Repcruit FAQs

1. **Is using Repcruit better than posting a job on CareerBuilder or other paid job board?**

   Repcruit is a hiring system that includes patent-pending job matching technology that no one else has. The technology accurately predicts success in any given position through a combination of filters. Included with the hiring system is the ability to post open job positions to Indeed (which receives 80% of all online traffic for job boards) at no additional cost.

   Studies show up to 50% of all hiring now is generated from social media connections. In addition to the ability to post your job on Indeed for free, you are also provided with a unique URL or "link" for each job post, which can be used to share in your own social media (Facebook, twitter, LinkedIn, etc.), other job boards, in your email signature and more. This makes sure all candidates come back to your Repcruit self-contained hiring system.

   There may be certain positions that are extremely difficult to find candidates to fill, so you may wish to supplement your reach through a paid job board. If you choose this option, you can still share your unique job URL in your post to bring candidates back into the Repcruit hiring system for tracking, assessing and comparing for predictive hiring success.

2. **What is the patent-pending technology you mention, and why is it better?**

   Until we filed our patent in 2010, it was widely believed you cannot take dissimilar assessments (a personality test with a hard skills test) and come out with one number to predict success in a job role. Our patent-pending technology allows you to take several dissimilar sources and use the information to predict a score for success.

3. **Don't other companies promote something like this?**

   We are the inventor of this predictive matching technology, and the only valid provider of Repcruit and PeopleKeys Perfect Match technology.

4. **Do you offer all kinds of assessments I can use for job matching?**

   We provide all our customers the basic filters for hiring success, especially in any job requiring interaction with other people. Sales, customer service, management and other positions like this are our sweet spot.

   The basic package allows a resume upload, a DISC personality assessment, and a Behavioral Indicator Assessment, which is highly accurate for sales success (and a great tool for placing

Millennials). We also have an EEOC questionnaire, a simple sales assessment, a technical assessment, and more.

As part of a customized service (contact us for pricing), we can develop just about any assessment you may need. Building custom assessments for a specific job or company is quite entailed, but we have done this for many clients and stand by the quality, accuracy and validation of our work.

5. **What all do I get for my purchase?**

At this time, the price you pay for the Repcruit hiring system only covers the cost of the DISC filtering assessments. We include at no additional cost: an ATS (Applicant Tracking System), free job posting to Indeed, occupational benchmarks for job-specific success, a generated "link" so others can apply from your social media and come back into your Repcruit hiring system, auto responses for candidates, and many other features that make this your all-in-one, automated predictive hiring system.

6. **Does this work for all size businesses?**

We designed the Repcruit hiring system specifically for small to mid-size companies that might not have a Human Resource department or manager, and may not have any system or ATS for tracking applicants. We built the system robust enough that even large corporate clients, such as Hewlett Packard, can use Repcruit to make better hires and manage their hiring process.

7. **Will it pay for itself?**

Many studies show that a bad hire will cost a company close to that person's annual salary. A bad hire costs the time and effort of making the hire (plus related expenses), training time, lost morale of other employees the bad hire impacts, and possibly even a customer or client because of a bad interaction with that employee.

The cost of Repcruit is a small fraction of what a bad hire costs a company. Investing in a better way to hire is one of the best investments a company can make. And, good employees help you move your business ahead so when you hire right, you get the savings of a bad hire plus the benefit of a successful candidate hired correctly.

We completed a validation study on one of our clients using our predictive hiring technology. The study shows a savings of over $1,200,000 with a company of 500 employees that were hiring approx. 100 new employees per year. This was just the cost of having to re-hire if they made a bad decision. This does not even take into account the additional business they gained by having better managers and field supervisors in their remote locations.

8. **What about interviews, background checks, reference checks, etc.?**

   The more information you receive, the better the decision you can make. We recommend any, or even all, of these to complement the filtering system. Repcruit even provides the ability to input your own comments and ranking of how someone performed in an interview to factor into making your best hiring decision.

9. **What other ways does it help to save costs in hiring?**

   By screening all candidates who enter into the hiring system, you can choose to only interview the candidates who meet your specific qualifications and are most likely to be a successful fit.

10. **Is this legal for hiring?**

    Absolutely! We are 100% compliant in all aspects of hiring. In over 25 years in business, we (IML/PeopleKeys) have never had one incident of legal consequences.

11. **You mention an ATS (Applicant Tracking System). What is this and how much do they cost?**

    An ATS or Application Tracking System helps a business contain all their job applicants in one place, and can even help track employees post-hire.

    Larger companies that do a lot of hiring absolutely need this, while smaller to mid-size businesses still gain tremendous advantage of having one, but generally do not have a budget for it. A typical ATS system can run between $100 and $500 a month, with some larger systems costing over $100,000 per year.

    With Repcruit, we give you an ATS system at no cost. The only cost is for the assessments and filtering tools you will use in it.

12. **What makes you the experts in this industry?**

    IML/PeopleKeys has over 35 years of experience in hiring consultation, and over 100 copyrights for related assessments. We are the first to apply for a patent for the algorithms and systems we use, as well as provide hiring tools and technology to many large and successful global companies.

13. **What if I need help writing job descriptions or posts, or really need more hands-on involvement in making hiring decisions?**

    We can help with any of these needs as part of a consulting package. We will ask you some questions to determine your specific needs and provide a custom quotation. We have helped companies like Hewett Packard, Manpower, Lenovo Computers, and others world-wide through customized solutions.

14. **I don't want to spend over $1,000 for a "system" and just wanted to buy a few DISC or other assessments for hiring. What would you suggest?**

    We suggest considering the savings a good or great hire will make you, compared with the cost of someone who is misfit for the job. The cost of the Repcruit hiring system to help you make a truly informed hiring decision is a fraction of the repercussions of a bad hire. However, you are still able to purchase individual DISC assessments through a PeopleKeys account or DISCinsights.com webstore.

15. **Have you ever had clients the hiring system did not work for?**

    We have over a 95% retention rate of customers. We do not control things for our clients such as salary, work location, business hours, etc. so we suggest you also know the industry and offer competitive benefit packages for your hires. If you are not sure what that should be, you can choose to retain us as a hiring consultant to help you with your overall hiring process and strategy. Contact us for a quotation for these services.

16. **What if I just need to make a one-time hire?**

    Whether for one job or your next 100 hires, the low cost of the Repcruit hiring system (which includes an ATS, job campaign, sharable unique URL, patent pending filtering technology, and more) is one of the most cost efficient options on the market today to ensure your hiring success.

17. **What are other things this will help with?**

    We have many clients within high turnover industries that are always looking for good "next hires" to be in the pipeline. Our system gives you a 24x7 recruiter that can be used to manage and keep high quality, screened candidates in the pipeline for when you need to make your next hire.

18. **Can I combine this with other accounts I have with PeopleKeys?**

We currently do not combine the Repcruit system with other portals in which you may have purchased assessments. We can, for an hourly rate, move assessments from one system to another. This is not an automated process at this time, but we hope to have this functionality available in the future. You can have different accounts with us, but they will be separate accounts with separate logins.

19. **How much help or support can I expect to get with the system?**

We will provide you with support in the initial setup, as well as detailed instructions, training videos, etc. to help you learn and use the hiring system to its full potential. We pride ourselves in providing exceptional customer support. If you have additional hiring needs or need help with retention, legal matters in hiring, etc. please contact us for a custom quote.

Occasionally, a client may need a consultant more than a system, or may have a unique need beyond what our customer support team can provide in just a single conversation. In this case, we will kindly refer you to a customer support specialist who can assist in providing a quotation for the additional services or customization you need.

20. **I already have a form I use for applicants to apply. I like your system and concept, but is there any way to combine these things together?**

Yes, we do have form customization options we are happy to quote for you.

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