

Solution Provider Profile

Avature

March 2023



Company At-a-Glance	
Name of Product/Offered	Avature is a highly configurable enterprise SaaS platform for talent acquisition and talent management that drives innovation in the HCM software space.
Headquarters	New York, USA
Year Founded	2005
Geographic Coverage	Global, with offices in Buenos Aires, Barcelona, Córdoba, London, Madrid, Malaga, Melbourne, Mendoza, Munich, New York, Paris and Shenzhen
Industries	Avature has a highly diverse customer base for which our solutions span industries and are configured according to our customers' needs rather than based on industry assumptions. Avature focuses on Global, Enterprise organizations of all stripes. However, Avature has had tremendous success in the Professional Services, Manufacturing, Technology and Retail industries amongst others.
Website	www.avature.net

Avature OVERVIEW AND VALUE PROPOSITION

Pioneer of CRM technology for recruiting, Avature is a highly configurable, AI-powered enterprise SaaS platform for recruiting and talent management that drives innovation in the HCM software space. Founded by Dimitri Boylan, Avature empowers the leading-edge HR strategies of more than 650 enterprise-level customers in 164 countries and 32 languages. These include 110 of the Fortune 500 and 28 of the Forbes Global 100.

Avature's solutions include candidate relationship management, applicant tracking, video interviewing, campus and events recruiting, employee referral management, social onboarding, branded employee engagement and performance management, internal mobility, learning and contingent workforce management. Avature delivers its services from its private cloud, located in data centers in the US, Europe and Asia and has offices in Buenos Aires, Barcelona, Córdoba, London, Madrid, Malaga, Melbourne, Mendoza, Munich, New York, Paris and Shenzhen.

Key Differentiators

- **Reliable and Secure** — The majority of Avature's customers hold multi-year Software-as-a-Service contracts with Avature; and as a result, more than 86% of Avature's annual revenue is recurring. Avature has a sustainable, robust and predictable revenue stream to support its operations, development activities and the pursuit of new business. Avature has designed its systems to support international organizations handle both high volumes and meet highly stringent security standards (Avature's security model is trusted by the largest banks, financial companies and government institutions). Regarding data privacy, Avature's flexibility allows customers to adhere to compliance requirements and easily adjust to new and differing regulations across countries.
- **Strong Focus on Product Innovation** — Avature is privately owned and self-funded, has been and will continue to be a product-focused company, with an 11:1 software developer to salesperson ratio and with 30% of gross revenue reinvested on R&D in each of the past three years (36% in 2019). Through non-disruptive releases every two weeks, Avature offers customers a steady stream of new functionalities so they can keep pace with evolving technology and trends. Furthermore, Avature's roadmap is deeply influenced by customers and customer-oriented teams —their requests make up two-thirds of all platform enhancements.
- **Agile and Configurable** — In the context of HR, all companies are trying to transform into agile enterprises. At a high level, that means tailoring their talent acquisition and talent management systems (data model, workflows, portals, communication, analytics, etc.) to solve their unique business challenges and needs. It also means the continuous, iterative optimization of core processes and responding quickly to market changes, threats and opportunities. Organizations across industries are looking to attract and

retain the talent they need in a fast-changing context, so it's imperative that they be able to flex their processes to meet specific market needs or address critical talent segments with innovative programs. Avature provides a highly configurable platform that customers can tailor to their business practices to attract, engage and retain talent.

- **Best-in-Class TA and TM Suite** — From being pioneers of CRM in recruiting, Avature has continued to redefine HR solutions across the candidate/employee lifecycle. Avature's people-centric approach sits at the heart of all its solutions, delivering award-winning candidate experiences and enhanced employee engagement. The solutions all sit on one powerful relationship management platform, which allows customers to work seamlessly within the talent ecosystem without compromising its functionality.
- **One-Platform Model** — Avature one-platform approach enables clients to execute, manage, evaluate and refine their entire recruiting and talent management strategy. By deploying a cohesive set of bespoke solutions that draw from a single database, users can achieve greater visibility into the entire candidate lifecycle. This can increase the efficiency of the recruiting process, improve the experience of stakeholders and accelerate important metrics, such as the time to hire, offer acceptance and new-hire retention.
- **Cross-Platform AI** — Avature's robust AI program is built on over a decade of experience with text processing, neural networks and machine learning. Avature's strong investment in R&D ensures that customers have access to leading-edge technology and world-class AI engineers, while its knowledge base, one forged through years of working shoulder-to-shoulder with more than 650 enterprise-level organizations, allows Avature to build models designed to solve HR-specific challenges.

From semantic search to predictive analytics, Avature is adding a new AI layer that is native to the platform and that fundamentally improves the user experience through personalization, empowers customers to direct their people resources to where they deliver the highest ROI by adding even more automation, and allows organizations to welcome fairness when engaging with diverse talent.

Solutions

ATS

Avature ATS enables organizations to bring their strategic talent acquisition vision to life with a flexible solution that combines modern web technology with powerful customization and automation. Avature ATS allows customers to create an engaging recruiting experience for all stakeholders. This allows users to automate administrative tasks and, with the power of data, build strategies that adapt to different lines of business, achieve DEI objectives and work across borders, regardless of the language or time zones they operate in.

With Avature ATS, customers can:

- Fully leverage their employer brand and provide a standout candidate experience with customizable career sites, streamlining the application process with easy-apply features and the simple creation of detailed profiles.
- Deliver AI-driven job recommendations based on candidates' CVs, browsing history and profiles, coupled with powerful automated workflows to segment talent within talent communities and deliver tailored content to specific groups, whether they be veterans, students or any other segments.
- Resurface talent fit for a position with Semantic Search, a feature that expands search criteria by understanding users' intent and going beyond keywords.
- Simplify scheduling one-on-one, group and panel interviews by matching the availability of multiple participants and sending invites automatically with the Avature Auto Scheduler. Avature automation frees recruiters from manual tasks so they can spend more time on value-added activities.
- Make screening more intuitive by integrating assessments and feedback forms into the application and hiring process.
- Create workflows to best suit personalized job and offer approval processes and simplify communications between stakeholders across regions, corporate functions and teams.
- Meet their high-volume hiring needs while providing a positive experience for candidates and talent acquisition teams.
- Comply with regulations across multiple geographies by integrating compliance and data privacy workflows into talent processes.
- Reduce bias with a skills-based approach to hiring, anonymized screening and white-box AI tools that deliver transparency and clarity backed up by comprehensive reporting.
- Produce extensive analytics with a data model that can build reports around person and job records as well as forms. Dashboards can focus on anything from diversity metrics and career site analytics to employer branding and can be role or region-based or

centered around the individuals such as a recruiter, sourcer, onboarder, executive or Store Manager.

CRM

Avature CRM combines the most advanced AI sourcing tools with powerful recruitment marketing, automation and candidate engagement functionality to ensure agility, collaboration and user adoption by all stakeholders. Avature allows customers to take full control of their recruitment process to build high-quality, diverse talent pipelines and foster genuine relationships with candidates at scale. An industry first, it empowers talent acquisition teams to transform the recruiting experience and showcase their employer brand.

With Avature CRM, customers can:

- Leverage Avature WebSources to proactively source candidates from dozens of job boards, the open web and social media. Users can schedule these searches to run periodically, ensuring that they engage critical talent as soon as it is identified.
- Add candidates sourced from websites or resumes received via email to their pipelines on the fly. This includes a browser extension and easy drag-and-drop options. They can also leverage leads from their ATS system (such as silver medalists and prior applicants), events, agencies, referrals, alumni or internal mobility programs.
- Showcase your employer brand and manage targeted content for your various recruiting initiatives with highly configurable, mobile-optimized landing pages and career sites. Avature's intuitive CMS toolkit enables you to update existing content or create new pages on the fly without the need for coding skills.
- Engaged talent, manage multiple talent pools and harness powerful automation to send out targeted, fully branded email and SMS campaigns. Personalized messages can also be delivered via WhatsApp and WeChat, taking into consideration each individual candidate's preferred method of contact.
- Boost the exposure of their campaigns by posting their landing pages and job openings on social media, including Facebook, Twitter and LinkedIn.
- Create healthy pipelines thanks to powerful AI matching capabilities that automatically recommend qualified candidates or, alternatively, they can uncover hidden gems in their existing database. Semantic search enables recruiters and sourcers to search more intuitively and keep up with new job titles and industry-specific jargon in a time of an ever-evolving professional lexicon.
- Track and report on TA efforts such as measuring engagements to quantify how candidates move from awareness to interest and identify the most effective sourcing channels. Reports may be combined to create dashboards that can be displayed in any

portal and mobile device or within the main application to deliver relevant, actionable information for each role.

- Generate and maintain key information about competitors, such as team structures and hierarchies.
- Incorporate DEI programs into their TA vision. They can chart their business' unique journey, identify successful programs and opportunities for improvement and share progress with relevant stakeholders through dedicated diversity dashboards.

Career Marketplace

Avature Career Marketplace empowers customers to make a strong first impression by offering talent a glimpse into what it's like to work for the organization. With Avature, companies can deliver sleek and individualized online experiences, showcase their employer brand and motivate candidates to apply with AI-driven personalization aimed at maximum conversion.

With Avature Career Marketplaces, customers can:

- Deliver a high-touch candidate experience inspired by consumer marketing trends, which meets candidates' expectations of finding their next job the same way they shop for consumer goods.
- Capitalize on candidate conversion through innovative functionality that makes the application as streamlined as possible. Avature's semantic matching capabilities leverage machine-learning models to prompt jobs that match the skills and work experience of visitors. Our powerful algorithms empower customers to offer live suggestions as candidates start typing keywords as well as convert phrases such as "Bay Area" into geolocations that align with their employment interests. Furthermore, based on an understanding of user intent, Semantic Search can be used to intelligently expand search queries and improve search results.
- Offer candidate profile creation where they can update personal information, set up job alerts, register for events, track the status of their application and even take action on them all from one secure and centralized location.
- Take control of their career site content using Avature's CMS toolkit that includes an in-line editor, storage of rich media content, management of references to third-party content and journaling of all publishing actions. They can also combine videos and images with targeted text that speaks to candidates.
- Showcase their employer brand with rich content on topics that are of candidates' interest, such as DEI and environmental initiatives, at, or specific job functions or talent groups.
- Gain insights into conversion rates and trends, job ad success and the most effective candidate sources through Avature's robust career site analytics.

- Convert reports into role-based dashboards that grant stakeholders real-time access to the KPIs that matter to them.

Video Interview

Avature Video Interview allows organizations to pivot in today's ever-changing business landscape by offering live and on-demand interviews that save time and effort for candidates, recruiters and hiring managers alike. Avature's video conferencing service offers simplicity from the get-go with a branded, mobile-optimized and customizable portal for all attendees. Key attributes include:

- Simplified interview scheduling. Avature scheduling capabilities eliminate the burden of coordinating live one-to-one, group and panel video interviews. Candidates can self-schedule via a fully branded portal that updates in real-time, only displaying time slots that work for every participant.
- Branded and mobile-optimized experiences. This step of the process is made smooth and seamless with branded and mobile-optimized interview portals that centralize important interview information and promote employer branding.
- Live video interview. Avature Live Video Interview minimizes the need for on-site interviews by providing a video conferencing solution designed to cater to the needs of interviewers. One-to-one, group or panel interviews at any touchpoint can be created to fit any talent acquisition process.
- On-demand video interview. Hiring teams are free from location and timezone constraints and can use recorded questions instead of screening interviews to handle large numbers of simultaneous applications.
- Customizable portal for all attendees. Avature facilitates the interviewing experience for users by providing unique portal interfaces for both candidates and interviewers.
- In-Context Information. Interviewers can position themselves for the best conversation possible with the "Interview Kit" within the portal. They have direct access to resumes, handbooks, anti-bias training and more right within the interview interface.
- Feedback forms on the portal. Interviewers can complete these documents during or just after the interview, saving time while recording valuable details. This is also beneficial for recruiters, who can get instant access to their peers' responses.
- Inclusive Interviews. Whether hiring locally or across multiple time zones, customers can offer a more comfortable and inclusive experience for candidates by letting them have the interview wherever they are. Candidates get all the tools for success by having access to clear expectations and tips, interviewer details, information about the job and team, as well as an FAQ section to address common concerns.

Referrals

With Avature Refer, companies can tap into a veritable gold mine of qualified candidates by transforming their employees into engaged and effective recruiters who help fill talent pools through their existing networks. Avature's employee referrals solution allows companies to drive the adoption of their program through customizable levels of transparency. Customers with Avature Refer can:

- Keep employees informed about the status of their submitted referrals and use gamification functionality such as interactive leaderboards and personalized, trackable links for social media to maintain engagement in the program.
- Connect it to solutions across the candidate and employee lifecycle to get a complete view of their talent pools and manage their recruiting efforts on one integrated platform.

Campus Recruiting

With Avature Campus Recruiting, companies can manage all their on-site and virtual campus recruiting activities — from promotion, invites and event management to follow-ups and hiring — within the same platform and effectively connect and engage with students throughout their educational journey. Avature Campus Recruiting can be customized to fit a company's various programs and adapted in real time. It allows organizations to refine their strategy based on their program's performance and adapt to unexpected events, such as the COVID pandemic that drove campus recruiting online.

Customers with Avature Campus Recruiting can:

- Customize and adapt their strategy based on their recruiting goals.
- Increase event ROI with tools to promote, manage and conduct recruiting events with one comprehensive solution, whether the event is face-to-face or virtual. Avature works the same way for in-person and virtual campus events allowing all pre-, during and post-event activities to remain consistent wherever candidates may be.
- Automate personalized communications to nurture leads and ensure a great candidate journey.
- Review candidate information fast, compare interview feedback and move the best candidates forward.
- Incorporate customized careers sites, landing pages and microsites into their campus recruitment strategy. They can use holistic CMS features to promote their employer value proposition and achieve a consistent look and feel across all candidate touchpoints.

Recruiting Events Management

Avature Events Management is a fully bespoke solution for engaging and recruiting students and managing university and vendor relationships. It can be customized to fit current campus programs and optimized while in use, allowing companies to refine their strategy based on program performance, recruiting results and unexpected situations such as the COVID-19 pandemic. The solution integrates with social media, has powerful industry-leading CRM functionality and supports global program standards while accommodating local program variations.

With Avature Recruiting Events Management, customers can:

- Organize and activate engaging virtual events, building excitement beforehand with comprehensive engagement tools.
- Harness Avature's holistic content management system to manage customized careers sites, landing pages and microsites.
- Boost the exposure of their events by showcasing them on today's most used platforms, including Facebook, Twitter, LinkedIn and WeChat.
- Take advantage of mobile event management through a powerful app.
- Create, share and manage a library of fully branded and mobile-optimized email, SMS and WhatsApp templates.
- Build relationships with authentic engagement, customized themes and fine-tuned segmentation capabilities.
- Tap into Avature Workflows and scheduled actions to automate communications and interview scheduling.
- Find talent from previous events within their CRM with an index-based, Google-like search experience that is fast and effective. They can enhance their searches for attendees with Avature semantic suggestions powered by machine learning.
- Carry out vendor management and university relations all from within the same solution.
- Measure success and keep track of your events' ROI in real-time with interactive dashboards and reports.

Avature In-Store

Avature In-Store is the only strategic HR solution on the market that is carefully designed to support managers of stores, restaurants and any other kind of franchise in handling their recruiting needs. With Avature In-Store, companies can efficiently execute the entire hiring process on the go, finding and hiring the right employees amid high turnover rates and extremely short time-to-fill windows. When using Avature In-Store, store managers can:

- Centralize all recruiting activities on a mobile-optimized, intuitive portal with customized branding.
- Control their entire recruiting process from their phone while on the job or on the go.
- Fill their evergreen positions extremely fast by having different talent pools on standby.
- Search and segment a database based on candidates' shift availability, location and behavioral assessment scores.
- Create jobs from scratch or save time by using Avature's job templates with pre-populated job information, share them on internal and external career sites, on social media and job boards.
- Easily schedule interviews and send automatic branded emails to prepare and remind candidates of their appointment.

Agency Management

Avature Agency Management allows companies to centralize all communications and activities with recruiting agencies in one place, saving time, maximizing ROI and improving collaboration with hiring managers. It enables companies to get insights into their staffing KPIs and compare the performance and expenses of different agencies against one another or other sources of hires. Intelligent automation lets companies streamline processes, and live information updates mean no more paying duplicate agency fees. With Avature Agency Management, customers can:

- Post and assign jobs through a branded and mobile-optimized portal.
- Share relevant content with recruiting partners to allow them to represent their organization accurately.
- Capture candidates, avoid duplicate submissions and compare the shortlist at a glance with a bespoke portal fit with white-box AI functionality
- Share candidate status and feedback.
- Compare performance and ROI of agencies with real-time metrics and insights.

Contingent Workforce Management

In addition to permanent employees, Avature can be used to optimize talent processes for temporary workers, contractors and freelancers. With Avature CWM, companies can channel the power of contract labor using an integrated tool that drives stakeholder collaboration. From a single platform, companies can reduce time to fill and contingent labor costs by implementing a direct sourcing strategy. Powerful engagement tools enable companies to deliver a personalized experience that helps attract top talent and keep their interest over time. Robust reporting empowers data-driven decisions that improve contractor quality and budget management. With Avature Contingent Workforce Management, companies can:

- Design a SEO-optimized talent site with a custom look and feel to attract critical contingent talent.
- Automate interviews with self-scheduling tools and customize application workflows with configurable forms and job-specific and knockout questions.
- Search their database to segment, select and screen candidates using semantic suggestions, filters and AI-powered ranking and recommendations.
- Engage, evaluate and off-board contractors within a comprehensive communication platform.
- Create a talent marketplace to activate a direct sourcing strategy and promote other relevant opportunities.
- Improve collaboration with hiring managers and staffing suppliers.
- Manage SOW documentation for evaluations and possible re-hiring in the future.
- Build relationships with tailored and automated email marketing campaigns that keep contingent candidates and employees engaged.

Onboard

Avature Onboard enables organizations to engage new hires before their first day with a social onboarding experience that fosters integration and drives productivity. From fully branded, mobile-optimized portals to smart automation, companies can streamline every step of the onboarding process for every stakeholder from a single, comprehensive system. With Avature Onboard, customers can:

- Create a tailored online hub that gives new hires a personalized onboarding experience in line with each role.
- Take advantage of having all the information, forms and documents in one centralized place that allows them to go paperless, reducing administrative, printing and shipping costs.
- Empower new joiners to connect with their team early on to ensure a smooth cultural integration. This is particularly powerful in the context of remote onboarding. The onboarding portal delivers the social element people are missing outside the office.
- Streamline onboarding operations with configurable workflows that let them coordinate the activities of all key stakeholders involved.
- Leverage the platform to facilitate relocation programs, including resources for relocation, information on local activities, how their relocation stipend works and how to find a roommate.

Internal Mobility

Avature Mobility uses AI and powerful skills management tools to create a thriving talent marketplace where employees can own their career growth while managers fill business-critical internal opportunities. Today, talent mobility means building agile programs that promote, rotate and reassign homegrown talent. Avature's complete talent relationship management system uses machine learning functionality to power an end-to-end mobility journey. With Avature's Internal Mobility Solution companies can:

- Adopt a skills-based approach to internal mobility with comprehensive skills ontologies and native AI functionality.
- Empower the workforce to build comprehensive employee profile skills, experience, areas of interest, willingness to relocate and more to help match opportunities with their preferences.
- Use powerful segmentation capabilities to search for potential mobility candidates within the workforce.
- Build a thriving internal talent marketplace that sits at the center of all mobility activity, that brings together employees with development opportunities with the business.
- Highlight career pathing and skills gap analysis/management.
- Use comprehensive data dashboards to optimize their strategy.
- Define custom criteria, such as minimum time-in-position and satisfactory performance reviews, to determine if a person is eligible for another role.

Performance Management

Avature Performance Management enables companies to shift from annual backward-looking evaluations to real-time fact-based performance discussions by creating agile, collaborative and ongoing performance management processes. With Avature's Performance Management Solution, customers can fully customize their performance management process to:

- Optimize the goal-setting process with goal templates, goal libraries and automated reminders and notifications.
- Encourage ongoing check-ins with automated reminders.
- Collect real-time feedback and recognition on projects with custom assessment forms and 360-degree feedback.
- Empower employees to carry out all performance-related activities from an easy-to-use site that provides a modern and engaging experience.
- Connect managers and remote employees with Avature Video.
- Facilitate peer recognition and feedback by combining Avature Performance Management Solution with Avature DNA.

- Create custom reports that filter by and display any data element in the Avature platform.

Learning

Avature Learning taps into the wealth of expertise within an organization by empowering employees to create and upload their own training content. It enables them to gather invaluable insights from their colleagues across the business from a single centralized employee hub. Avature complements existing learning solutions to enhance the learning experience through powerful integration. It is also intrinsically social, constructed on a platform that allows employees to effectively share content, interact and build learning communities. With Avature Learning companies can:

- Deliver personalized learning experiences.
- Social interact with learning material and build communities around learning content.
- Harness automation and powerful workflows to adapt the learning process to their specific needs.
- Power their learning programs by connecting to their skills framework.

Functionality

Diversity

With Avature, companies have all the tools to integrate DEI into their recruiting strategy. Diversity is not about an isolated program, it must be fully integrated into the TA and TM vision and evolve with an organization.

With Avature, customers can leverage a wide range of features along their unique DEI journey, all of which can be fully tailored to their organization. Here is a glimpse into what they can do:

- Show candidates their company is an inclusive, diverse and exciting place to work with a tailored diversity site or feature on their career site, as well as by creating Talent Communities for specific audiences.
- Find, segment and nurture diverse candidates to foster the future, more inclusive generation of talent ahead of time.
- Champion inclusive hiring by restricting the visibility of sensitive information, such as name or gender, that stakeholders see throughout the process while highlighting the most relevant information for a position, like scores, interests, languages and more.
- Build a dashboard for any stakeholder displaying the most relevant KPIs for them to ensure their company's DEI health.
- Create tailored portals for stakeholders to view their key tasks, track their progress and follow up on important day-to-day actions. Here, customers can also integrate diversity

and other training for anyone who reviews or interacts with candidates to increase awareness of bias and how it can affect decision-making.

- Showcase content through an employee engagement hub and wield storytelling as a powerful tool to connect people and generate awareness and empathy. Companies can set up groups there as well, where employees will be able to share and connect with colleagues through specific interests, building a community and a sense of belonging.
- Communicate DEI initiatives through branded email campaigns, creating a channel through which employees can learn all about what is being implemented, as well as completing forms and surveys where they can provide valuable feedback regarding these efforts. They can also keep track of these initiatives with custom reports that are updated in real-time.
- Set up an internal marketplace where organizations will be able to promote open positions and recommendations for underrepresented minorities, allowing equal access to opportunities in a company. They can also foster a more diverse and inclusive environment for internal mobility by focusing on skills to fill the position with the most qualified person for the job.

AI

Avature's platform-native AI is supported by a decade of experience with text processing, semantics and machine learning — having released its own resume parser back in 2013. Today, the Natural Language Processing team, which includes world-class PhDs and scientists with multiple years of commercial AI work, continuously experiments and deploys machine learning models to advance Avature's feature sets further. Avature's AI engine is currently used for the following functionality:

- Avature's semantic matching features leverage machine learning models to perform semantic-based matching and ranking of candidates to jobs and jobs to candidates. For example, career sites prompting jobs matching visitors' skills and work experience or powering internal talent marketplaces with tailored job, project and gig recommendations.
- Based on deep learning, Avature's semantic engine understands user intent and intelligently expands search queries via "suggestions." This is ideal when the user lacks a thorough knowledge of the subject matter they are searching for and when users are working in a language or region that uses different terminology.
- By leveraging the Avature parser's language detection, skills parsing and extensive skills ontology constructed over the past eight years, Avature's system can semantically match skill sets to improve the candidate experience on a company's career sites. This

facilitates internal mobility programs and drives learning and workforce planning initiatives.

- Advanced automation features such as smart bots allow customers to automate operational, time-consuming tasks such as interview scheduling.

Integrations

Over the last 15 years Avature has built thousands of integrations, working together with customers across all major industries and in 150 global markets. With this experience in hand, Avature has successfully developed a comprehensive platform capable of securely connecting to other systems while supporting your unique HR strategies. Customers can choose from different integration options with Avature, including:

- **Off-the-shelf:** a comprehensive marketplace that includes a wide range of more than 200 prebuilt integrations with best-in-class HR services and systems providers.
- **Self-service:** Avature provides APIs so customers can build, test, monitor and manage their own integrations.
- **Full-service:** tailor-made integrations can be created quickly and seamlessly thanks to the expertise of Avature's dedicated technical team and the strength of its integration framework.

Building on their current capabilities, integrations are also a key theme for Avature's product roadmap to continue to evolve and offer customers the innovative tools and services they need to build their ideal talent ecosystem in partnership with Avature.

Client-Driven Product Roadmap

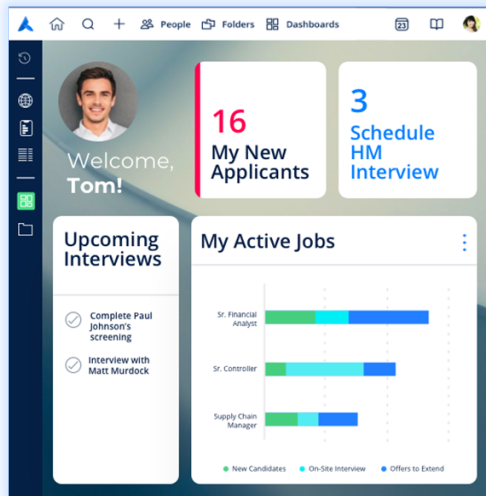
The Avature roadmap is strongly driven by its customers. More than two-thirds of new features are the result of customer-driven requests. To design its product development strategy, Avature counts on a senior team of talented professionals, customer-oriented teams, a Customer Advisory Council, HR market leaders and customers to decide how to anticipate trends and solve current pain points.

- Avature has a high-frequency, low-risk software release cycle. Its customers will always run the last version of the software, which is automatically updated every two weeks by Avature’s specialists. Each software update adds new features, enhancements and bug fixes to the system.
- Having an agile development methodology and a strong and consistent investment in R&D allows Avature to deliver, on average, more than 400 new features per year.
- Avature is focused on delivering best-in-class solutions to meet its diverse customer base’s specific needs and transformation objectives.
- Avature does not believe in a “one-size-fits-all” model and designs tailored solutions for different stakeholders using the platform, keeping in mind they have different user habits.

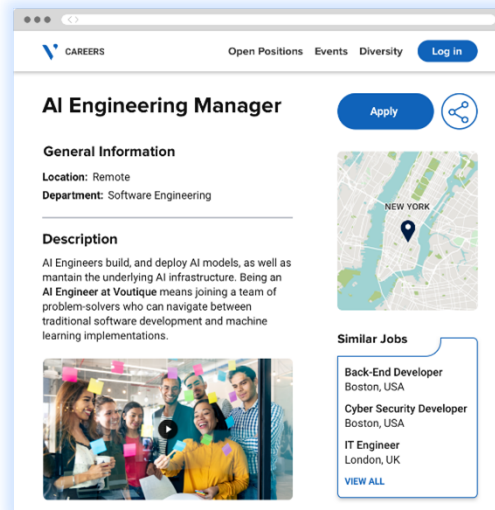
Every major solution has a specific roadmap, which allows Avature to keep the platform innovative by taking advantage of the latest trends in technology, e.g., AI, video interviews, etc. In short, Avature’s customers define the cutting-edge and work with a company to redefine the technology of talent.

SCREENSHOTS

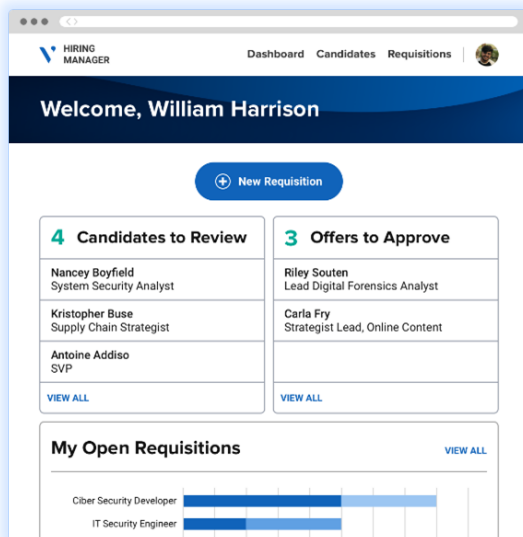
Figure 1: The Hiring Stakeholder Experience



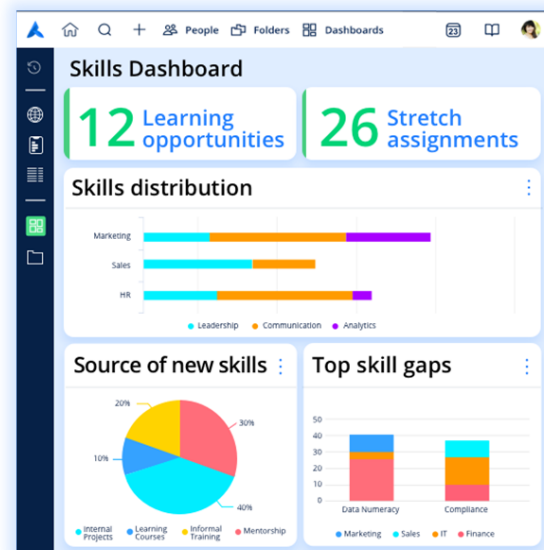
Recruiter



Candidate

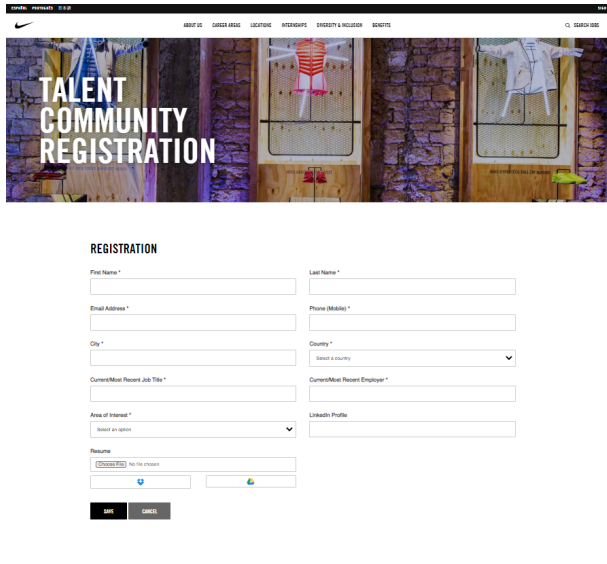


Hiring Manager



Executive

Figure 2: Customer Examples



TALENT COMMUNITY REGISTRATION

REGISTRATION

First Name *
Last Name *

Email Address *
Phone Number *

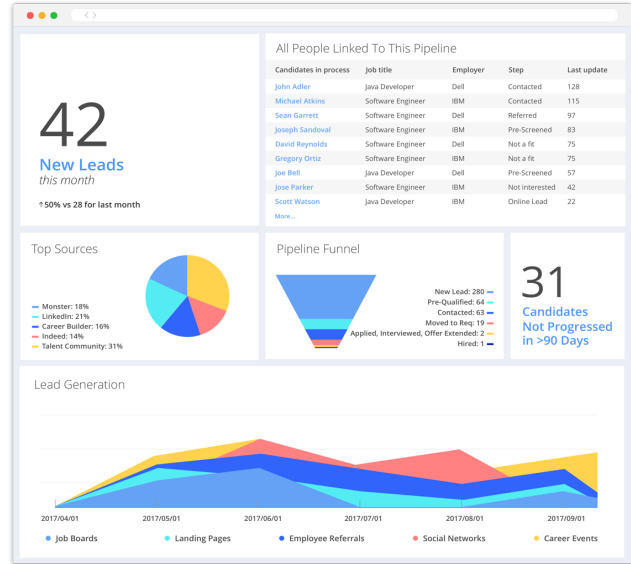
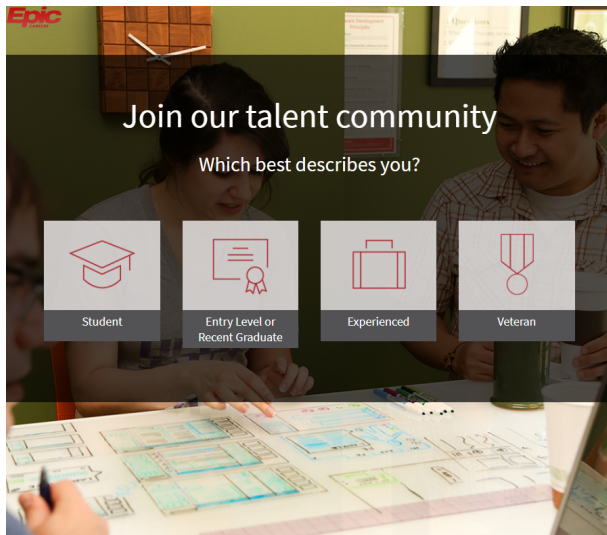
City *
Country *

Current/Recent Job Title *
Current/Recent Employer *

Area of Interest *
LinkedIn Profile

Resume
Upload file or drag and drop

Submit Cancel

Join our talent community

Which best describes you?

Student
Entry Level or Recent Graduate
Experienced
Veteran

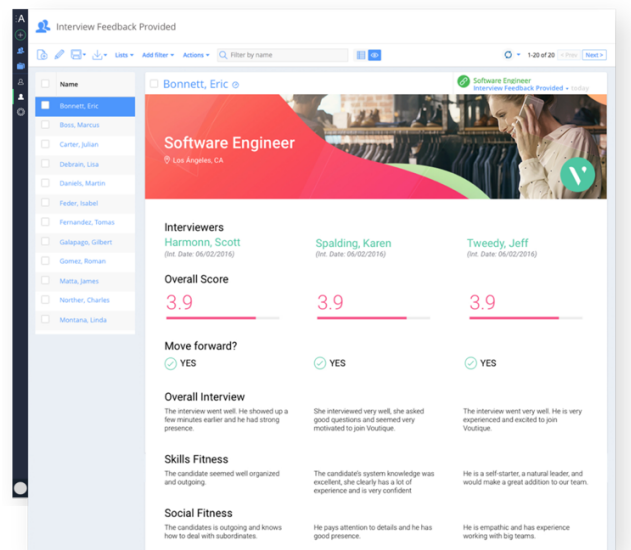


Figure 3: Referrals

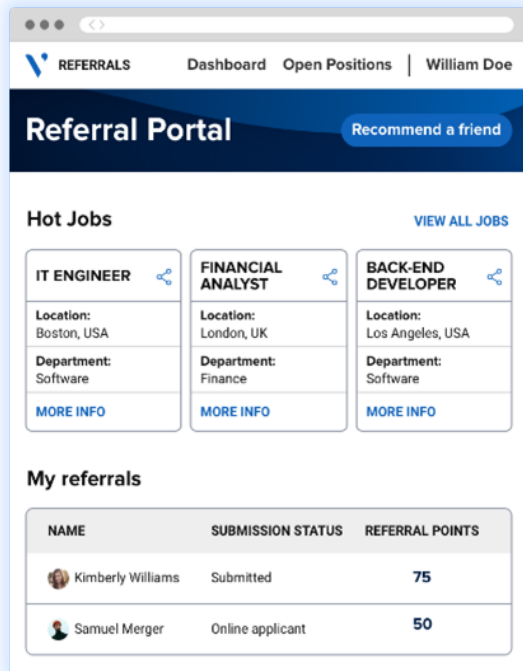


Figure 4: Onboarding

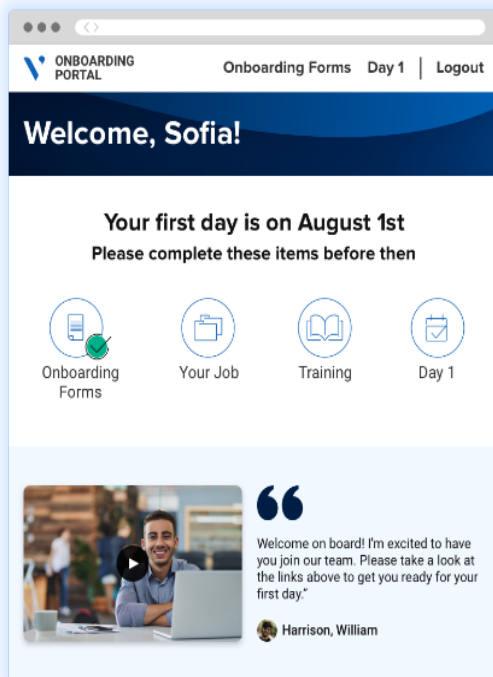


Figure 5: Campus Recruiting



BANKERS LIFE
**INVEST
IN YOUR
FUTURE**
ARE YOU IN?

First name *
Last name *
Email *
Phone number *
Zip Code *

Education History
remove
Institution
Major
Graduation Date
add another

Submit

Equal Opportunity Company M/F/D/V. Bankers Life is the marketing brand of Bankers Life and Casualty Company, Medicare Supplement insurance policies sold by Colonial Penn Life Insurance Company and select policies sold in New York by Bankers Casualty Life Insurance Company (BCLIC). BCLIC is authorized to sell insurance in New York. Administrative offices: Chicago, Illinois.

Figure 6: Avature In-Store

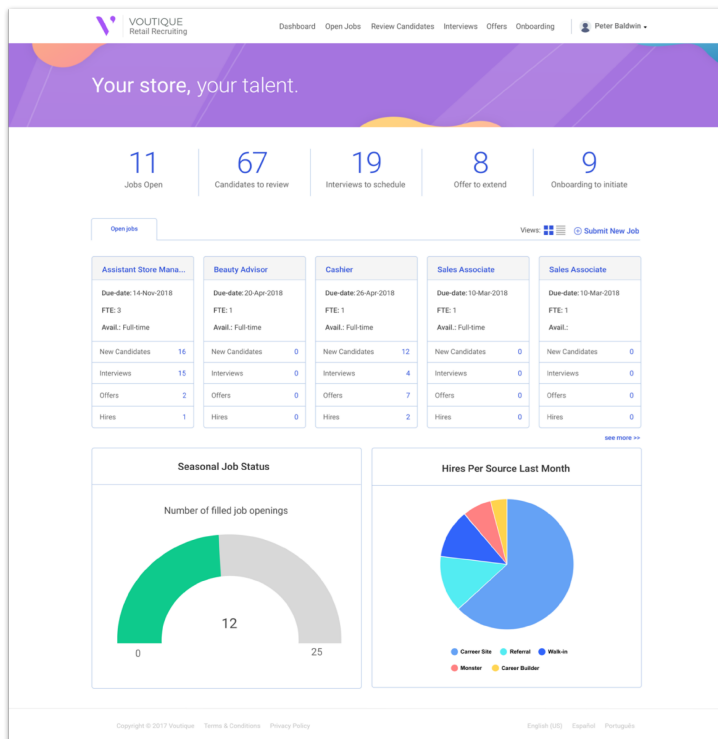


Figure 7: Agency Management

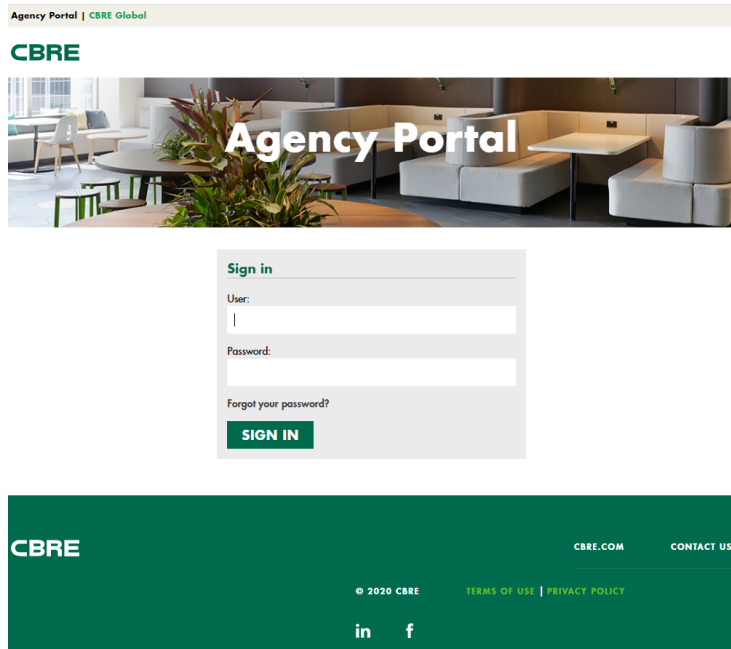


Figure 8: Recruiting Events Management

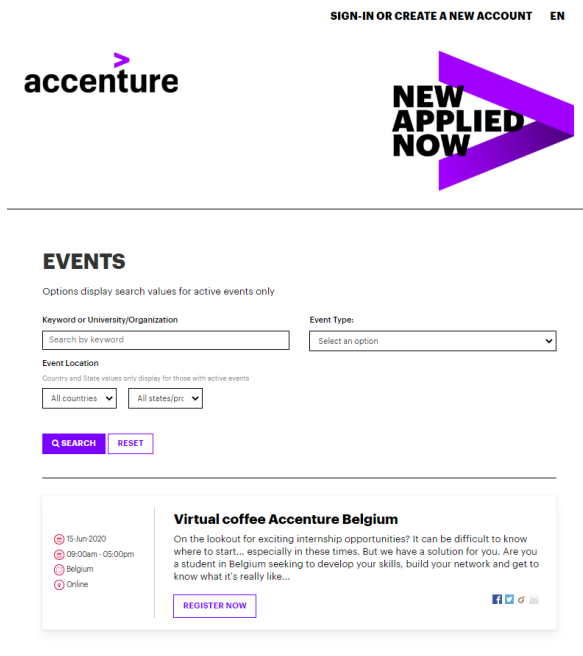
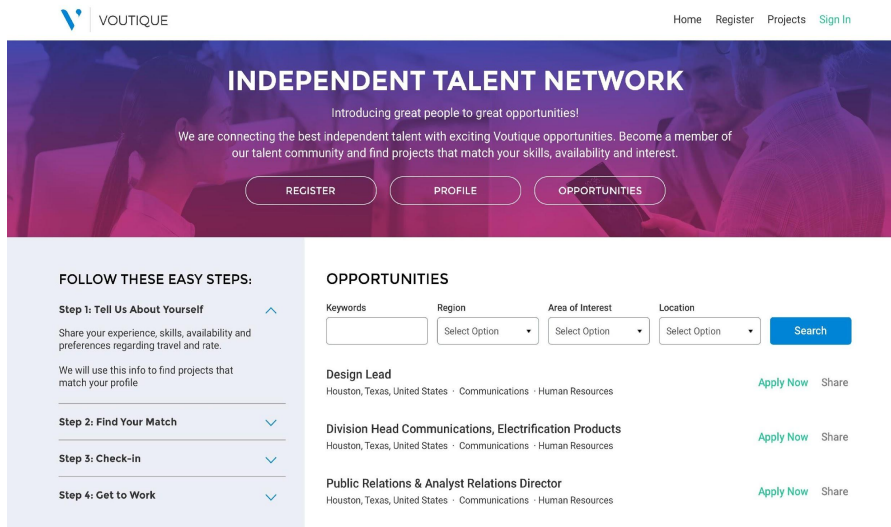


Figure 9: Contingent Workforce Management



The screenshot shows the VOUTIQUE Independent Talent Network homepage. At the top, there is a navigation bar with 'Home', 'Register', 'Projects', and 'Sign In'. The main header features the text 'INDEPENDENT TALENT NETWORK' and a sub-header 'Introducing great people to great opportunities!'. Below this, a message states: 'We are connecting the best independent talent with exciting Voutique opportunities. Become a member of our talent community and find projects that match your skills, availability and interest.' Three buttons labeled 'REGISTER', 'PROFILE', and 'OPPORTUNITIES' are displayed.

FOLLOW THESE EASY STEPS:

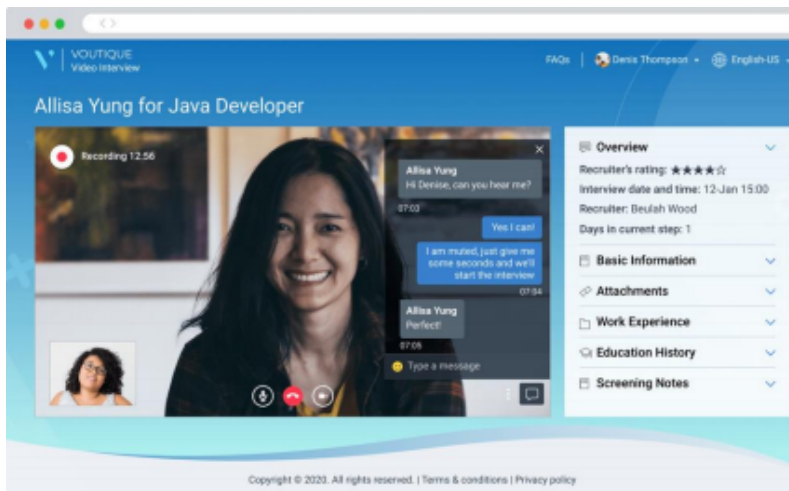
- Step 1: Tell Us About Yourself** (with an upward arrow icon)
 - Share your experience, skills, availability and preferences regarding travel and rate.
 - We will use this info to find projects that match your profile.
- Step 2: Find Your Match** (with a downward arrow icon)
- Step 3: Check-in** (with a downward arrow icon)
- Step 4: Get to Work** (with a downward arrow icon)

OPPORTUNITIES

Keywords Region Area of Interest Location

- Design Lead**
 - Houston, Texas, United States - Communications - Human Resources [Apply Now](#) [Share](#)
- Division Head Communications, Electrification Products**
 - Houston, Texas, United States - Communications - Human Resources [Apply Now](#) [Share](#)
- Public Relations & Analyst Relations Director**
 - Houston, Texas, United States - Communications - Human Resources [Apply Now](#) [Share](#)

Figure 10: Video Interviewing



The screenshot displays the VOUTIQUE Video Interviewing interface. The main window shows a video call with a candidate named Allisa Yung for a Java Developer position. The interface includes a 'Recording 12:56' indicator, a chat window with messages from Allisa Yung, and a sidebar with an 'Overview' section. The 'Overview' section contains the following information:

- Recruiter's rating:** ★★★★★
- Interview date and time:** 12-Jan 15:00
- Recruiter:** Beulah Wood
- Days in current step:** 1

Other sidebar sections include 'Basic Information', 'Attachments', 'Work Experience', 'Education History', and 'Screening Notes'. At the bottom, there is a copyright notice: 'Copyright © 2023. All rights reserved. | Terms & conditions | Privacy policy'.

Figure 11: Internal Mobility

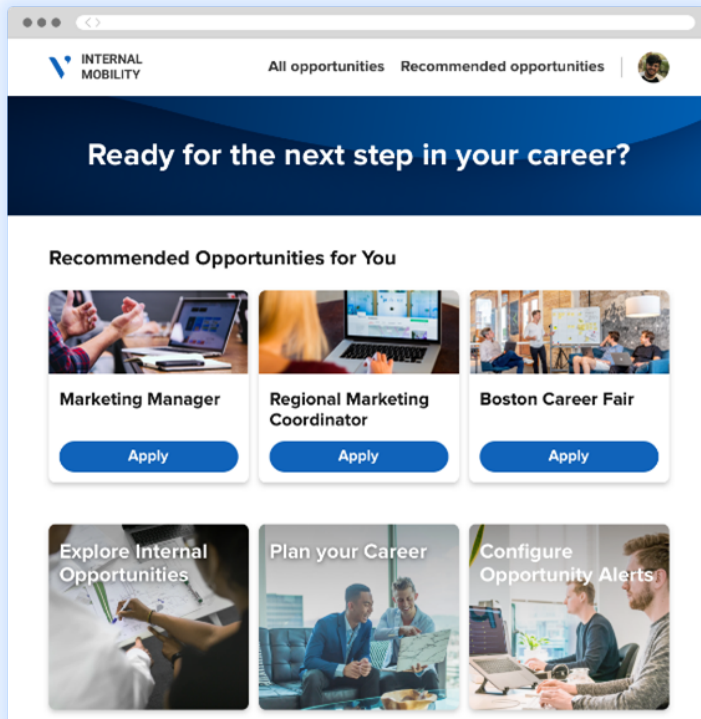
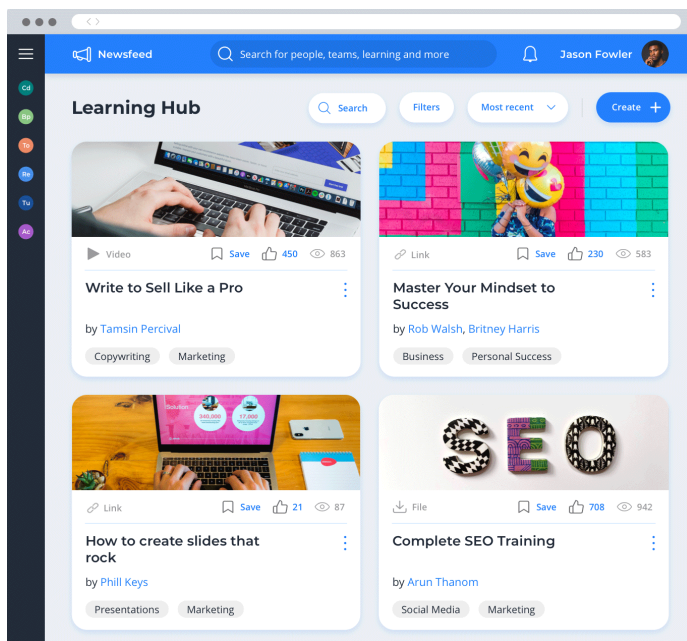


Figure 12: Learning



All screenshots provided by Avature

Analysis by Brandon Hall Group

Avature as the Answer

Avature is a very robust solution, covering the spectrum of talent acquisition and talent management. Avature is able to provide a seamless and reliable user experience and offer comprehensive analytics.

Avature's solutions include sourcing, applicant tracking, video interviewing, campus and events recruiting, employee referral management, social onboarding, branded employee engagement and performance management, employee mobility and contingent workforce management. Avature is able to manage a full employee lifecycle, pull data and keep that information secure while still allowing for insights to help prove value to both the organization and to individual employees.

Because of the amount of volume Avature handles, it is imperative that they maintain high levels of compliance. Avature's core strength is that clients maintain high levels of compliance with Avature. Some of the world's biggest financial organizations, healthcare providers and innovative tech companies all use Avature – proof that customers are in safe hands and testament to Avature's security and compliance.

Avature is an innovative company, putting 30% of their revenue back into R&D, which is impressive.

Avature's commitment to diversity, equity and inclusion has long been one of their core strengths. For example, in how hiring processes are best used to affect diversity goals in leadership positions. Considering only 38% of organizations are able to convey their diverse workforce messaging, having powerful technology is a competitive advantage, according to Brandon Hall Group research.

Avature's experience, capabilities, customer focus and innovation make them a great choice for operating in a secure, flexible environment.

- Michael Rochelle, Chief Strategy Officer and Principal HCM Analyst, Brandon Hall Group

About Brandon Hall Group

With more than 10,000 clients globally and 30 years of delivering world-class research and advisory services, Brandon Hall Group is focused on developing research that drives performance in emerging and large organizations, and provides strategic insights for executives and practitioners responsible for growth and business results.



ORGANIZATIONAL EXCELLENCE CERTIFICATION PROGRAM

recognizes world-class HCM programs that transform their organization and achieve breakthrough results. This designation is the next step beyond the HCM Excellence Awards, which focus on a single program, and looks at the department as a whole.

SMARTCHOICE® PREFERRED PROVIDER PROGRAM

uniquely places HCM service and technology companies at the top of organizations' consideration list of vendors. It adds an unmatched level of credibility based on BHG's twenty-eight-plus years of experience in evaluating and selecting the best solution providers for leading organizations around the world.