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## How to Find the Perfect Employee: Robust Recruiting Technology Helps Firms Attract Top Talent With Video Interviewing and Applicant Tracking

ROSELAND, NJ -- (Marketwired) -- 06/16/16 -- As small and midsized businesses continue to compete in the war for top talent, technology that helps the recruiting process continues to play a primary role in attracting the best job candidates.

[ADP TotalSource®](#), the largest Professional Employer Organization (PEO) in the United States, understands this, and now offers advanced technology to help firms attract top talent -- including video interviewing and applicant tracking technology - through ADP Hiring for TotalSource(SM).

ADP Hiring for TotalSource can help clients find the right candidates by:

- | Posting jobs to multiple free premium job boards
- | Searching resumes of more than one million job seekers
- | Scheduling and performing video interviews
- | Tracking and screening candidates in one place online
- | Customizing a careers page for your company

Clients can use the tool and handle their recruitment efforts on their own or they can get assistance from the ADP TotalSource team of recruitment professionals. These professionals can provide clients with additional help that includes writing job posts and placing them in targeted outlets, to reviewing resumes and conducting initial screenings for an additional fee. In addition, as part of the standard PEO offering, clients will be eligible for 3 free postings to job boards per year.

"The ADP Research Institute's<sup>®</sup> Evolution of Work study found that 90 percent of people believe technology will allow for deeper connections across distance and time," said Maria Black, President of ADP TotalSource. "Today, recruiting the best talent to help your company succeed is not only about finding the right people and matching them with a job that will make them feel happy and fulfilled. Now, business owners and job candidates want to use the best technology to go through the process quickly. I'm delighted we're able to help clients in this important area as part of our standard PEO offering."

ADP Hiring for TotalSource also provides:

- | **Candidate evaluation and tracking:** This helps manage candidate evaluation by having one place to collect resumes, responses to pre-interview questions, and accompanying documentation, such as reference lists or letters of recommendation. Applicants can be shared with others making hiring decisions.
- | **Early opportunities to identify solid candidates:** This allows employers to offer pre-interview questions for candidates to respond to in writing, by a recorded voice response, or even by video.
- | **Broader job posting:** Job postings are sent to an extensive database of job seekers in the client's area and to a network of job boards and social media sites, which can reach up to 98 percent of job seekers.
- | **Easy interview scheduling:** Once an employer has selected applicants they wish to interview, they can select available times in their schedule and invite candidates to reserve a time slot right from ADP Hiring. As they confirm, a notification will be sent to the employer and scheduled interviews can auto-populate in calendars.

"Busy business owners are looking for technology that enables them to quickly find and contact the right candidates for their open positions and get to know them quickly," Black added. "Video conferencing is a great way to accomplish this and allow both parties to learn more about each other early on. Technology and service are truly at their best when they streamline a process and also allow people to connect with each other more easily."

A PEO like ADP TotalSource provides a co-employment relationship where clients retain the day-to-day control over management of their employees, and the PEO handles HR and employee benefits administration responsibilities. Clients who partner with ADP TotalSource gain access to a larger suite of offerings, including FORTUNE 500<sup>®</sup>-caliber health benefits and employee growth and development programs. These, in turn, allow clients to provide more robust benefits to

help attract and retain employees. Other benefits realized by businesses choosing ADP TotalSource include a dedicated HR professional, career development training, recruiting and new talent selection, and access to a top-flight 401(k) retirement savings plan that provides a broad range of investment choices and includes full plan administrative services. If ADP TotalSource were an independent employer, its work with more than 400,000 worksite employees would rank it among the [top five private sector employers](#) in the United States.

For more information about ADP TotalSource, please call 1-800-HIRE-ADP (1-800-447-3237) or visit [www.adptotalsource.com](http://www.adptotalsource.com).

**About ADP TotalSource**

ADP TotalSource is a Professional Employer Organization (PEO) that offers small to midsized businesses an end-to-end cloud-based human resource solution that includes guidance from dedicated human resource professionals. ADP TotalSource clients access a full suite of critical HR services and benefits such as compliance assistance, including the Affordable Care Act; health benefits and retirement solutions; risk management; talent recruitment and management, and other employee solutions. In addition, through a co-employment relationship, client companies and ADP TotalSource share responsibility for minimizing certain employment risk.

**About ADP** (NASDAQ: ADP)

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