have been. We optimize your job ads on all the right job boards at a price you can afford.
- ◆ Our approach uses Job Search Engine Optimization (SEO) and Artificial Intelligence Logarithms to post jobs to over 100 job board partners.
- ◆ Job ads are recycled based on traffic on all the job boards in our system. Including Linked-In, Monster for all the appropriate job titles.

TalentValue Managed Staffing



MANAGED STAFFING SERVICES OPTION

- ◆ Ideal for busy entrepreneurs.
- ◆ Saves recruiting time to hire by over 50%.
- ◆ We monitor your jobs to identify potential candidates
- ◆ Specialists review candidate applications and resume data.
- ◆ We conduct Pre-qualification phone interviews.
- ◆ Hiring Manager interview notifications by email.
- ◆ Record Applicant Tracking System workflow updates.