

Company Description

Peopleclick provides software and services that empower companies around the world to find, attract and hire™ quality people—in less time, with less risk. Peopleclick's technology, consulting expertise and support give companies the vision and flexibility to strategically manage all of their talent resources—whether they are salaried, hourly or contingent.

Why Peopleclick?

Organizations recognize that their employees are their most important asset. Employees' skills and insights are a strategic asset that drives a business and its long-term growth. As the demand for talent continues to fluctuate, we recognize there is increased difficulty in finding the quality people organizations need. Globalization calls for cultural flexibility, while complex regulations demand strict adherence to procedures.

For more than a decade, as the marketplace has gone through extensive upheaval, we've remained focused on our customers and our core business—and as a result, we've experienced financial strength, tremendous acceptance and worldwide growth.

Our clients include:

Bank of America	McDonald's UK	The Home Depot
The Coca-Cola Company	Motorola	Zurich Financial Services
Eli Lilly and Company	Nationwide Insurance	
Expedia, Inc.	Philips	
General Electric Company	Royal Bank of Canada	
GlaxoSmithKline	7-Eleven, Inc.	

Key Differentiators

Focus

Peopleclick offers organizations one, fully-integrated solution for talent acquisition including the management of salaried, high-volume and contingent labor with software and services for EEO/AA compliance. Industry-leading integration capabilities seamlessly tie to existing systems (HRIS such as performance, compensation, learning, etc.) rather than

replicating them. Peopleclick offers a comprehensive partner network to provide our clients with products and services that are complementary but extend beyond talent acquisition.

Experience

- Over 1800 worldwide clients from mid-market to large, international corporations
- Clients include 54 of Fortune 100
- Offering talent acquisition and compliance solutions for over 10 years

Global Presence

- 28% of clients based outside of the US
- Clients and candidates in 192 countries
- Support centers in the US, UK and Australia

Talent Acquisition Trends

- Increased emphasis on cultivating relationships with passive candidates
- Continued demand for qualified talent
- Need for new and creative recruiting techniques and technology
- Requirement for comprehensive reporting and analytics across all types of labor
- Substantial increase in the use of contingent workers
- Growing importance of employee retention
- Globalization of talent driving the need for cultural flexibility
- Increasing complexity of employment law and regulations
- Growing use of outsourcing

Industry Offerings

The Peopleclick Talent Acquisition Suite™ focuses on all categories of labor and the integrated solutions within the suite carry a company and the candidate from sourcing and screening to hiring and onboarding while helping the organization meet their affirmative action goals with Peopleclick® Affirmative Action Solutions. Peopleclick is the only provider in the marketplace that can truly deliver robust recruiting solutions for an entire workforce and provide affirmative action software and services to meet overall diversity objectives. Peopleclick enables companies to focus on hiring the highest quality people, faster and with less risk creating a strategic and diverse workforce.

Recruitment Management

Peopleclick® RMS is a recruitment management system that streamlines the work of recruiters and hiring managers by simplifying, automating and tracking the entire hiring process.

- 720,000+ RMS users
- Over 70 million resumes managed
- 7.8 million hits per day on Peopleclick career sites
- 24 million candidates
- 62,000 jobs posted

High-Volume Hiring

The Peopleclick® RMS High Volume Solution is intended for multi-location, distribution, manufacturing and corporate hiring. The solution automates and reduces time-to-fill and hiring costs for hourly and high volume workers by building a Talent Inventory™ that is available to hiring managers as soon as a position is opened.

- Industries include retail, hospitality, healthcare, food service, call center, manufacturing, etc.

Contingent Labor Management

Peopleclick® VMS is a vendor management system that helps companies manage contingent employee relationships by connecting all parties involved in the talent procurement, management and payment process.

- \$2 billion annual spend managed
- 100+ clients
- 385,000 users
- Over 3,000 staffing suppliers

Workforce Planning Analytics™

The Peopleclick® Business Intelligence Platform is the industry’s only solution providing comprehensive reporting and analytics across all types of labor—including salaried, hourly and contingent. This solution makes it possible to combine data from all segments of recruiting and hiring into a single consolidated view, and to use this actionable data as the basis for true workforce planning. The solution offers self-service and collaboration capabilities with data visualization and dashboard views as well as report scheduling and distribution.

Contact Management

Peopleclick Contact Management™ is a revolutionary solution designed specifically for the HR industry to enable organizations to build a talent bank of contacts and convert them into candidates. The technology enables users to promote relationships using innovative marketing campaigns to foster proactive, personal communication and support image awareness to build brand recognition with potential candidates.

Interview Scheduling

Peopleclick® Interview Scheduling provides a self-service solution for scheduling and accepting interview invitations online. This allows for expedited coordination between the recruiter and candidate

during the interview phase of the hiring process. Consistent brand and messaging is communicated throughout the process through interview scheduling pages and email templates.

Onboarding

Peopleclick® Onboarding is a full-featured product that integrates seamlessly into a client's existing Peopleclick® RMS workflow to automate the necessary processes of forms and task management and extending the corporate culture into the employee's home even before their first day.

Peopleclick Onboarding ensures a smooth experience for new employees and current employees alike. When everyone on your team knows what needs to be done, when, and by whom, your new hires are guaranteed to enjoy a great first impression.

Affirmative Action Planning

Peopleclick provides affirmative action software and outsourcing solutions to prepare and disseminate affirmative action plans. Whether clients prefer to use software to manage plans internally or outsource plan preparation to experts, Peopleclick simplifies affirmative action planning and analysis by giving clients the tools and consultants necessary to generate timely, accurate and defensible Affirmative Action plans across all establishments—simultaneously.



Compliance and Diversity

Peopleclick offers software and services providing companies with leading-edge tools to monitor and analyze Affirmative Action (AA) and Equal Employment Opportunity (EEO) data. We help organizations review internal AA/EEO practices related to compensation, promotions, terminations and performance appraisals for potential problems and to maximize their compliance and diversity programs.

- Partnership with global law firm specializing in labor law (Kilpatrick Stockton LLP)

Peopleclick® Research Institute

Led by a team of nationally-recognized EEO/AA research experts, the Peopleclick Research Institute ("PRI") helps organizations comply with federal antidiscrimination regulations, anticipate the findings of audits by government agencies and monitor the fairness of their employment practices. As authorities on quantitative analysis of equal employment opportunity, affirmative action and diversity issues, PRI helps organizations, including employers and attorneys, manage risk and promote workforce diversity. Services offered by PRI include test validation, EEO litigation, and specialized training as well as wage and hour litigation.

Market Segments

Peopleclick software and services are designed to be scalable and adaptable to meet the needs of nearly any size organization. We focus on the needs of organizations ranging in size from mid-sized businesses to large, multi-national organizations with hundreds of thousands of employees.

Peopleclick clients operate in a wide variety of industries including consumer goods, retail, government and municipalities, financial, healthcare, hospitality, technology, higher education and many others.

Recent Corporate News

- Peopleclick releases an innovative new library of reports and analytics for their vendor management system
- Peopleclick to sponsor the 2008 Contingent Workforce Strategies Summit
- Peopleclick announces strategic partnership with LawLogix

- Peopleclick announces their Talent Acquisition Suite

Senior Leadership

Ron Kupferman, Chairman and Chief Executive Officer
Tom Bright, Executive Vice President and Chief Operating Officer
Michael DeFrancesco, Chief Financial Officer
Larry Cucchi, Managing Director, International Operations
Randy Jesberg, Senior Vice President and General Manager, Affirmative Action Solutions

Company Locations

Corporate Headquarters
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EMEA Headquarters
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Additional Office Locations

Dallas (Irving), Texas
Minneapolis, Minn.
New Orleans (Metairie), La.
San Francisco (Pleasanton), Calif.
Brussels, Belgium

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