



TALENT FUSION

BY MONSTER

Recruiting Solutions Designed
for *your* organization

Presented by:

Steve O'Brien
Vice President, Talent Fusion

MONSTER

What do we want to accomplish?

IMPROVE
CANDIDATE
QUALITY

MANAGE
SOURCING
COSTS

INCREASE
CANDIDATE
DIVERSITY

REDUCE TIME
TO HIRE

INTEGRATE
AUTOMATION/ AI

PROVIDE CONSUMER
LEVEL EXPERIENCES

Digital
Transformation

Data and
Analytics

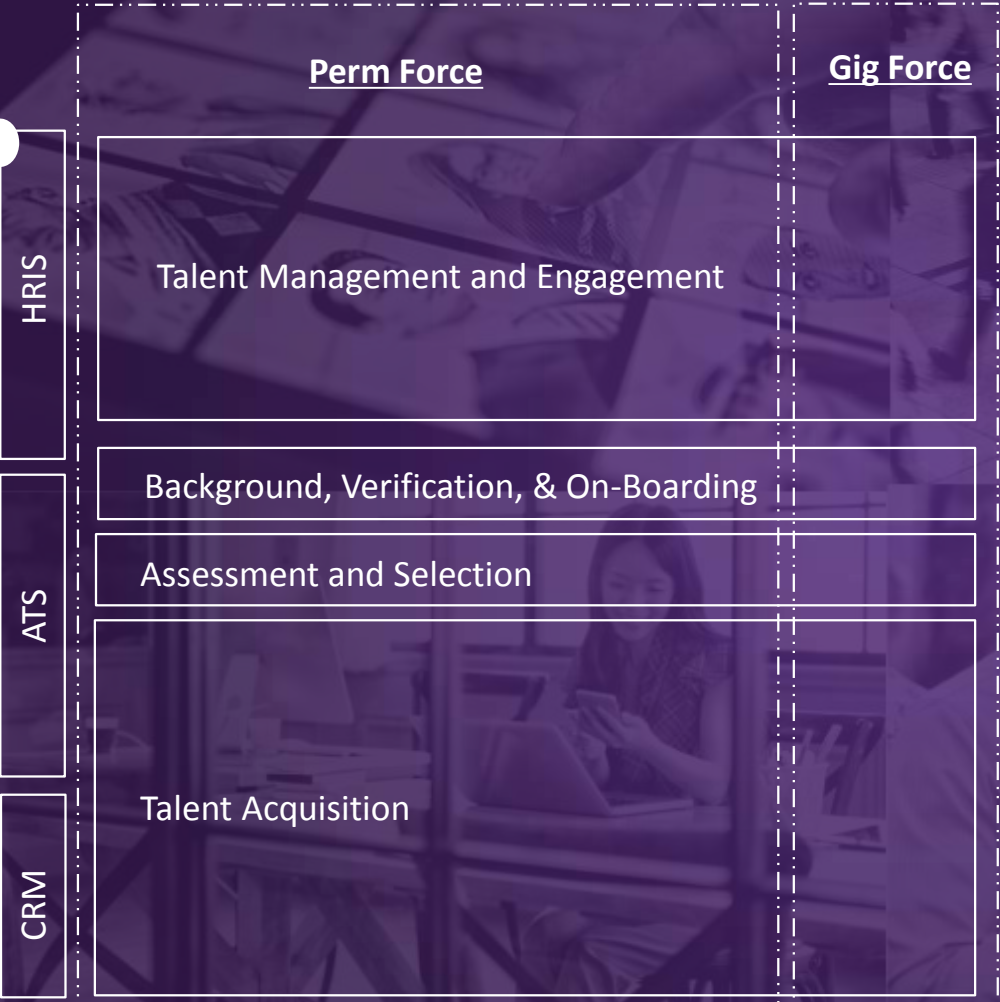
Reimagined
Processes



TECHNOLOGY HAS RADICALLY CHANGED HUMAN RESOURCES



TOP HRTECH PRIORITIES



Gig Management System

Tier-0/ VMS

\$9.2

Billion

Venture Funding
2010 – 2017



CANDIDATE FOCUSED

EMPLOYER FOCUSED

SOURCE

ENGAGE

SELECT

HIRE



Source

Engage

Select

Job Marketing
& Distribution



Job Board
Aggregation



Job
Marketplaces



Temporary Labor
Marketplace



Crowd Sourced
Recruitment



Social Search



Candidate
Relationship
Management (CRM)



Employer Reviews



Resume Parsing



Assessments



Artificial
Intelligence

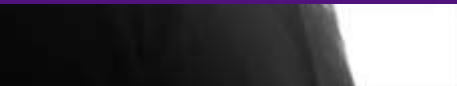


Video Interviewing





THE WORLD HAS CHANGED.





TALENT ACQUISITION IS STILL A PEOPLE BUSINESS.



TALENT ACQUISITION 2018 TOP PRIORITIES

IMPROVE
CANDIDATE
QUALITY

MANAGE
SOURCING
COSTS

INCREASE
CANDIDATE
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WHERE DO WE START?



ATTRACT – ENGAGE – HIRE



ATTRACT

Let people know you're hiring and accelerate candidate generation

- SuperSearch
- TextSS

Typical User:
Budget Holders in
HMs, HR, & TA

Attenuates:
Agency Spend
Contract Recruiter Spend



ENGAGE

Break through the noise and provide a unique touch to the market

- Video Voicemail
- Virtual Career Fairs



HIRE

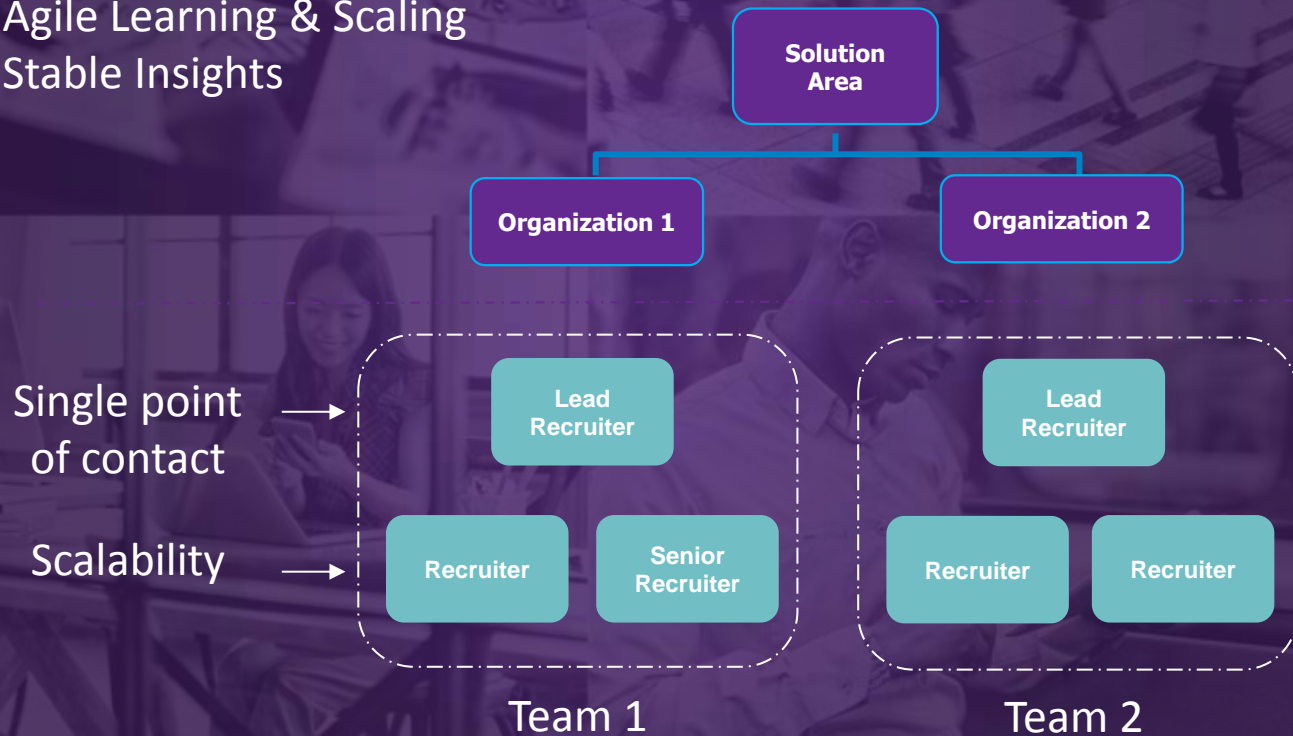
Attract, engage, and select the right talent to drive your organization

- Performance Sourcing

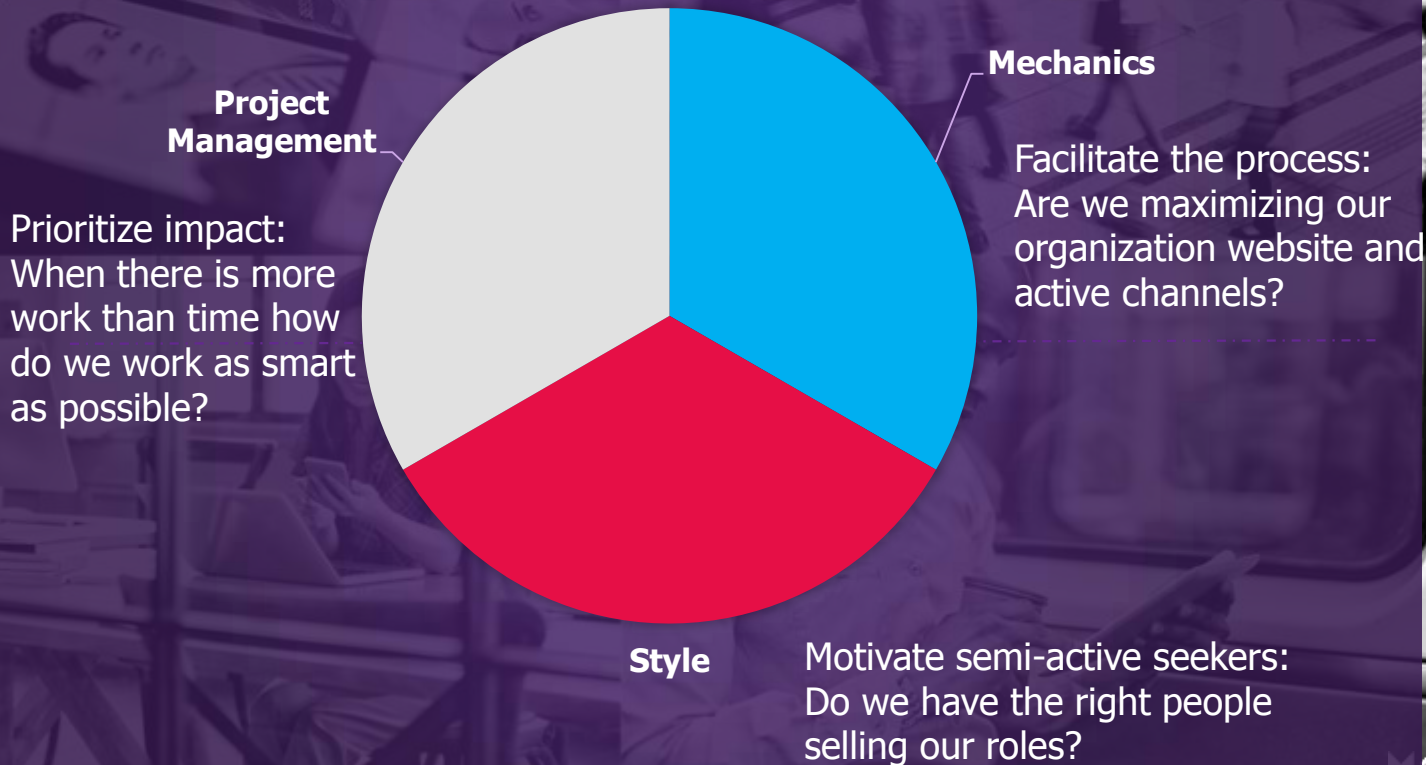
HOW WE OPERATE

Opportunities:
Project Leadership
Agile Learning & Scaling
Stable Insights

Base +/- 80
hours/week



AGILE TEAM DESIGN



TURBOCHARGE YOUR RECRUITING CAPABILITIES

Maximize your team's ability to find and hire the highest quality talent. Whether you want to reduce agency spend, improve your sourcing capabilities, make a lot of hires quickly, or get agile support to help you grow, Monster's innovative RPO, **TALENT FUSION**, has a solution for you.

BOOST YOUR RECRUITING POWER



WHY YOU NEED TALENT FUSION

70%

of recruiters say their #1 hiring challenge is finding time to source¹

61%

senior execs who say their TA teams need more support, capability, and technology to meet their evolving talent needs²

WHAT MONSTER'S TALENT FUSION CAN DO FOR YOU

Fill a handful of positions



save 50% compared to working with an agency

Staff seasonal roles or time-based projects



scale up and scale down, while avoiding the costs of training, onboarding and adding staff

Find a partner to grow with



get the hires your business needs on time—through a process hiring managers and candidates prefer

WHAT MONSTER'S TALENT FUSION DELIVERS

75%: customers who say they've cut their recruiting time in half

>70%: customers who found a hire in the first 4 candidates we provided

40%: average reduction in time to fill



90%: new hires who say they'd recommend Talent Fusion to a friend looking for a job

TALENT FUSION
BY MONSTER

The image features a purple-tinted background showing the silhouettes of several business professionals in a modern office setting. They are positioned in front of a large window that offers a view of a city skyline with various skyscrapers. The office floor is highly reflective, creating clear mirror images of the people and the window structure. A dark, horizontal rectangular bar is centered across the middle of the image, containing the word "Questions" in white, bold, sans-serif font.

Questions

The image features a purple-tinted background showing the silhouettes of several business professionals in a modern office setting. They are positioned in front of a large window that offers a view of a city skyline with various skyscrapers. The office floor is highly reflective, creating clear mirror images of the people and the window frame. A dark, horizontal rectangular bar is centered across the middle of the image, containing the text 'Case Studies' in white.

Case Studies

Evoqua – RPO



**HIRES
NEEDED**
600



TIME FRAME
Annual



RESULTS
Responsible for end to
end recruitment process

SITUATION:

- Evoqua is the global leader in helping municipalities and industrial customers protect and improve the world's most fundamental resource: water
- Evoqua needed talent acquisition expertise to manage a surge in hiring. Talent Fusion was chosen to support 600 hires a year.

SOLUTION:

- Together with the client we worked to build a customized solution including performance standards, Service Level Agreements, and a shared governance model.
- Talent Fusion assembled a dedicated recruiting team and project manager to function as Evoqua's Talent Acquisition function internally and facing the candidate marketplace.
- Our team is responsible for the full end to end recruitment process for all open positions.

PROJECT SUCCESS

RESULTS:

- Evoqua and Talent Fusion have a three year agreement to manage and fulfill all requisitions, as well as, provide consulting services such as talent mapping and teaching hiring manager interviewing techniques and skills.
- We are responsible for achieving mutually agreed upon service level agreements which include time to fill, quality of submits, candidate satisfaction, and hiring manager satisfaction. Since launching their partnership with Talent Fusion, Evoqua has seen a reduction in time to fill by 50% and a near removal of all agency spending.

K&N Engineering, Inc. - Performance Engagement



POSITION
National Account
Manager



DELIVERED
2 Candidates



POSITION OPEN
Over 6 Months (with
numerous agencies)



**POSITIVE
RESULTS**
Increased purchase
10X

▪ **POSITION:**

- Account Manager – Open for over 6 months

▪ **SITUATION:**

- Backfill on a position that was open for more than 6 months. K&N partnered with numerous agencies with zero results
- Client seeking a National Account Manager with a background in selling aftermarket auto parts to large box chain stores

▪ **TASK:**

- Performance Plan Engagement

PROJECT SUCCESS

▪ **ACTIONS:**

- Kick-off 5/1/2018, through multiple resources, recruiter delivered 2 candidates, offer out 5/16 on one of the candidates delivered, candidate accepted and will start 6/11/2018

▪ **RESULTS:**

- Talent Fusion provided new hire in under 30 days
- K&N was so impressed they repurchased and increased their spend 10X
- K&N Engineering signed another contract for additional Account Manager positions

Superior Manufacturing - Performance Engagement



POSITIONS
1 Position



DELIVERED
3 Candidates



HIRES
1 Hire

▪ **POSITION:**

- Structural Engineer
- (Kindred, ND)

▪ **SITUATION:**

- Customer based in remote and undesirable location of Kindred, ND seeking a Structural Engineer with experience relating to the design of grain silos, which is very specialized to work onsite
- Position open for a year with 5 other agencies working this position with no success. Client seeking a structural engineer with experience in the design of grain bins and silos for the agricultural industry

▪ **TASK:**

- Performance Plan Engagement

PROJECT SUCCESS

▪ **ACTIONS:**

- Kicked off the engagement on 2/15. Through various resources, recruiter was able to uncover and deliver 3 candidates to the client
- Client hired one of the 3 and candidate started April 30th

▪ **RESULTS:**

- We were able to accomplish in 3 weeks what 5 other agencies were not able to accomplish in 1 year
- Fill the position with a structural engineer with related experience willing to relocate to customer site
- Superior Grain dropped the other agencies and re-signed with TF for another engagement to fill additional hiring needs

Yulista - Performance Engagement



POSITIONS
2 Positions



DELIVERED
5 Candidates for InfoSec Position
4 Candidates for Cloud Engineer



HIRES
2 Hires

▪ **POSITIONS:**

- Cloud Engineer
- InfoSec position

▪ **SITUATION:**

- Yulista had 2 positions that were a priority to fill. The Cloud Engineer was a newly created position and the person would be responsible for moving a data center into an Azure cloud
- The 2nd position was an InfoSec position which had been performed by the Hiring Manager who no longer had the bandwidth to perform both the InfoSec and his own

▪ **TASK:**

- Performance Plan Engagement

PROJECT SUCCESS

▪ **ACTIONS:**

- Kick-off was on 3/9. Through various resources, recruiter was able to deliver 5 candidates for the InfoSec position and 4 for the Cloud Engineer position with a hire for each. Candidates started 4/16 and 5/7

▪ **RESULTS:**

- Through utilizing Talent Fusion, Yulista Aviation was able to make a hire on both hard to fill positions

La-Z-Boy - Premium Sourcing

L A Z B O Y®



INTERVIEWED
100%



CANDIDATES
10 of 17
Considered for
Offers



DELIVERED
17 Candidates



HIRES
7 Hires, 1
Pending

▪ **POSITION:**

- Retail Sales Reps / Design Consultants
- (Vancouver, BC)

▪ **SITUATION:**

- La-Z-Boy needed to hire multiple retail sales people at 4 stores across Vancouver, BC
- Needed all of the sales people to start on May 28th
- Looking for personality not necessarily sales experience

▪ **TASK:**

- Premium Sourcing
- Canvassed the market using various tools and speak with as many people as possible

PROJECT SUCCESS

▪ **RESULTS:**

- Needed all of the sales people to start on May 28th
- 17 Candidates Delivered
- 100% Acceptance of Candidates by Client
- 7 Hires, 1 pending
- Client had a commitment and urgency, would reach out to candidates delivered almost immediately

Juvia's Place - Performance Sourcing



GUIDANCE
Consulted client
to stop
engagement,
drove to positive
outcome



CANDIDATES
All were
interviewed



DELIVERED
9 Candidates

- **POSITION:**
 - Customer Service Manager
- **SITUATION:**
 - Performance Sourcing
- **TASK:**
 - Came to a point where the client was beginning to realize what they are looking for might not exist
 - Able to consult with him and talk through what they were looking for vs. what the market was bearing
 - Helped guide him to the decision that we are stopping the engagement, still paying the fee, he was reevaluating his need internally

PROJECT SUCCESS

- **ACTIONS:**
 - Although the hire fee was not attained, we helped drive the client to a positive outcome
- **RESULTS:**
 - Referenceable client who will use us in the future

SquadLocker – Premium Sourcing



GUIDANCE

Solution that is inclusive of their needs, cost effective and agile



CANDIDATES

Supported over 20 unique roles and around 40 openings



HIRES

15 Hires

▪ POSITIONS:

- Supported over 20 unique roles and around 40 openings

▪ SITUATION:

- Growing Athletic Apparel startup in Warwick, RI
- Merging digital with hands on processes of adding logos to apparel
- They don't have any formal recruiting foundations (HR Department was only build out 10 months ago)

▪ TASK:

- Premium Sourcing
- We have been the recruiting function for all their full-time/professional roles (they use Randstad for hourly and temp roles)

PROJECT SUCCESS

▪ RESULTS:

- Pleased with our support and output
- Seen as a trusted advisor
- Pivoting relationship to ensure TF can remain in some capacity and ensuring Monster can stay within SquadLocker
- Developing a solution that is inclusive of their needs, cost effective and agile

The image features a dark purple overlay on a background of silhouettes of business professionals in a modern office setting. The silhouettes are reflected on a glossy floor. In the background, a city skyline with various skyscrapers is visible through large glass windows. A central black horizontal bar contains the text "Product Information" in white, bold, sans-serif font.

Product Information

Super Search Overview

Landing Pages:

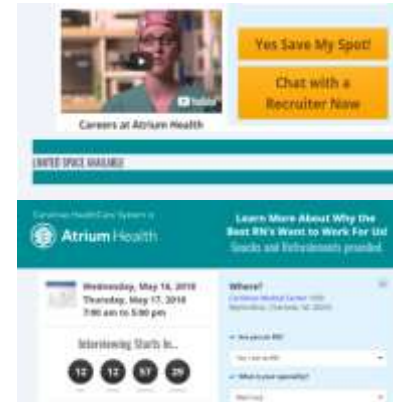
- Captures candidate contact information and provides a simple branded apply method

Virtual Career Fairs

- Talent Fusion sources and drives traffic to a landing page, candidates register for an online conference and a follow up urging candidates to apply

Managed Message Campaigns:

- Talent Fusion team will target appropriate candidates for the job and urge them to apply to your job utilizing email messages
- Talent Fusion will work directly with you to create campaign content
- Includes five and ten day follow up messages and end of engagement reporting
- Messages sold in packages of 2,000, 5,000 or 10,000



Virtual Career Fairs



Meet active job seekers virtually



Exhibit your organization culture, values and open jobs



Collect candidate contact information



Receive applicants and move through recruitment process

Virtual Career Fairs



**MINNEAPOLIS
HIRING
EVENT**

REGISTER NOW!

Sign Up To Meet With A Recruiter
Fill out the form below to discuss a career opportunity with one of our Recruiters.

1. Personal Information

First Name Last Name

Email Address Phone Number

City State Zip Code

Job Title Interested In

2. Professional Information

Upload Your Resume (Max. 7 MB)



Invitation to the Live Hiring Event
A special event message from Paris Tully, Recruiting Manager

Dec 9th @ 7:00 AM
7:00 PM - 7:00 PM

Live Local Event

Live Hiring Event!

Paris would like to personally invite you to a special live hiring event where you will be able to:

- Meet the recruiting team face to face.
- Get more information about the positions we are hiring for.
- Stop in anytime during the day that is convenient for you.
- We will be making job offers at the event!



- Talent Fusion sources and drives traffic to a landing page where candidates register for an online conference
- Candidates attend to learn and interact directly with the client
- Talent Fusion works with you to pull together content (About your organization, Value proposition, Specific job information, Benefits, Culture, etc.)
- The event is recorded and Talent Fusion provides follow-up including a “call to action” urging candidates to apply

Virtual Webinar for SALLYPORT



- Talent Fusion performed 4 webinars for SALLYPORT
- Each webinar had an average of 729 views
- All of the webinars completed for SALLYPORT were recorded and launched via Super Search campaigns to the individually targeted audiences



"I was really impressed with the Talent Fusion team and how flexible and responsive they were to our requests. The views/hits were great and the recruiters were happy with the candidates they received. We have been able to build quite a pipeline through those results.

I also really liked the links that Talent Fusion provided. We have been using them to help recruit additional candidates to learn more about the roles. We also shared the links with senior management and they were very impressed, stating this solution was really thinking outside the box and gaining good traction for their talent pool."

– Eric Jones, Recruiting Manager, SALLYPORT

Landing Pages – High Level Overview

- Talent Fusion will establish all marketing and campaigning to drive candidate traffic to live event
- Landing Page will be created and utilized for registration and candidate information gathering
- Partner with Talent Fusion to prepare, execute, record and edit the event
- Build standard landing page in order to capture candidate information
- Provide Follow-Up Activities/Call to Action
- Talent Fusion will give recording of webinar to you for future use.
- All Candidates are owned by your organization and may be hired at any time with no added fees

