myStaffingPro® Applicant-Tracking System

Features Comparison

Candidate Experience	Express	Standard	Premier*
Ability to apply 24/7 through a mobile phone, Facebook® app, or Internet browsers**	✔	✔	✔
Detailed job description, instructions, and tools to gauge completion and review responses		✔	✔
Resumé collection and parsing functionality that reduces data entry	✔	✔	✔
Capability to upload additional documents		✔	✔
Online application process to submit qualifications and experience		✔	✔
Secure online application process with Verisign® Security	✔	✔	✔
Free support though live chat, telephone, email, and a self-help wizard	✔	✔	✔
Relationship tools with social-network integration, RSS feeds, and share functionality	✔	✔	✔
Extensive communication tools with job notifications, automatic status emails, and the ability to check the status of an application		✔	✔

User Experience

Administrative Opportunities

	Express	Standard	Premier*
Dedicated resource for implementation assistance and training		✔	✔
Interface to define online application processes, including: sourcing collection, EEO disclosure, prescreening questions with scoring, resumé submittal, document upload, and an employment application		✔	✔
Advanced tools to define the applicant workflow, automatic email notifications, job posting templates, custom user fields, and to administer user access		✔	✔

User Functionality

Training and Support

	Express	Standard	Premier*
Unlimited assistance through support, group training sessions, myStaffingPro community resource center, and recorded on-demand trainings	✔	✔	✔

Recruiting Tools

	Express	Standard	Premier*
Hosted search-engine-optimized candidate portal	✔	✔	✔
Free job board posting to Glassdoor®, Indeed®, Simply Hired®, and Trovit®		✔	✔
Integrated social media tools for sharing and finding connections	✔	✔	✔
Job-opening RSS feed to publish openings and accept subscriptions	✔	✔	✔
Employee referral portal to accept recommendations		✔	✔
Internal candidate process and portal to accept and screen internal submissions			✔
Job-board integration with an ad feed to Monster®, CareerBuilder®, Dice®, and several others			✔

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Recruiting Tools *(continued)*	Express	Standard	Premier*
Newspaper and event tracking for sourcing metrics			✔
CBO/External recruiter notifications of job openings			✔
Internet resumé mining			✔
Targeted job opening notifications to subscribed applicants		✔	✔
Qualifying Tools			
Job-specific prescreening questionnaire with scoring and an integrated employment application		✔	✔
Integration with background checking and behavioral assessment vendors			✔
Tiered application process that collects the information when needed			✔
Integrated interview guides and applicant self-scheduling tools			✔
Tracking and Compliance Tools			
Comprehensive applicant documentation and history with the ability to view, email, print, and export	✔	✔	✔
User configured searching and resumé mining for applicant records	✔	✔	✔
Outlook contact and calendar integration		✔	✔
Hiring manager feedback process and portal		✔	✔
Advanced requisition tools for receiving approvals, reviewing history, and launching metrics reports		✔	✔
EEO job categories and reason codes			✔
Reporting with predefined EEO, sourcing, applicant workflow reports, and ad-hoc capabilities	✔	✔	✔
E-Verify integration			✔
WOTC integration			✔
Hiring			
Offer-approval process featuring eSignature of the offer letter			✔
Onboarding with eSignature of pre-hire documents			✔
HRIS integration that eliminates data entry into another system			✔
Hiring metrics reports to analyze time-to-fill, sub cycle, and aging		✔	✔
User Access/Administration			
Enforcement of applicant status progression to maintain order in the hiring process			✔
Customizable fields, documents, and forms			✔
Hierarchy of user access levels: Administrator, Standard, Recruiter, Hiring Manager		✔	✔
Vendor management and candidate submission portal			✔
Applicant and/or assignment capacity per month	200	Unlimited	
Requisition and/or job posting capacity per month	50	Unlimited	

*Premier Options are available a la carte. **24/7 account access generally means 24 hours a day, 7 days a week, except when systems are unavailable due to scheduled maintenance.

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