

Peopleclick RMS High Volume Solution™

Use Fewer Resources to Hire More High Volume Talent
than you Ever Thought Possible

Applications for Peopleclick RMS High Volume:

- Call Center
- Banking
- Restaurants
- Small and Large Box Retailers
- Grocery
- Hospitality
- Healthcare
- Sales
- Warehouse and Distribution
- Transportation
- Manufacturing
- Convenience Stores

In today's competitive marketplace with constant turnover, you need a clear-cut process to recruit your high volume workforce. Peopleclick High Volume is your answer to finding the right talent quickly, economically and effectively.

Your workforce is arguably your largest controllable expense. This is particularly true if your company supports many retail sites or multiple distribution centers and manufacturing locations. You may also have seasonal or cyclical hiring needs that invariably consume a lot of your staffing resources. You require a technology solution that will streamline your processes and assist you with:

- Attracting and retaining the highest quality employees in order to enforce your brand and differentiate your customer experience.
- Making better hiring decisions at the store-level.
- Continuously sourcing positions and quickly filling openings, while minimizing staffing burdens and reducing costs.
- Aligning corporate objectives with field-level execution to increase the capacity for future and cyclical growth initiatives.

After implementing Peopleclick High Volume, a large, national retailer with 1,500 stores and 40 distribution centers, cut their time-to-hire by 53% and are now presented with their pre-screened candidates within minutes of opening the position.

Key Features of Peopleclick RMS High Volume

Single Solution for Professional and Hourly Talent

Peopleclick RMS supports all types of hiring from a single solution suite. Peopleclick High Volume allows Human Resources to support the field with a best-of-breed recruiting suite while working in an application environment with which they are familiar. Seamless enterprise reporting across your operations is available through the common application and reporting database. Not only is it easy for corporate staffing to use and support, but field users will love it too! Field managers use a simplified interface, require very little training, and focus their effort on qualified candidates rather than technology.

Continuous Sourcing and Assessment

Turn your sourcing process from reactive to proactive. When a new or replacement employee is needed, the inventory of ready-to-call qualified candidates is automatically brought forward for evaluation. Candidates apply for jobs at their convenience, not only when you have an opening to fill. Once they decide they'd like to work for you, they select positions and locations of interest, complete the online application, answer additional pre-screening questions, if desired, and submit. Peopleclick High Volume assesses their application against your criteria through its automated matching process and creates a short list of qualified candidates that is ready when you are. Let Peopleclick High Volume do the sourcing and screening work for you!

One Submission for Multiple Positions and Locations

Peopleclick's Implementation Team will help you create a customized and intuitive process for candidates to build and submit their application. To maximize the opportunity for each candidate, the application workflow guides them to apply for multiple positions across multiple locations in one sitting.

- Applying for multiple positions. Candidates can select several types of jobs and submit applications for all of them with a single click of a button.
- Applying in multiple locations. For many candidates, job location is a determining factor in the decision to join a particular organization. With Peopleclick High Volume, candidates use intuitive mapping searches to find your locations and then express interest in all sites where they want to be considered. This ensures that you don't miss the highest quality candidates.

Technology – where you need it most

Managers in the field are often at the forefront of high volume recruiting, which typically consumes a significant amount of their time and energy. Peopleclick High Volume is specifically designed to address the challenge of running a comprehensive recruiting and hiring process while reducing the burden on the manager. Peopleclick High Volume makes it easy for busy managers in demanding jobs to identify a need, select a candidate from the short list and get them on board quickly and effectively. In addition, Talentclick is available for use in field offices where internet access is not an option.



The screenshot displays a web-based application interface. At the top, a header asks "Where would you like to work? Check the boxes next to those locations." Below this is a map centered on "CARY, NC : 22 miles wide." with instructions to "Click on a symbol in the map to zoom in on it." The map shows several red location markers. Below the map, a section titled "Available Positions" lists six job roles, each with a checkbox: Plumbing Sales Associate, Flooring Sales Associate, Lawn and Garden Associate, Lumber Sales Associate, Loss Prevention Manager, Assistant Store Manager, and Paint Sales Associate. At the bottom of this section is a button labeled "Apply to selected jobs".

The Hiring Process

Peopleclick High Volume provides simplified processes so hiring managers can focus on just two things – identify the need and select a great hire, with just a few clicks. To assist hiring managers, the system performs automated matching to source and assess the best candidates from all applications. To further assist field managers with their hiring process, Peopleclick High Volume:

- Guides managers through the hiring process
- Allows managers to ask follow-up questions of candidates for further screening
- Notifies managers of next steps and required actions
- Automates background checks and tax credit screening

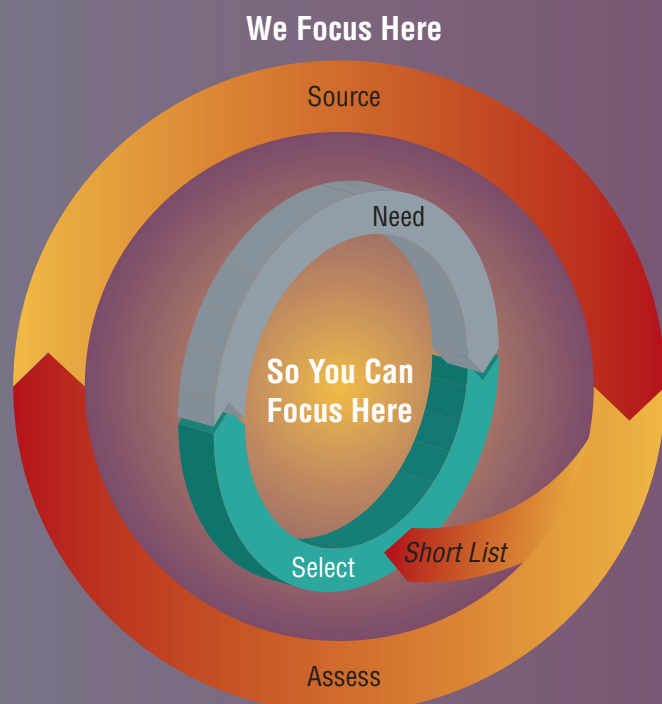
"By using Peopleclick's unique constant sourcing model for our high volume hiring, we will be able to create a strategic talent pool based on key high volume positions to attract the right people at the right time."

*-- Jez Langhorn, employee reputation manager,
McDonald's Restaurants Limited*

Pre-Screening for the Candidate Short-List

Peopleclick High Volume brings you better candidates at a faster pace. Through the continuous sourcing and automated matching process, each candidate is assessed against your specific criteria to develop a short-list that is ready as soon as you have an open position. Some examples of mechanisms or criteria that may be used to pre-screen candidates are:

- Experience
- Skills
- Shift availability
- Full-Time versus Part-Time
- Weekend/Holiday availability
- Driver's license class
- Re-hire eligibility
- Assessments
- Personality tests



Current Data

An outdated, crowded database is a common problem in high volume recruiting. Peopleclick High Volume lets you focus on the most current and relevant candidates by filtering unsuitable applicants out of the system according to specified criteria. For example, candidates may be required to express interest in a position every 60 days rather than remain active indefinitely. Any way you choose to operate your process, you are assured that Peopleclick tracks historical candidate data for ongoing compliance.

The Peopleclick Difference

Organizations that employ high-touch, high volume workers must recruit and retain the best available candidates to meet the important needs of their customers. Effectively identifying and recruiting high volume talent can be challenging. Hiring managers and Human Resource professionals need a flexible solution that focuses on streamlining the process, optimizing sourcing of high quality candidates and mobilizing talent. With intuitive controls, simplified processes and automated tasks, Peopleclick High Volume makes it easy for hiring managers on the front lines to quickly find the right people to fill these important positions, while allowing them to spend more time running their business.

Peopleclick is the leading global talent acquisition provider for salaried, high-volume and contingent workers. We deliver solutions that help companies find, attract and hire a diverse and productive workforce. Peopleclick empowers clients to radically simplify, improve and measure their talent acquisition lifecycle, while integrating affirmative action and diversity goals into their hiring processes.

To find out more about putting Peopleclick RMS High Volume to work at your organization, visit www.peopleclick.com.

Corporate Headquarters

Two Hannover Square, 7th Floor
Raleigh, NC 27601
ph 877.820.4400

Peopleclick

Your People. Your Success. Our Focus.

www.peopleclick.com

EMEA Headquarters

15 Fetter Lane
London EC4A 1BW
United Kingdom
ph +44 (0)20 7832 3440