



The HireVue Video Interviewing Solution

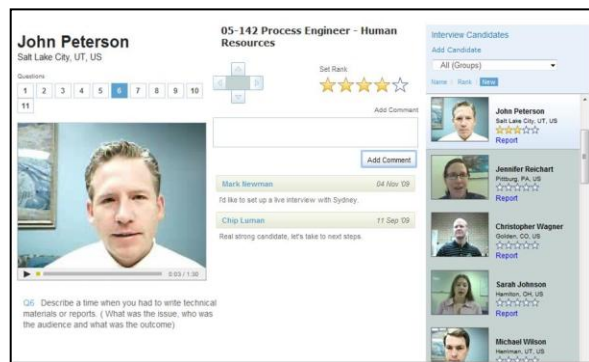
More Than You Might Expect

There's more to HireVue Video Interviews than you might expect. Of course we offer high quality video capture and recording and uber-smart technology that makes it possible to stream your video interviews over even the slowest connection; but it's what HireVue allows you to DO with your video interviews that makes HireVue truly compelling. That's why we're the number one choice around the world in video interviewing for enterprise companies, small businesses and everything in between.

The HireVue Video Interview Management System

HireVue's online Video Interview Management System represents a shift from the old "track-and-pick" model of recruiting to a more proactive relationship based model. The "hiring" relationship is multi-dimensional and difficult to get right, especially when it means building relationships between candidates and an entire organization. Powered by Web 2.0 technologies, HireVue makes it easy to build relationships while at the same time involving your hiring team only when necessary so you stay productive and make fast, intelligent hiring decisions. **Our customers love the ability to:**

- **Start a virtual or live video interview in less than a minute**
- **Schedule and track video interviews with ease**
- **Compare and contrast candidate's responses side-by-side**
- **Fit HireVue in to already existing workflow through ATS and HRMS integrations**
- **Perform virtual, live and panel interviews**
- **Interview from a distance (Successfully used in over 90 countries and territories)**
- **Store recordings of interviews in a secure and proprietary environment**



Virtual Interviews

HireVue Virtual Interviews are video interviews that allow employers to see how a candidate responds to key questions without having to sit in on the interview. They can be used in place of or in addition to phone screens and other early assessment tools. **Here's how it works:**

1. **You create a set of questions or pick from any of our professionally developed competency based questions for a given job.**
2. **Invite candidates to respond to them via HireVue's online Video Interview Management System.**
3. **The candidate has 48 hours to complete the interview.**
4. **You'll be notified by e-mail once the interview is complete so you and your team can log in to evaluate their recorded responses.**

HireVue supports several types of questions for greater flexibility when evaluating candidates. Supported question types include video questions, as expected, as well as essay questions, short answer, multiple choice and true/false questions. Since each HireVue Video Interview is job specific, each candidate for any single position will receive the same question set.

Other key benefits of Virtual Interviews include:

- **Enables more candidates to be screened in less time**
- **Facilitates consistent evaluation criteria**
- **Makes interviewing more convenient for candidates and reviewers**
- **Gets hiring managers involved earlier**

Live Interviews

HireVue Live Interviews are video interviews that allow employers to meet face-to-face with candidates via online video conference. Interviewers can meet one-on-one or conduct panel interviews with up to three interviewers and the candidate. Like the Virtual Interview, you can create questions or pick from our professionally developed competency based questions to have as a guideline for the interview panel. Schedule your live interviews within the HireVue Interview Management System and track them using the built in calendar and notification system. **Here's how it works:**

1. **You schedule the live interview and a notification is sent to the candidate and all of the interview participants via e-mail.**
2. **At the scheduled time, the candidate and participants login to the interview room.**
3. **The interview can go for as long as needed. Once complete, the entire interview is recorded and stored in the HireVue system for easy review.**



Live Interviews typically come near the end of the hiring process and usually do not take the place of a final in-person interview, but they can be extremely helpful in narrowing your finalists down to one or two, helping you save time and money while keeping your team focused on what matters most.

Other key benefits of Live Interviews include:

- **Schedule interviews with less hassle**
- **More detailed view in to the candidate**
- **Enables strong relationship building early on**
- **Enables greater internal collaboration**

What About the Webcams?

Don't worry about a thing. We're happy to reach out to candidates as needed on your behalf to make sure they don't miss the 48 hour deadline to complete the interview. And if your own team needs webcams and support, we're happy to help out there as well so they have the equipment and know-how to effectively use HireVue.

Integration Expertise

The HireVue Video Interviewing Management System is pre-integrated with Taleo Enterprise Edition which means if you use Taleo, all you need to take advantage of HireVue is already built in, you just need to activate it. HireVue also has a robust open API making integrating with other e-recruiting, talent management and human resources management systems a breeze.



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