



VIRTUAL HIRING BUSINESS CONTINUITY PLAN

Digital business and technology leaders had to support their organizations moving to virtual hiring overnight amid the COVID-19 pandemic. Some of those early video choices, made out of necessity, not enough to support businesses efficiently in the months and years ahead.

You likely have a Business Continuity Plan (BCP) for everything - but hiring is a new area to be considered when face-to-face interviews are just not possible.

Security is a top priority and some popular video options, like Zoom, failed the enterprise security litmus test.

Other meeting software is being deployed because it is more secure and already integrates into the organization, but it doesn't help with applicant volume and selecting the right candidates. With the first employer talent market in a decade, applicant volumes are surging. Companies are struggling to find the right candidates and get them through the interview process at the speed required to maintain business continuity. An interview is not just another video meeting. Offering an engaging experience for candidates is an important consideration.

BENEFITS OF HIREVUE VIRTUAL HIRING SOLUTIONS

- ◆ **Industry-leading Security Certifications**
- ◆ **Integrations with Enterprise ATS and HCM vendors**
- ◆ **Rapid Deployment - Get started in days not months**
- ◆ **Time Savings to hiring managers and HR teams**
- ◆ **Cost Savings from efficiencies and automation**
- ◆ **Hiring Continuity - Handle large applicant volume quickly**
- ◆ **OnDemand Interviews provide more flexibility**


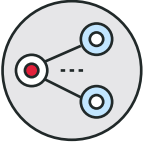
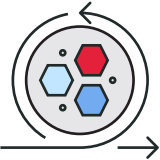


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Companies Using HireVue for Virtual Hiring at Scale



HIREVUE PURPOSE BUILT VIRTUAL HIRING PLATFORM

VIRTUAL HIRING VENDOR CHECKLIST FOR TECHNOLOGY LEADERS

SUBJECT	QUESTION	YES	NO
 SECURITY	Is it secure enough for your business environment?		
 INTEGRATIONS	Does it integrate with your current HCM vendors?		
 FLEXIBILITY	Does it have asynchronous On-Demand interviewing?		
 DEPLOYMENT	How fast can it be deployed?		
 RELIABILITY	What is the uptime and reliability?		

HIREVUE PURPOSE BUILT VIRTUAL HIRING PLATFORM

SECURITY

- ✦ **SOC 2 Type 2 Certification**
- ✦ **ISO 27001**
- ✦ **FedRamp Certified**
- ✦ **GDPR Compliant**
- ✦ **Candidates accept T&Cs**

BENEFITS FOR YOUR CTO, HR TEAM, LINE OF BUSINESS AND CANDIDATES

- OnDemand video interviews: candidates interview and hiring managers review when they want
- Coding assessments for hiring technical talent
- Self-service interview scheduling for candidates: no more back and forth
- Recorded Live Interviews: to share with hiring committee
- Branded interview experience
- Fair, consistent structured interviews that mitigate bias
- Modern assessments
- 24/7 multilingual support for interviewers and candidates