

Talent Platform Reimagined

Infinite
BrassRing | Onboard | Lead Manager



DATE
11/15/22

We Help Organizations

Source (identify, engage, nurture, recruit), Retain, and Develop the best talent.

BrassRing

A market-leading, global applicant tracking system to help quickly find and hire top talent

Onboard

Onboard top talent using comprehensive hiring solution that enables faster time to productivity

Lead Manager

Candidate relationship management tool that helps recruiters proactively find, attract, engage, and nurture top talent pool

200+ Customers

172 Countries

34 Languages

350 Million Candidates

100 Million Candidates processed Annually

50+ Partners



Infinite Target Market



Who We Help

1,000 employees+

Large complex organizations are ideal, can also scale down for specific needs

Language Needs

With over 40+ languages, we help global organizations

Secure

When security, regulation, and privacy are topics of conversation along with data metrics

Complex Hiring Needs

Retail

Healthcare

High Volume Hiring

High Touch Recruitment Process

High Tech



Infinite BrassRing Platform



Talent Journey

Requisition Intake

- Requisition Approval
- Requisition Posting
- Prescreen question

Candidate Apply/Sourcing

- Candidate Apply
- Active/passive sourcing
- CRM

Candidate Screening

- Assessments
- Telephone prescreen
- Candidate short-listing

Interview

- Interview scheduling
- Hiring manager interview
- Technical Interview
- Video Interview




Onboarding

- Employment prescreen paperwork
- State Tax forms
- Rehire Checks
- HRIS Integrations

Offer Process

- Offer development
- Offer extension
- Formal offer paperwork



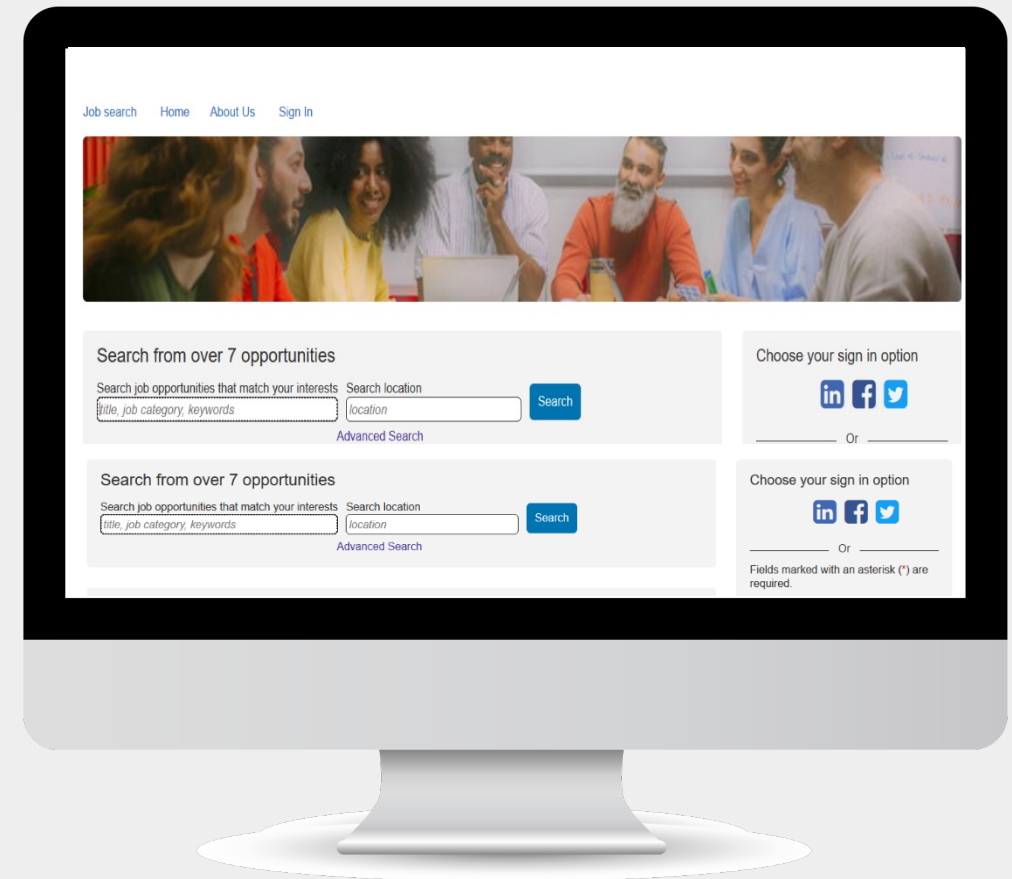
-  BRASSRING
-  ONBOARD
-  LEAD MANGER

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BrassRing

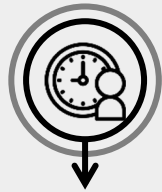
Overview

- One platform includes CRM, ATS and OB
- 100 million candidates processed annually
- CRM powered with Infinite Lead Manager
- Smart workflows to drive your recruitment processes
- Powerful Rules Automation Manager
- Dashboard metrics and ad hoc reporting
- Deeply flexible, configurable
- Seamless, non-disruptive upgrades
- Proven integration with 50+ partner systems
- Infinite's leading data privacy and security - GDPR ready
- Usability: More than 90% of hiring managers say they could use system without training

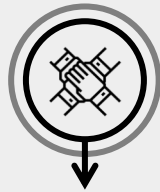


Key Features

Hire Better Talent More Efficiently



A simple, configurable, solution ready to grow with you



Strong customer service



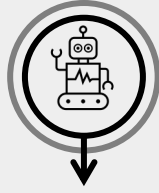
Grow your talent-sourcing capabilities



Top-notch employment brand, mobile functionality for all



Efficient & secure



Automation

Ease of Usage



Interview Scheduler

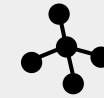


Event Management



Mobile Functionality

Powerful Intuitive Platform



Dynamic Workflows



Advanced Search



Robust Built-in Reporting Capabilities



Dynamic Links

Next Generation Sourcing Options



Social Referral



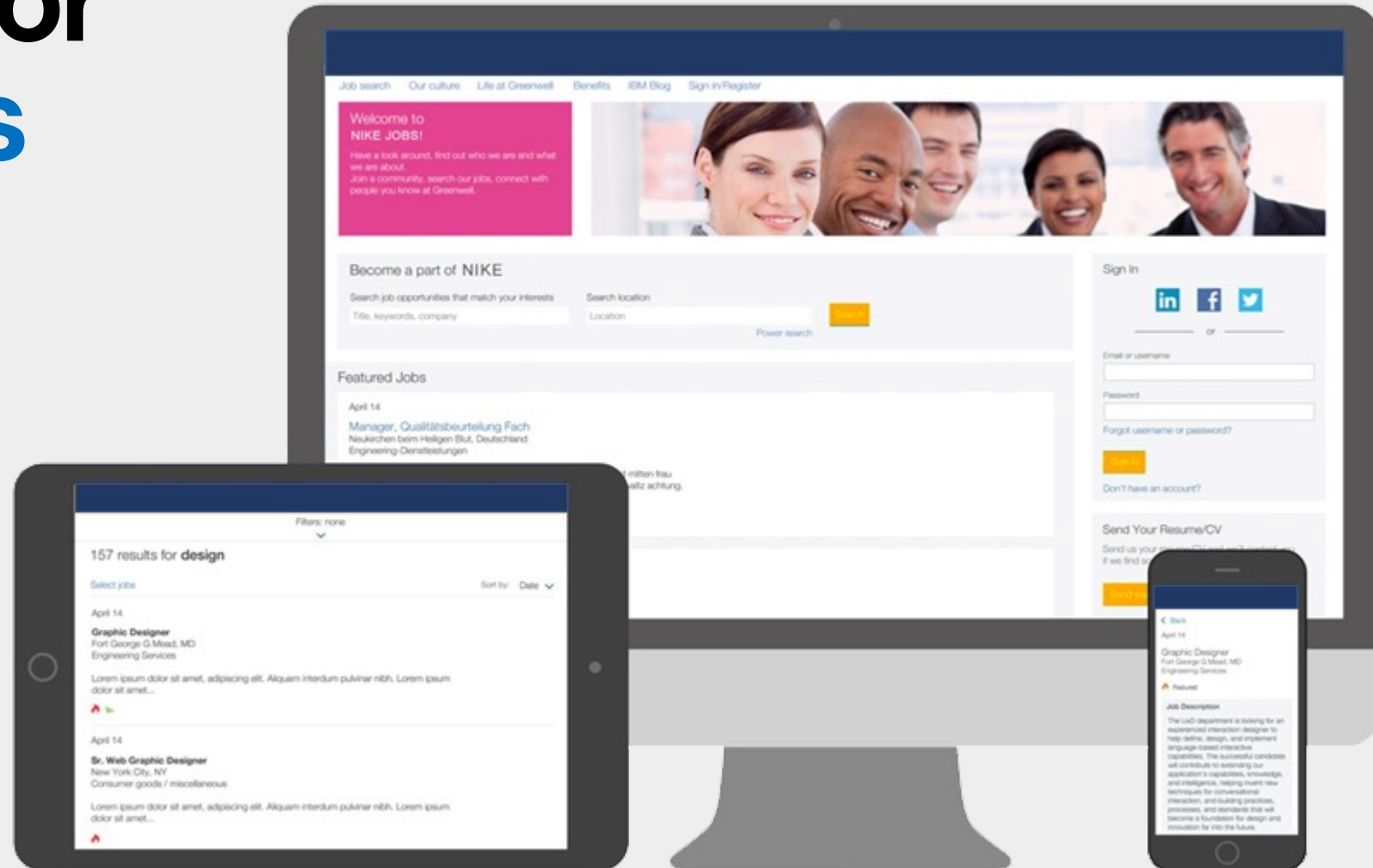
Social media Integration



Proactive Sourcing / Resume Bank

Mobile for All Users

- Candidates
- Managers
- Recruiters
- Coordinators



Wherever, **whenever** productivity

Creating a Future

-proof talent strategy



1

Know the jobs and skills you need



2

Accurately assess to evaluate fit



3

Make data-driven hiring decisions



4

Increase recruiter speed and effectiveness



5

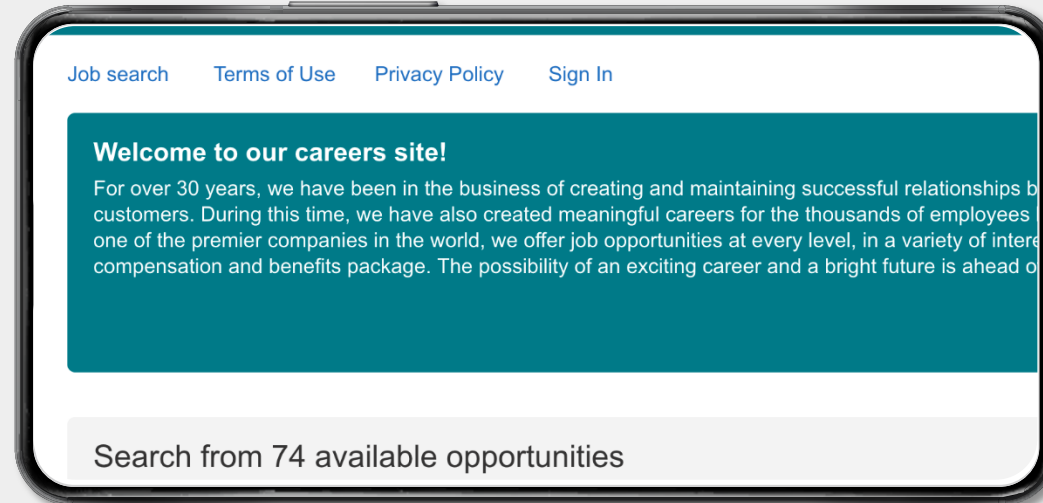
Drive internal mobility



6

Attract new talent

Candidate Experience



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Fully Mobile Experience

Provides content relevant based on Candidate Status

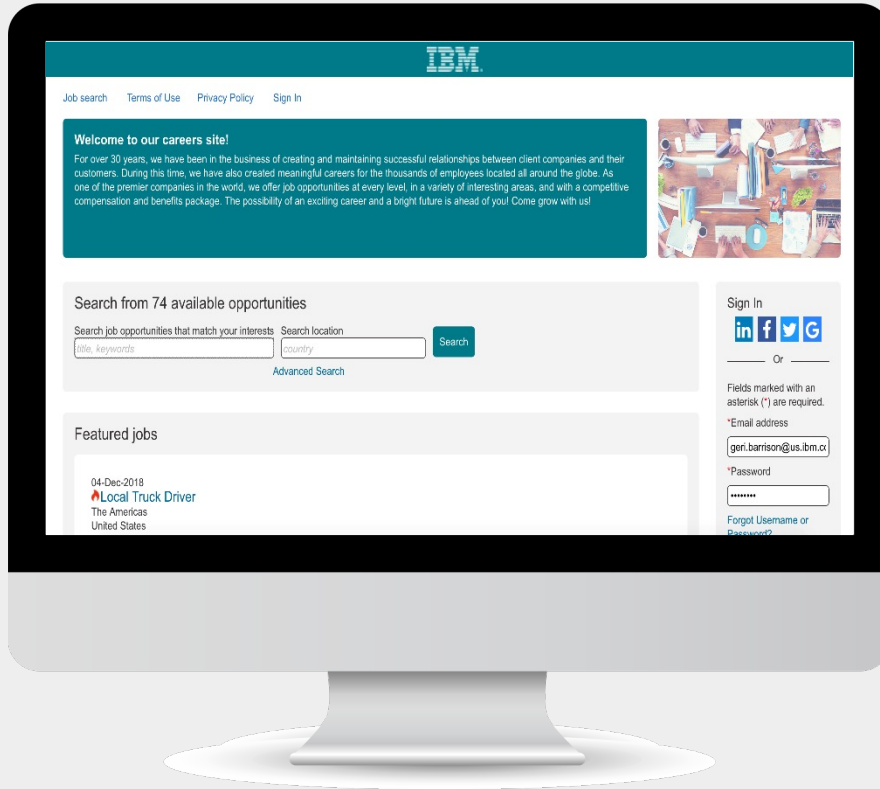
Candidate Zone for returning candidates

Embed Video and other content for job descriptions and for candidate status updates

Social Media Login and Profile Capabilities

eSignature for Offers, Applications, and other required forms

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- ONBOARD
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Talent Gateways

Candidate Application Stats

- 55M+ candidate application submissions in 2020 as of Nov 30
- Average 10M+ candidate logins/month
- Average 7M+ applications/month; 300K job applications/day
- 250M+ stored resumes

Rules Automation

Elevate and Automate Your Recruiting Process




Rules composed of complex conditions & actions, running in the background, providing unrivaled automation

RAM works 24x7, no vacations, holidays, sick time or breaks – and consistently applies your processes across your recruiting function providing candidates and hiring managers with the very best service

RAM Results

Company # of employees	# of annual hires	# of annual candidates/hire (x10)	# of actions/candidate	Total annual actions	30 seconds/action* = time savings of:	Ave. hourly salary*	Estimated annual \$ savings
1,000	200	2,000	15	30,000	250 hours	\$30	\$7,500
10,000	2,000	20,000	15	300,000	2500 hours	\$30	\$75,000
50,000	10,000	100,000	15	1,500,000	12,500 hours	\$30	\$375,000
100,000	20,000	200,000	15	3,000,000	25,000 hours	\$30	\$750,000

*Based on an average of 30-seconds savings per action, and average salary of \$30 per hour

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Onboard

Why Onboard

Onboarding experience gets your new hires and employees in new positions excited, engaged and productive in their new jobs! Through our unique, innovative process, we can transform new hires into dedicated, productive employees. No boring checklists of tasks here! This revolutionary experience helps your new people complete their Onboarding tasks, learn how to do their jobs well and work effectively in your company.

Features:


- **Highly customizable workflow and look & feel**
- **Mobile Responsive**
- **Tailored for business unit, locale, employee type or role**
- **Available in 20+ languages**
- **Shrink time-to-productivity**
- **Enhance engagement, collaboration, socialization and retention**

 ONBOARD

Let's Make Some Friends

Studies have shown that the more friend's employees have at work, the more engaged they are. One study found that only 28% of employees with no work friends were engaged, versus 69% with 25 or more friends. Onboarding encourages relationships among employees. *

*
<https://www.tinypulse.com/blog/why-you-must-support-coworker-friendships-for-employee-engagement>

 ONBOARD

Driving Engagement Through Onboard

If an employee doesn't have a handle on their responsibilities, they won't be engaged. Instead, they'll be confused, frustrated, and rushed to catch up, which leads to disengagement. *

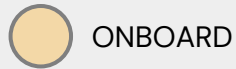
One SHRM survey reported that one-third of new hires left their jobs after only six months. You have less than six months to get employees engaged with their position. **

*Forbes: <https://www.forbes.com/sites/mikekappel/2018/01/04/how-to-establish-a-culture-of-employee-engagement/#101ce5b78dc4>

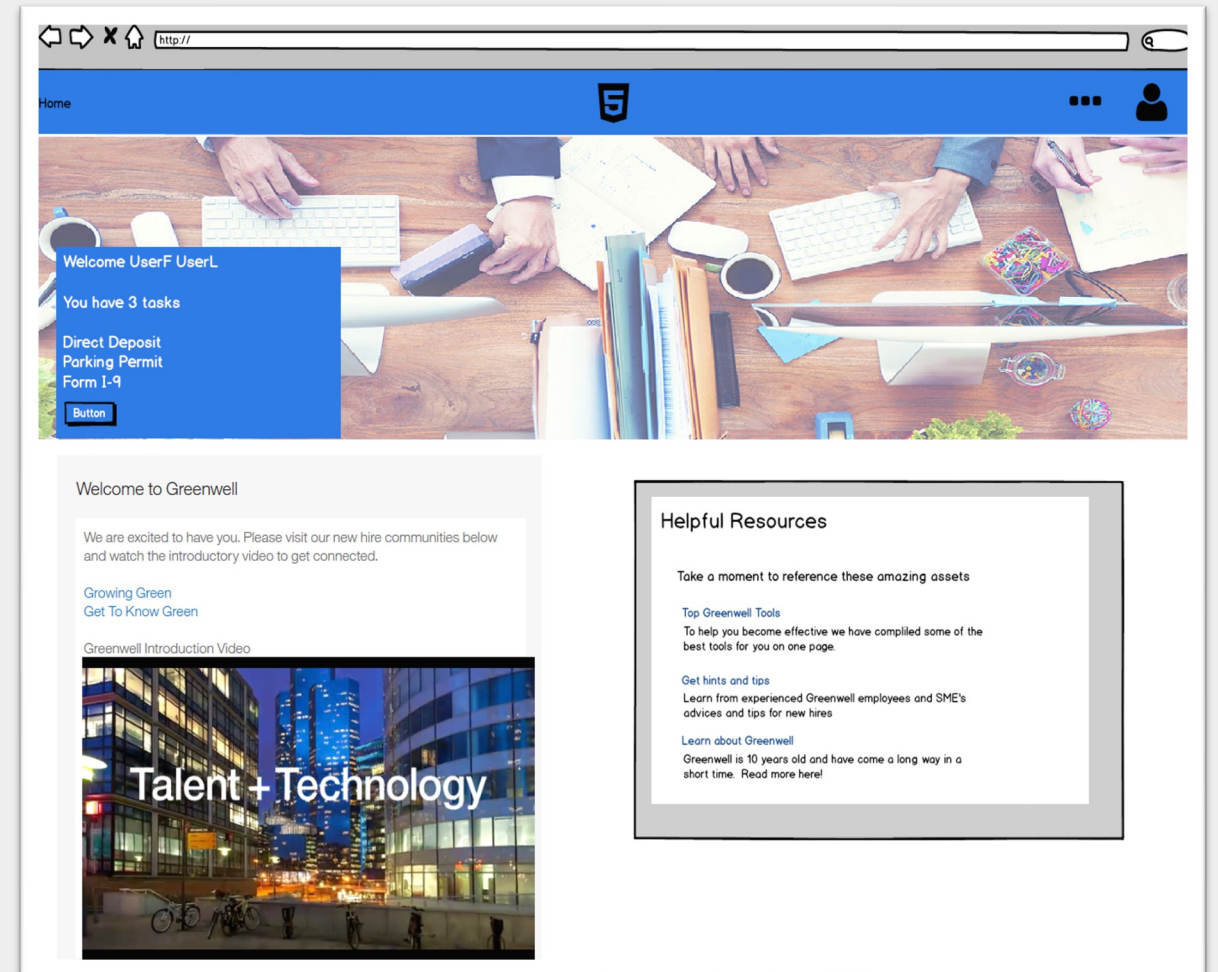
** <https://www.shrm.org/ResourcesAndTools/hr-topics/talent-acquisition/Pages/Onboarding-Key-Retaining-Engaging-Talent.aspx>

Taking New Hire Engagement to the next Level

Welcome Portlet Content



- Plug and play your own text, links and videos
- Display customized portlets on Welcome page
- Enhance the onboard experience with videos and important information
- Centralize important company content
- Reduce task driven workflow content



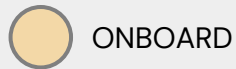
Onboard ROI

Cost savings from Onboards e-verify feature



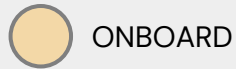
	Average # of I-9 submitted / year	Cost to submit I-9 @\$3 (average) ²	I-9 Form errors & Fine @ \$500 (average) ¹	Total cost savings
Client A	114552	\$ 343,656	\$57,26,000	\$57,619,656
Client B	10420	\$ 31,259	\$5,209,833	\$5,242,092
Client C	8257	\$24,771	\$4,128,500	\$4,153,271
Client D	7259	\$21,776	\$3,629,333	\$3,651,109
Client E	7194	\$21582	\$3,587,000	\$3,618,582
Client F	6578	\$19,733	\$3,288,833	\$3,308,566
Client G	5512	\$16,535	\$2,755,833	\$2,772,368

New Hire Experience



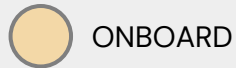
Feature Name	Functionality and Benefits of Use
Talent Suite UI	<ul style="list-style-type: none"> • Mobile Responsive and available on any browser for a seamless experience across all Kenexa Brand products • Does not require flash player to view and sign documents/forms
Provisioning and Welcome Content	<ul style="list-style-type: none"> • Personalized emails sent to New Hires to register for Onboard once Hired to the Organization via Gatekeeper automation • Customized Landing Page for new hire to get a sense of what to expect during the Onboard process and after • Client defined Links and images help enforcing client culture to the new hire
Correspondence	<ul style="list-style-type: none"> • Gatekeeper/Onboard Email Tags allow for masking of “Sender” so it appears to be coming from the client, rather than ‘kenexa.com’ • Welcome back email (June release) – notifying New Hires of their credentials
Workflow Optimization	<ul style="list-style-type: none"> • Customize New Hire steps per client specific conditions (i.e. Location) • Improved experience; new hires see steps related to their role • Field Branching, Form Wizards allow for faster Onboard process • Additional Standard Activities (Tax Forms, I9, W4) allow New Hire to be first day ready on Start Date

User Experience



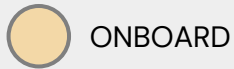
Feature Name	Functionality and Benefits of Use
User Types	<ul style="list-style-type: none"> • Control access per internal role; task based • Customize what users can/cannot see specific to their New Hires • Control what users can access the New Hire's record
Manage New Hires	<ul style="list-style-type: none"> • Enhanced Filter Functionality for searching all New Hires • Client Defined Task Groups show where New Hire is at in the Onboard Process; shows if new hires are overdue with certain tasks • Bulk New Hire Action can be taken from this screen <ul style="list-style-type: none"> -Send Communication -Communication History -Complete Activities -Discontinue Onboarding (ability to disposition on single job)
Correspondence	<ul style="list-style-type: none"> • For Users with Admin access, Talent Suite Correspondence logs for Gatekeeper emails <ul style="list-style-type: none"> - Log shows Subject Line and Time Stamp of when sent - Shows email address used for the New Hire - Shows From email address would see email coming from - Correspondence Status helps for troubleshooting • Search for previous New Hire emails to track communications

Additional Onboard Features



Feature Name	Functionality and Benefits of Use
Standard State Tax Activities	<ul style="list-style-type: none"> • Save time for New Hire and Admin by automating the process • System can process forms electronically • Automatically updated per compliance standards • List includes Canada provincial tax forms
W-4	<ul style="list-style-type: none"> • Wizard for ensuring proper amount of Federal Income Tax is withheld from a New Hire's pay • Electronic filing and Signature for employer reference
I-9	<ul style="list-style-type: none"> • Section 1 identity/eligibility information entered by new hire Section 2 verification of Section 1 by Onboarding Manager • Section 3 hire reverification and rehires by OB Manager if needed • Each section has its own wizard for easy completion which reduce errors • Electronic filing, Standard Fields and saved in PDF format
Everify	<ul style="list-style-type: none"> • US government program allowing employers to electronically verify the identity and employment eligibility of all persons hired to work in the US; helps to maintain a legal workforce by reducing unauthorized employment • Compares the hire's Form I-9 with SSA and DHS databases and provides verification results within seconds • Minimize verification-related discrimination and protect a hire's civil liberties and overall privacy

Additional Onboard Features






Feature Name	Functionality and Benefits of Use
*Multiple Languages	<ul style="list-style-type: none"> • 14 support languages allow Onboard to be used for global hiring • Both New Hire and Admin tasks and Communications can be translated
Field Validations	<ul style="list-style-type: none"> • Activity fields can be set up with validation to ensure proper input and reduce integration errors <ul style="list-style-type: none"> – Custom (Employee ID) – Double Exact Match (SSN/DOB for example) – Bank routing <ul style="list-style-type: none"> – ABA Standards enforced
Calendar	<ul style="list-style-type: none"> • Determines if New Hires are on track with their tasks • Task Groups on Manage New Hire page indicate when overdue • Due date field configuration based on New Hire Start date
Reopen Completed Tasks	<ul style="list-style-type: none"> • Ability to reset tasks that may have been completed in error • New Hire no longer needs to restart process; can edit sections • Can control how long New Hires have access to change
Generic Form Activities	<ul style="list-style-type: none"> • Activity fields mapped to PDF fields and stored on New Hire profile • Ability to have forms electronically completed • Used for Company Specific Activities <ul style="list-style-type: none"> • New Hire's Company Policy Acknowledgement • Direct Deposit Form

Onboard Integrations



Feature Name	Functionality and Benefits of Use
*BrassRing to Onboard	<ul style="list-style-type: none"> • Pull over New Hire information from mapped Talent Record in BrassRing • Map field from Profile Fields, Candidate Forms and Requisitions • Integration triggered at client defined HR Status • Requires less manual input by both New Hire and Hiring Manager • Req Team in BrassRing can define ownership of New Hire in Onboard
*HRIS	<ul style="list-style-type: none"> • Automatically export New Hire information to system of record at a specific step in the Onboard process • Document Export allows PDF forms to be housed externally • HRIS to Onboard (Import) allows information to update New Hire profile from HRIS (i.e., Emails address)
*Single Sign On (SSO)	<ul style="list-style-type: none"> • Allows users to have fewer Username/Passwords • SSO in Talent Suite allows access to both BrassRing, Onboard, and other products integrated into the suite • <i>Shared access types?</i> • <i>Do you want to enable users to both SSO and Manual Login?</i>
*Work Opportunity Tax Credit (WOTC)	<ul style="list-style-type: none"> • New Hire completes WOTC tasks and 3rd party automatically determines if employer will receive tax credits • Standard Integration with Ernst & Young vendor



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Lead Manager

Lead Manager enables proactive sourcing: attract, engage and nurture top talent to build lasting candidate relationships and candidate pools.

Market to candidates based on their behaviors and preferences – Create Scheduled Marketing Programs, Branded Landing Pages & Email Creation



Digital Marketing and Marketing Automation Platform

- Social Ecosystem
- Candidate Search Agents

- Recruiting Outreach
- Employee Social Referral
- Employee Formal Referral

What Sets Us Apart



Key Value Delivered

Complete product redesign, from Candidate experience through the New Hire and Onboard teams. Personalized and transparent experiences. Our NPS has improved Year over Year by 20 points based on end user scores and feedback.

State-of-the-art rules automation (RAM) to advance qualified candidates through all stages of hiring process automatically and with no manual interaction available in BrassRing and Lead Manager. In 2020, we ran an average of 1.4M triggers/day – saving clients on average 11K hours a day by automating the recruitment tasks. In 2020, as of December, clients have saved 3.7M hours running over 400 Million triggers.

Flexibility and Configurability – All clients are different, and the Talent Suite is here to support them with multiple, client defined workflows, data collection, and application processes in BrassRing, Lead Manager, and Onboard.

Metrics Dashboard – Create real-time meaningful metrics for your organization with data from throughout the Suite. Clients describe the Metrics Dashboard as a game-changer.

Focus on Global Market, with 40+ languages available and a keen eye on global regulations, such as GDPR and OFCCP.

Robust partner ecosystem – clients can integrate with any HRIS in the Market, as well as chose from more than 50 partners for Background Checks, Video Interviewing, WOTC, SMS, and Job Board Aggregators.

eVerify is an embedded component of the Onboard system – resulting in huge ROI for our clients and eliminating fines from audits. One client estimates that we saved them \$16M in potential fines alone using Onboard.

Thank You

Learn more

<https://talentsuite.infinite.com/>

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