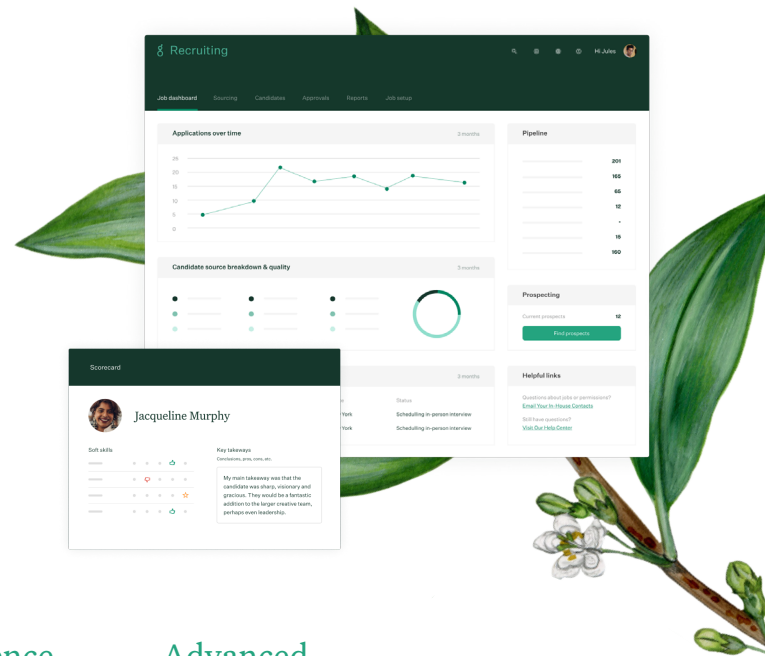


Advanced features and functionality

Effectively and measurably make smarter hiring decisions with Greenhouse Recruiting



Applicant tracking

Manage roles and candidates

Structured hiring

Make better hiring decisions

Hiring team collaboration

Keep everyone in the loop

Automated task management

Keep the entire process moving

Mobile app

Perform hiring activities on the go

CRM Essential

Organize your talent database

Multi-channel sourcing

Create a targeted sourcing plan

Candidate experience

Create an enjoyable and equitable process

Advanced career page configuration

Make your employer brand stand out

Single Sign On

Streamline user accounts

Core reports

Use data to continuously improve

Custom reports

Surface the information you need

Advanced data configuration

Capture more segmented and detailed data

Advanced anonymization and privacy

Stay compliant with up-to-date requirements

Event management

Collect resumes and candidate data at events in person

Integration ecosystem

Integrate with 300+ third-party apps and providers that support hiring

Scalable workflows

Support a complex recruiting process

Implementation and support

Continuous guidance you can rely on

Advanced features and functionality

Applicant tracking

An industry-leading core ATS so that you can be efficient and focus on the most important parts of hiring:

- Application review
 - Candidate management
 - Interview scheduling via Google, iCal and Outlook
 - Bulk editing for candidates
 - Offer creation and management
 - EEOC data management
 - Robust database search
 - Auto-merge duplicate profiles
 - Candidate profile and activity feed
-

Structured hiring

Structure a consistent hiring process where everyone is informed of their role and the next step in the evaluation process:

- Interview planning
 - Interview prep kits
 - Candidate scorecards
 - Customizable role workflows
-

Hiring team collaboration

See candidate data in one place, bring your team together by tagging people and sending notifications, and maintain a high degree of control over user access and need-to-know information:

- Granular user permissions
 - Private notes and fields
 - Candidate packets
 - @ mentions in public notes, private notes, and scorecards
-

Automated task management

Take the burden off the recruiting team to remember and inform relevant people of next steps, so that you know where to take action and things don't slip through the cracks:

- Task tracking
- Notifications for candidate actions
- Configurable alerts
- Dashboard aggregating tasks across roles

Advanced features and functionality (continued)

Candidate experience

Create relevant, purposeful, and attractive candidate experiences and measure the outcomes, so you have the levers necessary to build a stronger employer brand:

- Candidate experience survey
 - Customizable careers sites
 - Email templates and timed sends
 - Custom job forms
-

Multi-channel sourcing

Implement a custom, full-scale sourcing strategy for every role that you manage, all from one place:

- Sourcing strategy and channel planning
 - Employee referral portal
 - Agency portal
 - Social media posting
 - LinkedIn Recruiter System Connect
 - Job ad creation and distribution
 - 3rd-party sourcing integrations
 - Sourcing channel quality reports
-

Core reports

Gives you robust reporting flexibility and the tools to efficiently get data in front of the people that need it most:

- Core report bundle
 - Source quality dashboard
 - Milestone reporting
 - Visualizations
-

CRM Essential

Organize your entire talent database into easy-to-search custom pools, set prospects up for outreach, and get visibility into your engagement pipeline.

- Create prospects
- Talent pools
- Talent finder
- Prospecting Chrome Plugin
- Lifecycle view
- Bulk import prospects *

Advanced features and functionality (continued)

Event management

Efficiently collect resumes and candidate data at in-person events in an organized way. Easily prepare for scaled outreach and communication. 10 events are included in Greenhouse Recruiting Advanced.

- In-person resume and form collection via iPad app
- Auto-import prospects into talent database
- Perform full text search on resumes
- Bulk classify prospects into pools
- Use customizable tags
- Auto-send follow-up emails
- Purchase timeboxed event licenses in Greenhouse Recruiting for quick setup

Advanced anonymization and privacy

Be compliant and empowered with up-to-date data retention and privacy requirements:

- Restrict resume sharing
- Candidate anonymization API

Mobile app

Perform all your most critical activities on the go.

- Application review
- Candidate profiles
- Interview scorecards
- Approvals
- Interview prep kits

Advanced features and functionality (continued)

Integration ecosystem

The most innovative recruiting tools integrate with Greenhouse first, and our integrations with hundreds of apps facilitate streamlined hiring even if you're using a variety of tools:

- Integrated with 300+ third-party apps and providers that support hiring
 - Developer center
 - 24+ categories
-

Scalable workflows*

Power your team to support a complex recruiting process, maintain control over privacy and data integrity and continue to foster collaboration throughout the process:

- Approval workflows
 - Granular job admin permissions and custom admin levels to protect processes and privacy
 - Bulk job editing
 - Bulk user editing
 - Tiered office and department data structure
 - Interviewer tags
 - Offer sections
 - Post Application Forms
-

Custom reports*

Robust reporting flexibility and the tools to efficiently get data in front of the people who need it most:

- Save your reports
- Schedule reports to be automatically emailed
- Additional sourcing analytics reporting
- Build custom report views (trend, pipeline, multiple metrics)
- Connect and integrate your Greenhouse report data with Google Sheets

Advanced features and functionality (continued)

Advanced data configuration*

Capture more segmented and detailed data so that your reporting accurately reflects the complexity of your org structure and recruiting process for advanced analysis:

- Custom fields by department and office
- Custom rejection fields
- Auto-reject
- Custom application fields
- Bulk offer workflows
- Employee ID sync
- Workday-specific sync tools

Single Sign On*

Enable your IT department to manage all login credentials in a single location, significantly increasing the ease of maintaining user permission requirements:

- Integration with all SAML2 providers, such as Okta, OneLogin and ADFS

Advanced career page configurations*

Gives you total flexibility to create effective career page experiences for different candidates while keeping the integration mechanics simple on the backend:

- Multiple job posts per job
- Internal-only job board
- Multiple job boards (for multiple brands, etc.)
- Engineering support for fully API-driven careers page integration