

Get more great hires, faster with Eploy & Indeed

Indeed is the world's #1 job site¹. With over 250 million visitors and sites in 60 different countries, Indeed connects millions of people to new opportunities every day.²

Indeed and Eploy work together to streamline your recruiting and help you get better results faster.

Key Benefits of Eploy's Complete Indeed Integration

- All your jobs appear on Indeed
- Candidates can apply directly on Indeed^s
- Applicants automatically appear in Eploy
- Include Eploy Discover screener questions
- Sponsor jobs on Indeed directly from Eploy

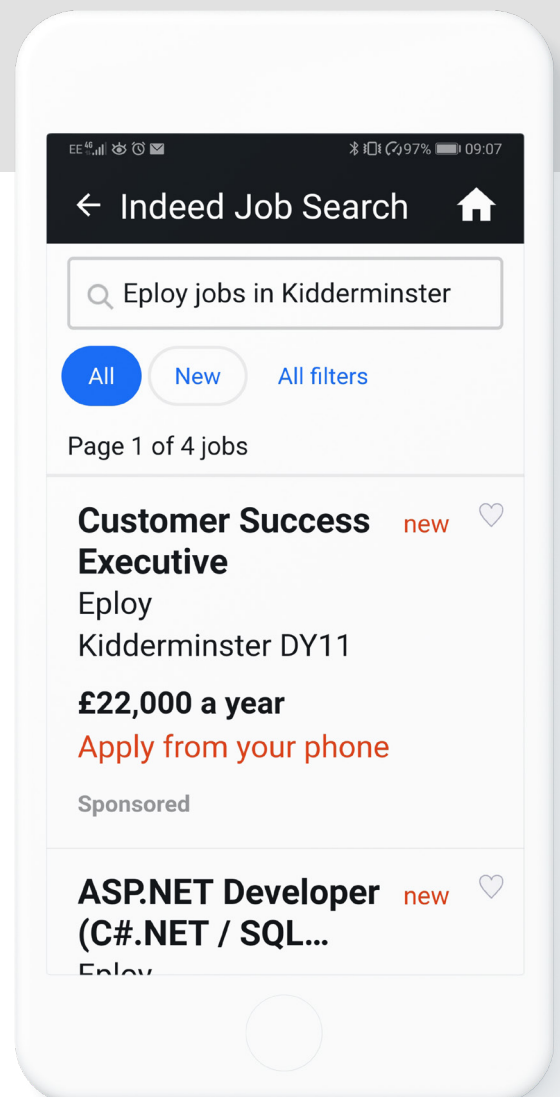
Indeed Apply

Job listings from Eploy can automatically include Indeed Apply, Indeed's streamlined, mobile-optimised application process that makes it easy for job seekers to apply with their Indeed Resume. Jobs with Indeed Apply stand out in search results and get up to 8x more applicants than jobs with a standard application process³.

Sponsor your jobs on Indeed directly from Eploy

Sponsored Jobs appear in the most prominent areas of the search results, driving more applications to your job. With Eploy's Indeed Integration you can choose your budget and when to stop sponsoring your job - directly from Eploy. You only pay when a candidate clicks on your job. There are no one-size-fits-all posting fees.

Sources:
¹ comScore, Total Visits, March 2018
² Google Analytics, Unique Visitors, September 2018
³ Indeed data (worldwide)



How do my jobs get on Indeed?

Eploy sends an XML feed to Indeed that includes Eploy clients' jobs (provided the client has opted-in).

How do I opt-in to the Eploy Indeed Feed?

An administrator, with the permissions to edit Job Boards within your Eploy system, can opt-in to the Eploy Indeed Feed as follows:

- Admin menu > Job Boards.
- You can then enable the feature by checking the 'Automatically post to this job board' feature.
- Please read the terms and conditions carefully, this feature should only be enabled by someone with the relevant authority within your organisation.

How do candidates get to my careers site from Indeed?

Your candidates will be able to complete the entire application process on Indeed since Eploy is integrated with Indeed Apply. Job seekers can still get to your careers site from Indeed by clicking on the "original job" link that can be found on the bottom of the job listing. Please note that even though candidates can now apply directly from Indeed, your Eploy job pages on your careers site will still function as normal, continuing to allow direct applications.

How do I know which candidates are coming from Indeed?

To find out which candidates come from Indeed simply:

- Add a widget to an Eploy Dashboard
- Set the widget to display a Candidate Source or Application Source metric.

For example, you can use a chart widget such as a Pie Chart to display candidate or application sources, but there are many other options such as the Line Chart or Bar Chart, which are useful for displaying Candidate / Application source trends over time.

Where do candidates apply to my jobs?

Jobs that are sent to Indeed in Eploy's XML feed can be enabled with Indeed Apply, and an administrator can switch on the 'Apply with Indeed' feature from within Eploy's Job Board Admin screen as follows:

- Admin menu > Job Boards
- Select 'Indeed Feed'
- Set 'Activate Apply With:' to 'Yes'
- Set 'Application Status' to the appropriate option

With Indeed Apply, "Apply with your Indeed Resume" or

"Easily Apply" appears below the job description, which helps your jobs stand out in search results. This tells a job seeker that they can use their Indeed resume (or upload a new one) to quickly and easily apply from any device. Once the job seeker has completed the application on Indeed, the applicant data is transmitted to Eploy and will be shown at the relevant stage of the workflow that was assigned to the vacancy.

Edit Job Board

Automatically post to this job board: ☒ I confirm that I have the authority to publish all active and displayed vacancies to this job board on behalf of my employer. I also agree to the terms and conditions of the applicable job board(s) <https://www.indeed.co.uk/legal>

***Job board login details:** Enter the email which you use to login to this job board.

Allow users to sponsor jobs: ☒ This will enable user's to sponsor jobs directly without assigning them to existing campaigns.

***Max Sponsor Amount:**

Allow users to add jobs to campaigns: ☐ If you are using sponsored campaigns, this will allow users to assign jobs to your existing campaigns

***Activate Apply With:** ☒ Yes ☐ No

***Application Status:**

Candidate Status:

Assign Users: ☒ Yes ☐ No Automatically assign users from the vacancy to candidates and applications.

How did you hear about us

***How did you hear about us?**

***Which One?**

How did you hear about us (Sponsored)

***How did you hear about us?**

***Which One?**

Notifications

Notification for imported candidates: This email will be sent to all applications that are imported into your system via this job board e.g. for GDPR / data policy information.

Would you like to receive a notification if applications are not successfully processed? ☐ Yes ☒ No

Duplicate Checking

***Please choose your duplicate checking options:** ☐ First Name ☐ Surname ☐ Date of Birth ☐ Town ☒ Email

***Please choose what to do when duplicate candidates are found:** ☐ Update the duplicate candidate when only 1 duplicate is found (otherwise import as a new candidate) ☐ Update the most recent candidate ☐ Update the oldest candidate ☒ Import and flag as duplicate ☐ Import and do not flag as duplicate

What can I do if I don't see my jobs on Indeed?

If it has been more than 24 hours since your job was published within Eploy and you do not see your job listing on Indeed, contact customer support at Indeed here:

<http://www.indeed.com/hire/contact>. Because jobs usually take 6-8 hours to appear but could take up to 24 hours, please wait a full 24 hours before contacting Eploy to file a support request.

How can I attract more candidates to my job listing on Indeed?

With the partnership between Eploy and Indeed, you can opt-in to reap the benefits of Indeed Apply, Indeed's easy,

mobile-optimised application process. Job seekers see an “Apply Now” button and can easily use their Indeed resume to complete their applications from any device, including mobile devices.

Will my screening questions appear within Indeed Apply forms?

Typically, application screening questions are created using Eploy Discover. Most regular fields will automatically appear within Indeed Apply. There are a few exceptions:

1. Situational Judgement Tests are not compatible
2. Complex, multi-page forms with conditional logic are not compatible
3. File Upload fields are not compatible
4. Availability Picker is not compatible
5. Multiple choice grids are not compatible
6. Any questions that have show/hide functionality where a child question has two or more parents are not compatible.

Eploy will send all compatible fields relevant to each vacancy to Indeed so that they appear when a candidate applies for a vacancy on Indeed.

Indeed Apply jobs get up to 8X more applicants than non-Indeed Apply jobs³, so you'll see more applicants flowing into your pipeline as a result of the partnership between Indeed and Eploy.

Another way to attract more candidates is sponsoring your jobs. Free postings lose visibility over time, but you can sponsor a job on Indeed directly from Eploy to make sure your listing gets noticed by more relevant talent. Sponsored Jobs get up to 5X more clicks¹, and you only pay when people click on your jobs.

How do Sponsored Jobs work?

Since thousands of jobs are added to Indeed each day, free job postings lose visibility over time. Relevant Sponsored Jobs stay visible for as long as you run the campaign. When you need to hire quickly, open hard-to-fill roles, or attract talent in a competitive field, you can promote these roles on Indeed straight from Eploy. Job seekers conduct a search for jobs on Indeed, entering keywords relevant to their experience and background. Indeed then matches the job description and location to those keywords, and the job appears in the search results.

How do I sponsor a job?

Here's how to sponsor a job within Eploy:

- Create a job requisition.

- Once the requisition has been approved and the vacancy is live, from the vacancy screen click 'Post Job '
- Click the 'Sponsor on Indeed' tab
- Choose from the budget options
- Click 'Sponsor job'

If you already have an Indeed account associated with your email address and billing is set up, you will be able to sponsor the job immediately.

If you do not have an account associated with your email address or your account does not have billing information, you will receive an email asking you to set up your account.

What other resources are available to help me learn more about Indeed?

Indeed's Employer Help Center: <https://www.indeed.co.uk/help> Find relevant help articles, best practices, and other information intended for employers to learn more about Indeed by searching topics here.

Indeed Academy: <https://www.indeed.com/academy> Indeed Academy is Indeed's first ever training program designed to help you unlock the full potential of Indeed's hiring platform. Best of all? It's completely free. This on-demand program was created by Indeed product experts so you can learn what you want when you want. Become an Indeed Academy Graduate to showcase your knowledge and distinguish yourself as an innovative recruiter. Visit Indeed Academy on either your desktop or mobile device and login to your account using your existing Indeed credentials.

The screenshot shows a web interface for sponsoring a job on Indeed. At the top, there's a 'Post Job: 1' dropdown. Below it, two tabs are visible: 'Post To Job Board' and 'Sponsor on Indeed', with the latter being selected. The main content area features the Indeed logo and the heading 'Sponsor the job on Indeed'. Below this, it states: 'Sponsor this job on Indeed for prominent placement on the world's #1 job site.' It then mentions: 'Indeed Sponsored Jobs get up to 5X more clicks and can help you hire quickly and build a strong candidate pipeline.' A section titled 'Select a fixed budget per job for 30 days to get started:' offers three radio button options: '£300 (~£10 per day)', '£450 (~£15 per day)', and '£600 (~£20 per day)'. Below these is a text input field for 'Or Enter Custom Amount:' with a '(min. £150)' placeholder. A note states: 'You will only be billed for the unique clicks on your job, and if you remove the job from your ATS, the sponsored campaign will stop.' At the bottom, there's a large blue button labeled 'Sponsor Job on Indeed Now'. A final note at the very bottom says: 'Note: Sponsored Job campaigns will not go live without an active Indeed account. If you do not have an Indeed account one will be created for you using the email'.

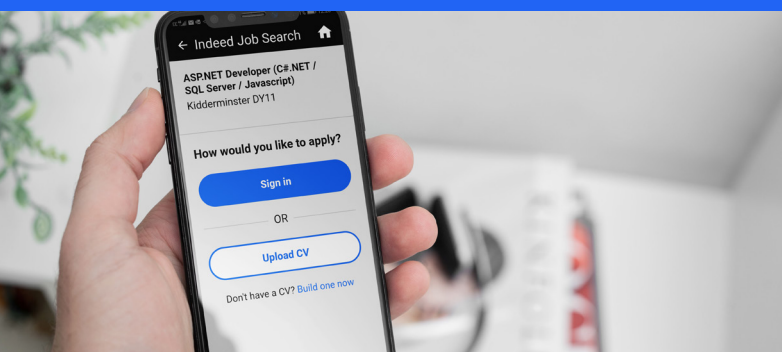


Get your jobs listed on Indeed for free*

- Opt-in to the Eploy Indeed XML feed
- All of your publicly available jobs are sent to Indeed
- Close or remove a vacancy in Eploy and it will be automatically removed from Indeed
- Jobs listed on Indeed for free*



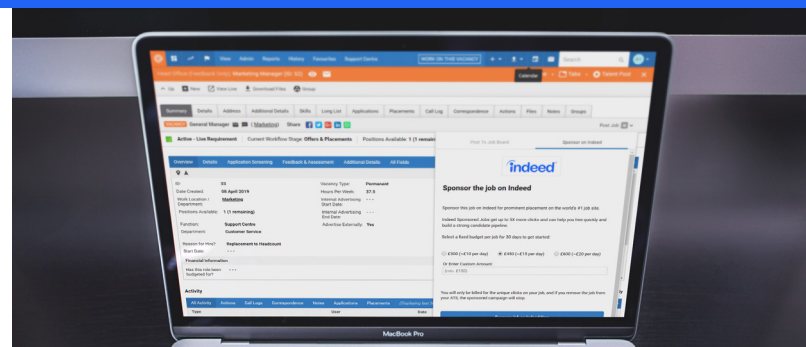
Get more applications with Indeed Apply



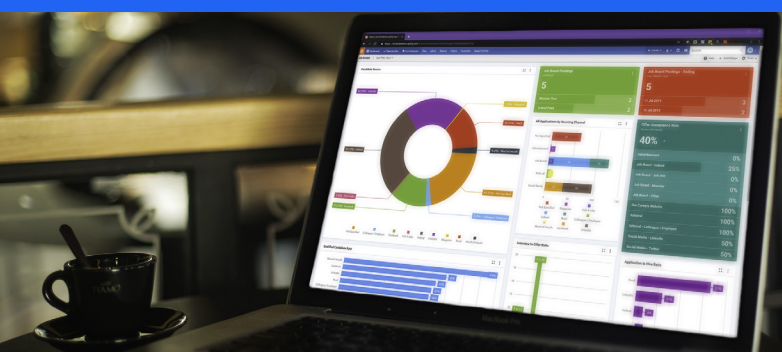
- Candidates can apply directly on Indeed to your jobs
- Easy, mobile-optimised application process
- Include screener questions created with Eploy Discover
- Indeed Apply jobs get up to 8x more applicants than non-Indeed Apply jobs³

Sponsor your jobs on Indeed - directly from Eploy

- Get more applications by sponsoring your jobs on Indeed
- Sponsored jobs get up to 5x more clicks than non-sponsored jobs¹
- Set your sponsorship budget within Eploy
- Sponsorship lasts for 30 days
- Cancel and restart sponsorship as required



Measure your success with Eploy Dashboards



- Indeed applications are automatically tracked with the correct source in Eploy
- Get more accurate candidate source reporting
- Display candidate and application source statistics within Eploy Dashboards
- In-depth insight with KPIs including Application to Hire & Full-Funnel Throughput

TERMS OF SERVICE

Indeed terms & conditions apply. This integration is provided as part of Eploy's Integration Services. Only for use by direct employers

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§ Please contact your Eploy Account Manager to discuss Indeed Apply compatibility with your current careers site, changes may be required to ensure functionality works correctly which may incur service costs.

Sources:

- 1 comScore, Total Visits, March 2018
- 2 Google Analytics, Unique Visitors, September 2018
- 3 Indeed data (worldwide)

* Terms, conditions & quality standards apply. See: <https://www.indeed.com/legal>



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