



SonicRecruit™
world-class talent acquisition
fully customized career sites
best candidate experience

The SonicRecruit™ Advantage

For over 12 years, Cytiva's SonicRecruit has helped hundreds of organizations streamline their hiring, reduce costs and increase the quality of the employees they hire. SonicRecruit's deep configurability, legendary service, robust features, seamless integration and affordability make it the system of choice for mid to large size employers.

SonicRecruit is the alternative to clumsy, expensive systems that require long implementation times, or to the many "free trial" systems that force you to fit into their processes and are quickly outgrown.

The SonicRecruit System

SonicRecruit's talent acquisition system automates the entire recruiting process from job requisition to fully productive employee. SonicRecruit quickly builds a robust database of potential employees that can reduce advertising and agency fees, all while turning recruiting into a key competency for your organization.

SonicRecruit is designed to be completely configured to your preferences, letting you define the hiring process, approval workflows and more. Plus, SonicRecruit increases "quality of hire" with powerful tools like unlimited screening questions, an employee referral engine, and more.

Integrated Hourly and Professional Hiring

The cost of maintaining a high performance hourly staff can be staggering. SonicRecruit's SonicEntrée provides you with tools for managing the hiring of high-turnover hourly positions. Unlike other solutions, SonicRecruit was designed from the ground up for both hourly and professional hiring, so there's no switching between systems to manage your hiring efforts. SonicEntrée adds powerful remote recruiting tools like kiosks and IVR phone applications, as well as flexible application functionality to support centralized and multi-location hiring efforts. What's more, SonicRecruit provides access to integrated tracking of WOTC and other hiring

credit programs that can turn your HR department into a profit center.

The Best Candidate Experience

Your best candidates are least likely to suffer through a frustrating application, and SonicRecruit makes sure the application process is fast, intuitive and user-friendly.

With SonicRecruit's Custom Careers Site, great applicants find it easy to apply for specific jobs, create and update career profiles, monitor email communications, refer their colleagues to your jobs and benefit from proactive job agents that automatically notify them of appropriate positions.

Unlike other vendors, SonicRecruit's custom Internet and intranet career sites blend seamlessly into your look and feel so you can communicate

your valuable employment brand deep into the application process. SonicRecruit's candidate experience and employment branding capability stands far above the competition ensuring your best candidates (often potential customers), enjoy a positive experience with your company.

Manager Self Service

One of the keys to a world class recruiting effort is the ability to engage hiring managers throughout the process of defining, sourcing and hiring great employees. SonicRecruit's SonicManager Module helps managers collaborate with recruiters and candidates to speed the requisition and hiring process, eliminating bottlenecks and ensuring a consistent, measurable effort. You set the standards and define just how your managers interact with SonicRecruit.

Staffing Vendor Management

SonicRecruit's optional SonicVendor staffing vendor portal simplifies the management of your staffing agencies and search firms. By granting preferred vendors access for candidate registration and tracking, SonicVendor expedites the hiring process, prevents



costly disputes and duplicate submissions, and grants your organization more control over the caliber of candidates received. Because preferred vendors can view requisitions and track submission status online, miscommunication and time-consuming back and forth phone calls are virtually eliminated.

Onboarding

With SonicRecruit's SonicOnboard onboarding module, one click initiates an efficient and positive onboarding experience, indoctrinating employees into your unique culture and giving them the resources they need to be productive faster.

SonicOnboard initiates and tracks necessary new-hire resources like welcome letters, training materials, hiring paperwork, orientation meetings, furniture, phones, computers, security badges, network access and more.

SonicOnboard accelerates time to productivity, and provides consistency to help ensure legal compliance. Plus, SonicOnboard helps deliver a consistent, supportive new hire experience that reflects your organizational mission, brand and values so employees are quickly engaged and ready to represent your company.

Reporting and Analytics

SonicRecruit tracks all your vital hiring information from source efficiency to time to hire, quality of hire, and more. With SonicRecruit's ad hoc reporting, everything you need to manage a world-class recruiting organization is right at your fingertips.

SonicRecruit's visual Analytics Dashboard puts all the key metrics you define in one place so you can easily track recruiting effectiveness on a daily basis.

SonicRecruit reduces countless hours of EEO reporting to a few mouse clicks. Plus, SonicRecruit automatically tracks Internet searches so you can comply with Office of Federal Contract Compliance (OFCCP) rules for Internet applicants.

On Demand Access

SonicRecruit's Software-as-a-Service model (SaaS) gives you instant access to the system from any computer with

a web browser. The software is hosted in our secure data centers, eliminating the need for internal IT support and costly upgrades or maintenance contracts. SonicRecruit is SAS 70 certified and our servers and bandwidth are maintained at ultra-secure data centers in Northern California and Burnaby, BC.

Legendary Service

SonicRecruit's corporate mission is "100% Renewals" and exemplary service is how we achieve it.

Your service team is comprised of recruitment software professionals, skilled at requirements gathering, system configuration, change management and industry best-practices. They work with you to adapt both the product and processes to ensure that you meet your goals and deadlines.

SonicRecruit maintains an extraordinary system uptime of 99.99% and our support team is accessible by toll-free telephone, email, internet and pager to assist with both technical and/or procedural issues.

SonicRecruit Clients Say It Best

Hundreds of top employers like Osram Sylvania, Netflix, WestJet, Manpower, Dolby Laboratories and more can attest to SonicRecruit's power, flexibility and affordability.

"We couldn't be happier with our decision to select SonicRecruit as our Talent Management vendor."



"Given SonicRecruit's price, technology and configurability, I don't know why anyone would choose another product."



"We have 8,000 applicants for on-site management positions alone every month, and Sonic is able to track that without missing a beat."



World Class Talent Acquisition. Best Candidate Experience

Easily Create Job Requisitions and Source Candidates

- ▶ Custom, multi-language career sites seamlessly communicate a consistent employment brand
- ▶ Automated employee referrals create valuable source of high quality candidates
- ▶ Quick resume parsing for easy entry of offline resumes
- ▶ Career agents auto-notify candidates when jobs become available
- ▶ Quick-Posting to major job boards automates ad placement
- ▶ Optional integrated Internet searches help you proactively find desirable candidates
- ▶ Advanced, conceptual search suite helps you mine your candidate pool for precise matches
- ▶ Source efficiency tracking identifies best candidate sources

Automate and Standardize the Hiring Process

- ▶ Fully configurable, easy-to-use employment application processing and selection workflow
- ▶ Automated requisition approval provides consistency and control
- ▶ Customized offer letters save time and personalize the candidate experience
- ▶ Configurable multi-tier job offer/approval speeds hiring
- ▶ Automatic candidate screening and ranking, and support for background checking and behavioral assessment provides lower turnover and better "quality of hire"
- ▶ Intuitive communication tools help you keep in touch with candidates and update team members on tasks and statuses
- ▶ Vendor Management Portal improves communication with staffing agencies and eliminates duplicate submissions

Integrated Hourly and Professional Hiring

- ▶ Zero-Footprint, Onsite Recruiter appliance collects and screens remote applications
- ▶ Fully configurable, easy-to-use hourly employment applications
- ▶ IVR capability collects and screens applications over the phone
- ▶ Integrated hourly AND professional recruiting solution puts exempt and nonexempt recruiting tools in one place
- ▶ Available WOTC tax incentive screening automatically identifies and submits government tax credits that boost your bottom line

- ▶ Automated notification of remote managers when desirable candidates apply

Get New Hires Productive in Record Time

- ▶ Quickly assign tasks, documents and processes by job profile to easily initiate onboarding for different job classes
- ▶ Automatically trigger onboarding tasks when candidate status is changed from candidate to employee
- ▶ Seamlessly populate documents like payroll forms, W-4s, I-9's, policy handbooks, benefit packages and requisition forms with existing employee data
- ▶ Intuitively monitor onboarding progress by employee, task, manager or task owner with onboarding dashboard
- ▶ Easily customize your onboarding module with unlimited data fields for tracking information like employee identification numbers, telephone numbers, security ID's, etc.

Integrate With Your Existing Systems

- ▶ Easy integration with payroll systems, SAP, Oracle, PeopleSoft or any other ERP/HRIS system
- ▶ Microsoft Outlook and Lotus Notes integration syncs SonicRecruit with familiar tools.

Track All Your Vital Recruiting Data

- ▶ Ad hoc reporting makes it easy to monitor progress, review metrics, identify trends and comply with regulatory requirements
- ▶ Analytics Dashboard puts all your key metrics in one place, giving you quick visual indicators of where you stand on your hiring effectiveness
- ▶ Automatic U.S. EEO data collection, tracking, and reporting capabilities simplifies EEO reporting

On-Demand Access

- ▶ Superior connectivity from Tier 1 providers
- ▶ Telco-quality "4 nines" reliability (99.99% uptime) for managed services which equals less than an hour of downtime per year!
- ▶ 24x7 Secure Entry (palm and card access, manned security)
- ▶ Centers located in U.S. and Canada
- ▶ Data-Grade HVAC
- ▶ Advanced Fire Suppression System
- ▶ Redundant UPS and DC Power

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