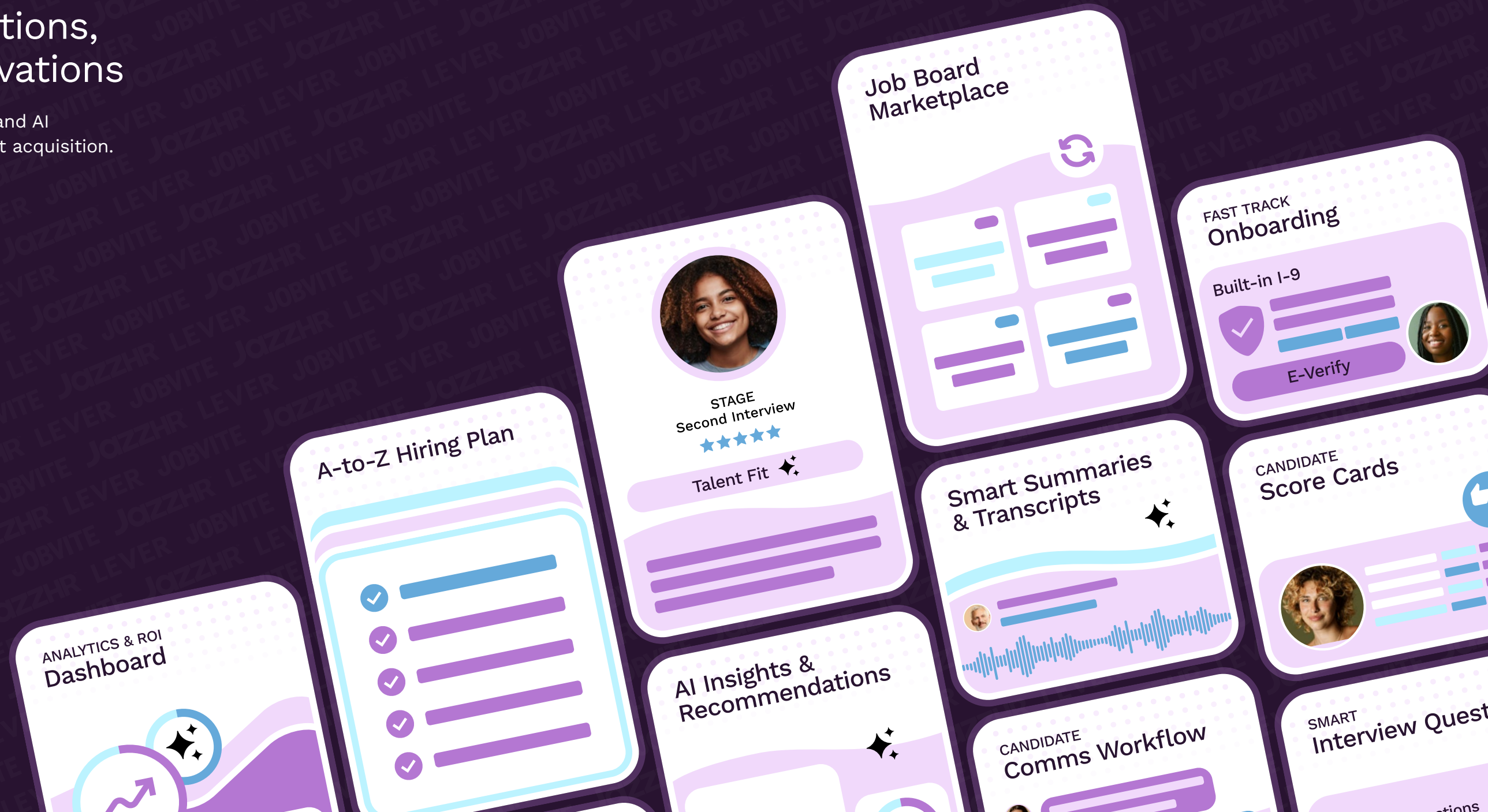


# The Employ Product Guide

A Look at Our Solutions,  
Features, and Innovations

Discover how Employ's ATS solutions and AI  
Companions power the future of talent acquisition.



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# Introduction

Why hiring today feels harder than ever and what you can do about it.



**Most talent acquisition teams are caught in a perfect storm:** pressure to hire faster, budgets stretched thinner, and candidates sharing horror stories about broken hiring experiences. Your data is scattered across systems that don't connect, manual processes eat up strategic time, and when recruiters leave, critical relationships disappear with them.



**Now add AI disruption to the mix.** Everyone knows AI *could* be the answer—but the risks feel real. What if it introduces bias? What if you lose the human connection that great hiring requires? You're not just competing for talent—you're racing to adapt before your competitors do.



**This guide is here to help.** Inside, you'll find quick assessments, side-by-side platform comparisons, and real customer success stories to help you choose the right hiring technology for your specific needs. We'll also explore how AI Companions can elevate your team—amplifying your impact without replacing the people that make hiring personal.

# About Employ

Employ delivers people-first intelligent hiring solutions that empower companies to overcome their greatest hiring challenges. From foundational hiring to advanced talent acquisition strategies, we meet companies where they are.

More than 23,000 customers trust Employ as their hiring technology partner. Why? Because we're the only organization to offer companies true choice: three unique ATS platforms (**JazzHR** for speed, **Lever** for growth, **Jobvite** for complexity) plus **AI Companions** that enhance your team's capabilities across interviewing, screening, and sourcing. All built with [IBM watsonx.governance](#) for transparent, bias-free AI you can trust.

## Proven Impact You Can Feel

Our customers don't just see value—they feel it rumble. And [IDC proved it](#):

**255%**

three-year return  
on investment

**4-month**

payback on  
investment

**\$295,326**

recruitment  
efficiency gains

# How This Guide is Organized

Follow these steps to find your ideal hiring solution:

## Step 1

### Take the **Quick Assessment:**

Get personalized recommendations based on your hiring challenges.

## Step 2

### Choose Your **ATS Platform:**

**JAZZHR**  
An employ ATS

Built for **Speed, Simplicity, and Growth**

**LEVER**  
An employ ATS

Talent Relationship Platform for **High Growth Teams**

**JOBVITE**  
An employ ATS

Advanced Hiring Platform for **Complex Talent Needs**

## Step 3

### Explore **AI Companions:**

See how AI can amplify your team's effectiveness.

SMART  
Interview Questions  
Trending Questions

**AI Interview** Companion



**AI Screening** Companion

Job Board  
Marketplace

**AI Sourcing** Companion

# Choose Your ATS Platform

Explore three distinct solutions built for speed, growth, or complexity—so you can match the right tech to your hiring needs.

**Every organization hires differently—your recruiting software should reflect that reality.** Rather than forcing you into a single solution, our intelligent hiring suite provides three distinct solutions: JazzHR for speed, Lever for growth, Jobvite for complexity.



Click the box that best matches your hiring challenge to jump directly to your recommended solution.

“

I need to hire faster and more efficiently

“

I'm scaling my team and need flexibility

“

I have complex hiring requirements

“

I want to amplify my team's capabilities with AI

# Solutions Overview

A quick-look at JazzHR, Lever, and Jobvite: who they're built for, what makes them unique, and how they drive results.





# An employ ATS

## Built for Speed, Simplicity, and Growth

Perfect for essential roles in retail, hospitality, food service, and customer service. If you're facing talent shortages and need immediate staffing solutions, JazzHR is built for you.

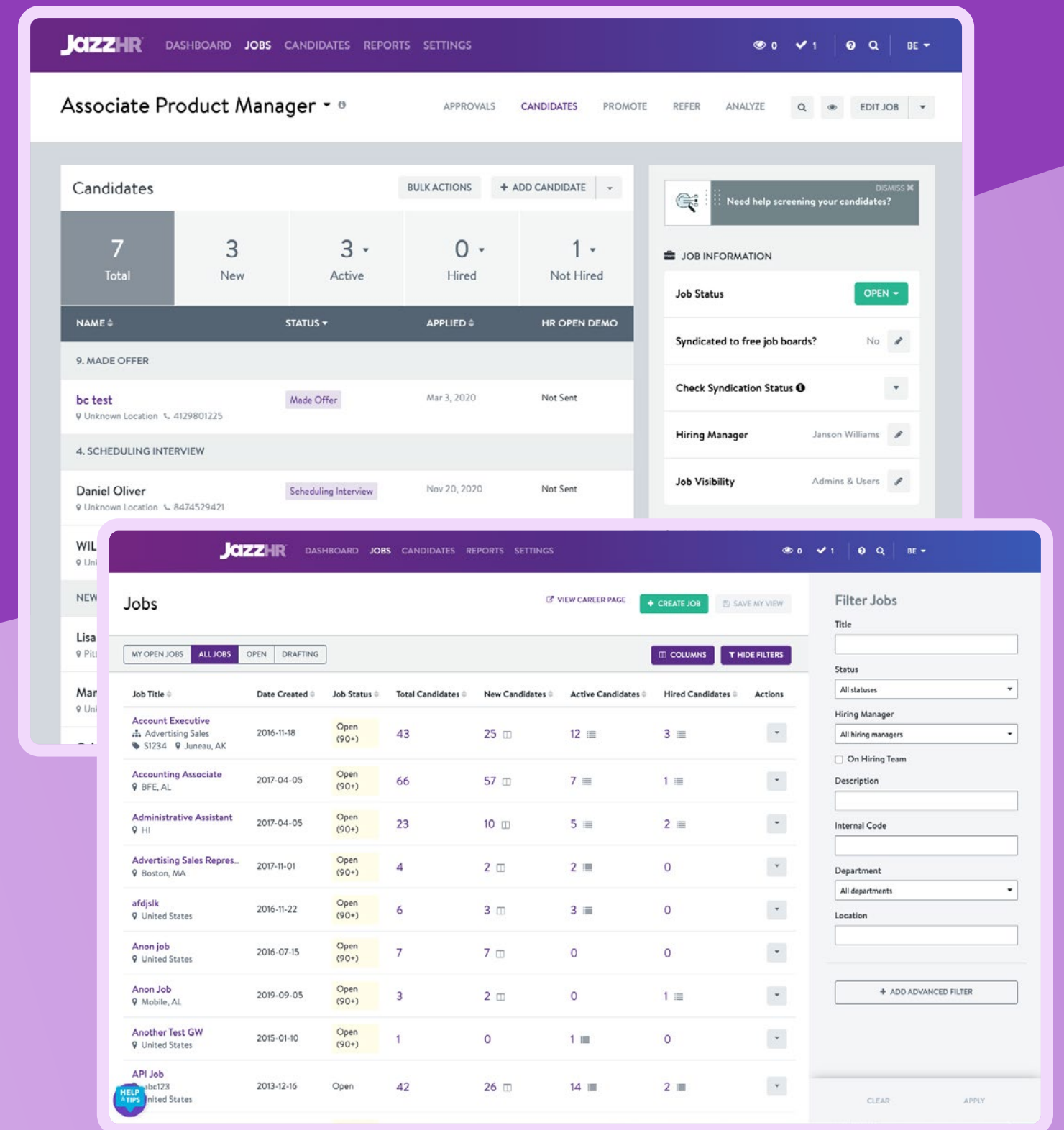
JazzHR gets you from job post to hire faster than spreadsheets and emails. It

handles posting, tracking, scheduling, and hiring in one place, while pre-built templates and AI-powered candidate matching reduce manual work. You get essential recruiting features at budget-friendly pricing.

“With a team of only five part-time volunteer recruiters, we were able to scale our team from zero to nearly 170 members in less than a year. That’s remarkable—and only possible with a tool like JazzHR.”



**Greg Buechler,**  
Chief Talent Officer,  
WeVote



Explore JazzHR's full capabilities

# LEVER

An **employ** ATS

## Talent Relationship Platform for High Growth Teams

Perfect for fast-growing companies with mixed hiring needs—from specialized roles to high-volume recruiting. If your team needs robust candidate relationship management, Lever adapts as your business evolves.

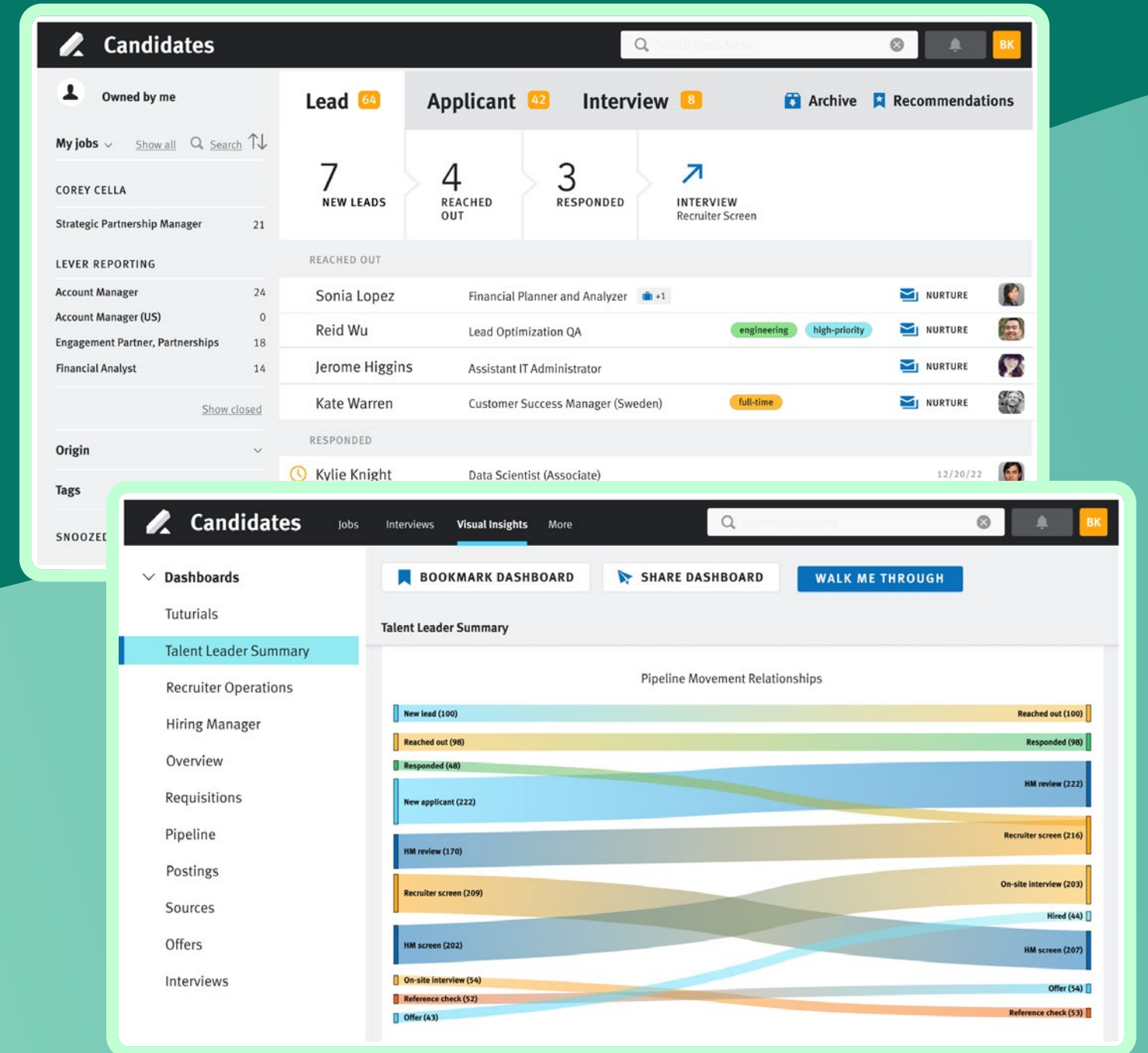
Scalable flexibility lets you adjust hiring processes as your business grows,


while a unified data view connects all hiring data for complete visibility. Lever excels at pipeline optimization—helping you build and maintain strong talent pipelines through advanced automation that maintains the personal touch.

“Lever does not rest on its laurels. There’s a constant desire to evolve. They recognize that they have to compete in the market, but they also know they have current clients who are satiating for more and more because they know that the platform has the capability to deliver on it.”



**Matt Bucher,**  
Director of Talent Acquisition and Onboarding,  
Insomnia Cookies



 Explore Lever’s full capabilities

# JOBVITE

## An employ ATS

### Advanced Hiring Platform for Complex Talent Needs

Perfect for organizations with sophisticated talent acquisition needs in highly regulated industries like finance, insurance, healthcare, and government. If you have extensive DEI and compliance requirements, Jobvite tackles your toughest hiring challenges.

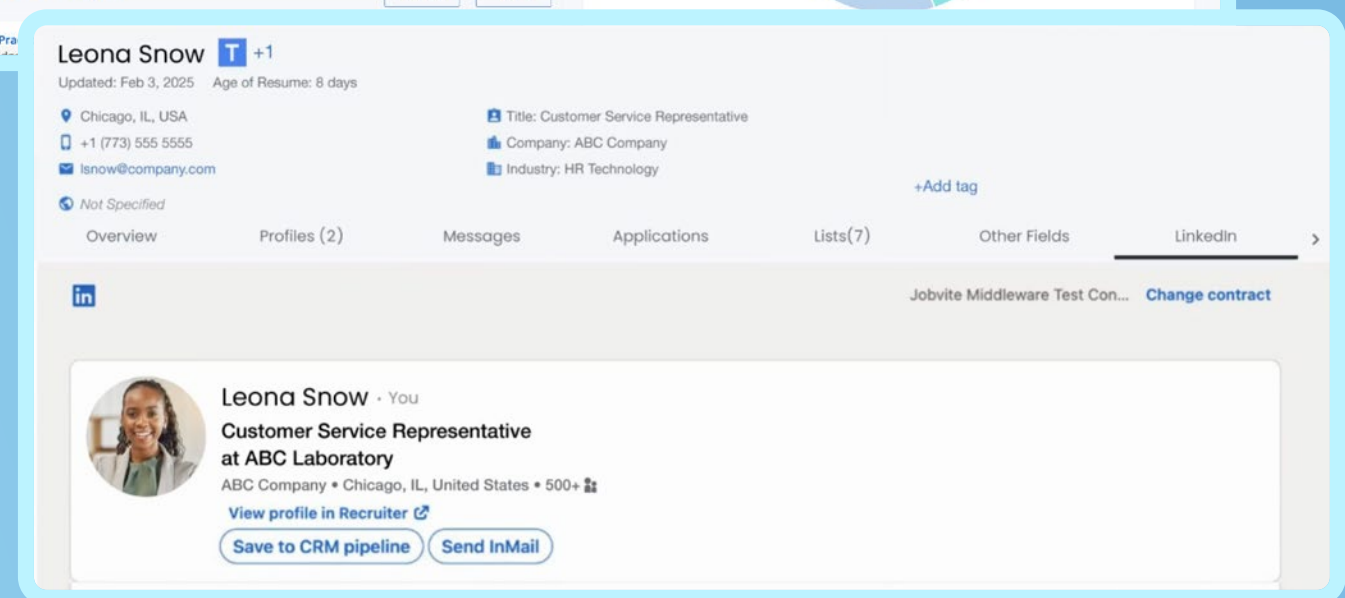
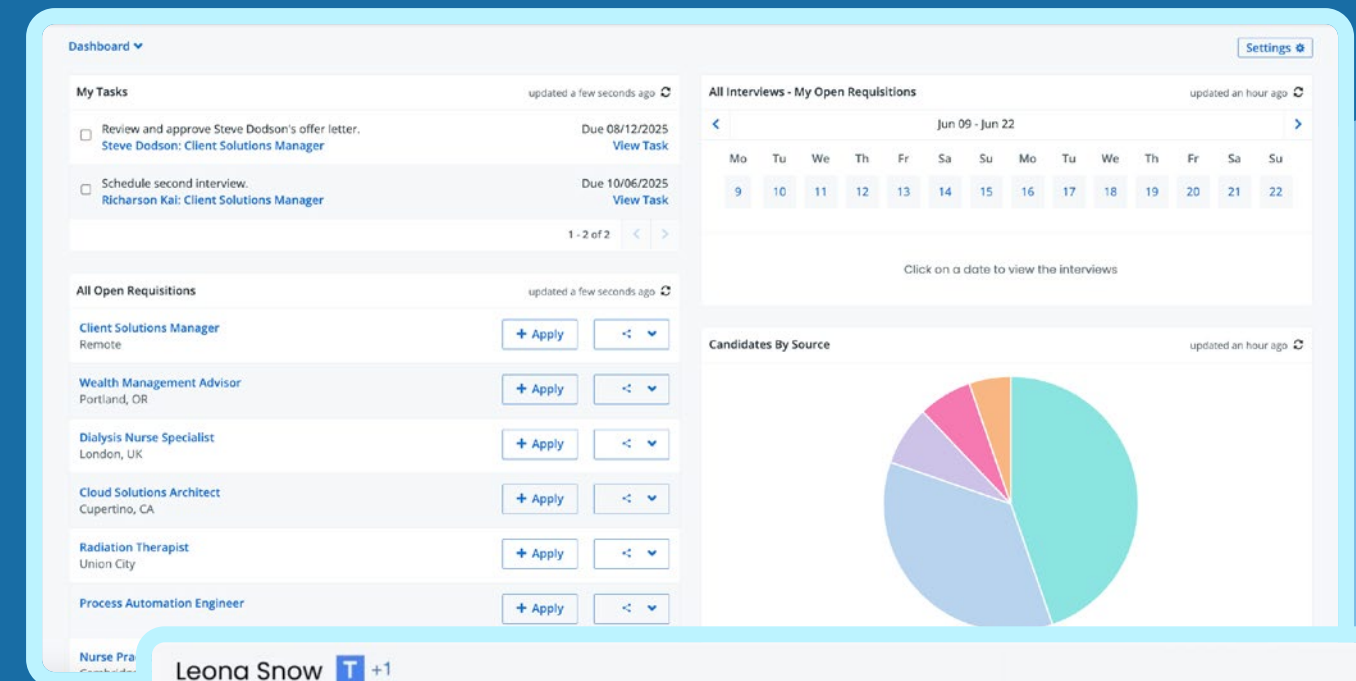
Enterprise-grade compliance provides built-in safeguards and audit-ready


reporting, while advanced analytics enable data-driven decisions with predictive capabilities. Recruitment marketing tools help you build and promote your employer brand at scale, and deliver seamless, personalized candidate experiences through robust automation and configurations.

“Jobvite has just made our lives so much easier. It structures everything in one area, so managers understand how to navigate it. They have used our ATS more in the past three months with Jobvite than the last three years with our previous system.”



**Michael Townsend,**  
Compliance Coordinator and ATS Systems Administrator,  
Samtec



 [Explore Jobvite's full capabilities](#)

# Platform Details

Explore what each platform can do in action—with detailed capabilities, ideal scenarios, and real-world customer wins.

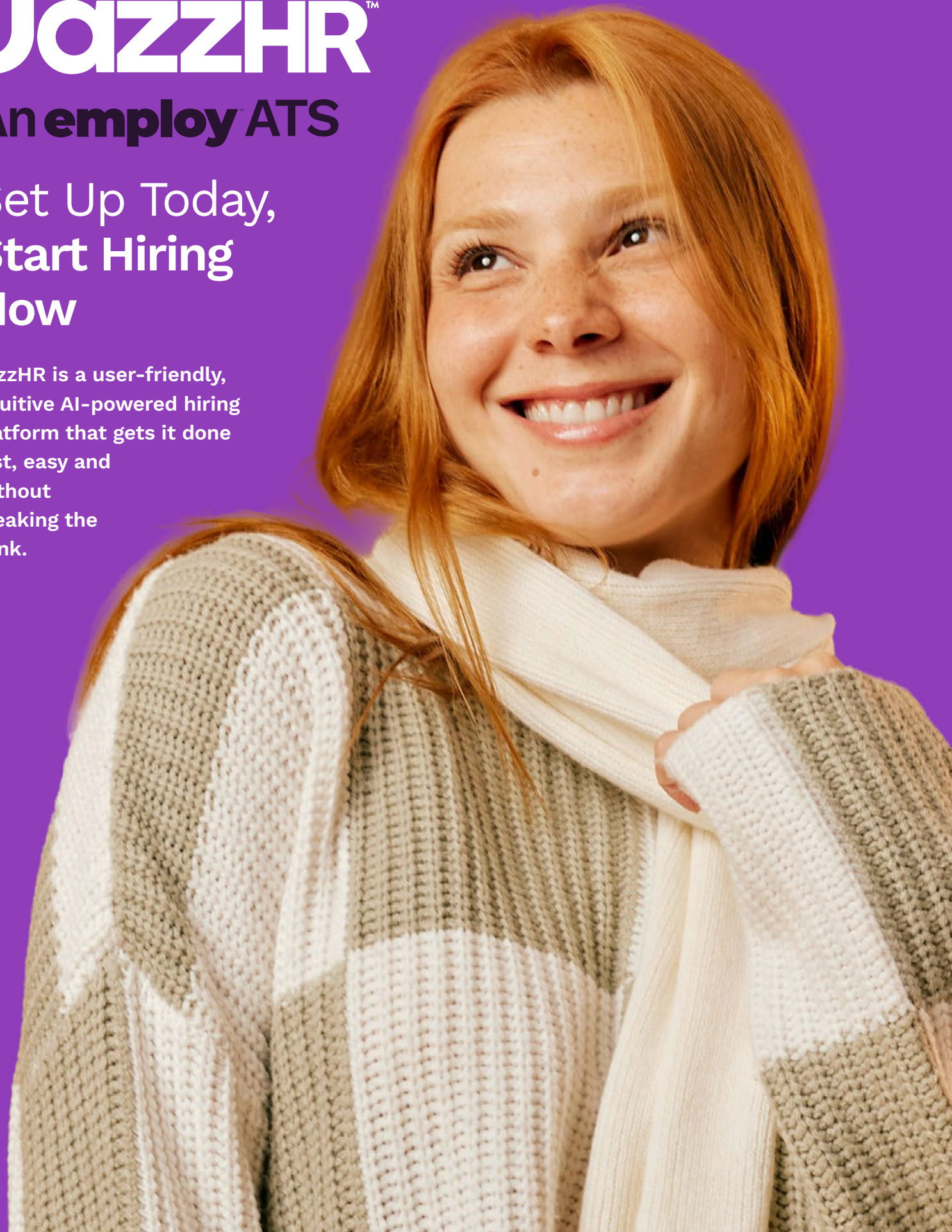


# JAZZHR™

## An employ ATS

### Set Up Today, Start Hiring Now

JazzHR is a user-friendly, intuitive AI-powered hiring platform that gets it done fast, easy and without breaking the bank.



## Best Fit Scenarios:

- 1 Organizations that need to hire fast and hire often
- 2 Industries with high-volume, non-specialized roles (retail, hospitality, food service)
- 3 Companies facing talent shortages that need immediate staffing solutions
- 4 Business owners who aren't recruiting experts but need simple, effective tools



## Hiring Essentials:

### Applicant Tracking System

Keep all candidate information organized without spreadsheets, separate emails, or scattered files.

### Job Postings and Syndication

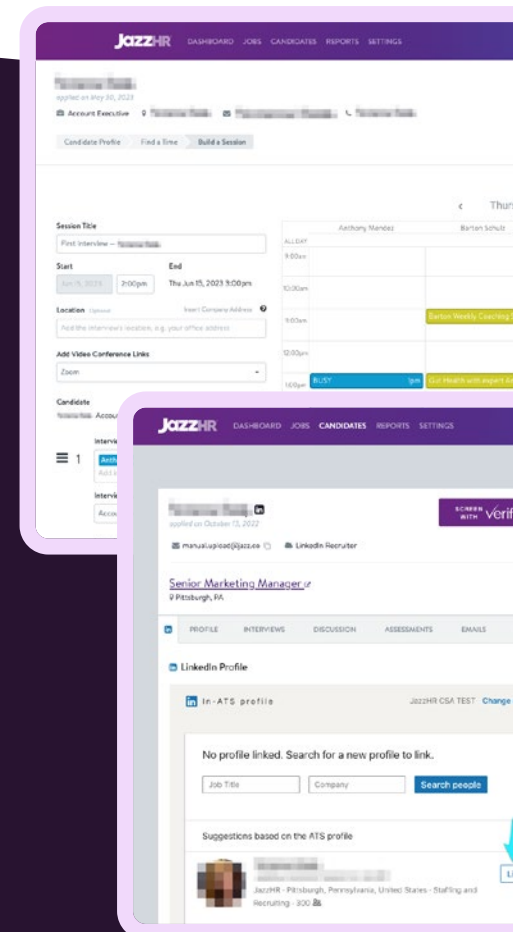
Post once and syndicate to free and paid boards and social media channels.

### Career Pages

Turn more visitors into applicants and show off your employer brand with user-friendly career pages.

### Email Communications

Set up branded message templates to automatically send personalized candidate emails.



# Smart Automation

## VONQ CPA+ (Cost Per Application):

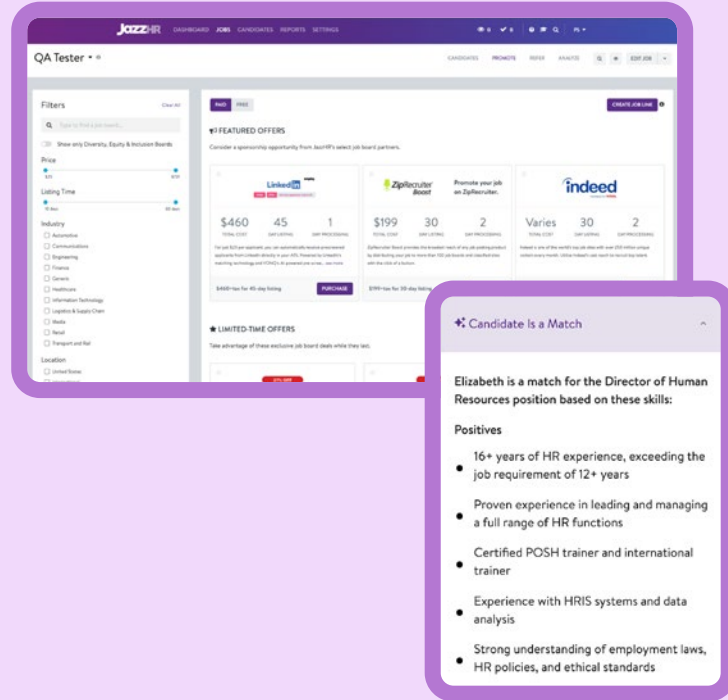
Get high-quality, pre-screened applicants from LinkedIn—automatically delivered to your ATS. AI-powered screening serves up complete candidate profiles, including scoring, ranking, interview transcripts, and evaluation scores.

## AI-Powered Candidate Matching:

Skip manual resume screening and let AI instantly identify your best candidate matches with clear explanations provided.

## Knockout Questions:

Use pre-screening questions to automatically disqualify candidates who don't meet essential requirements.



# Add-Ons

## Candidate Texting:

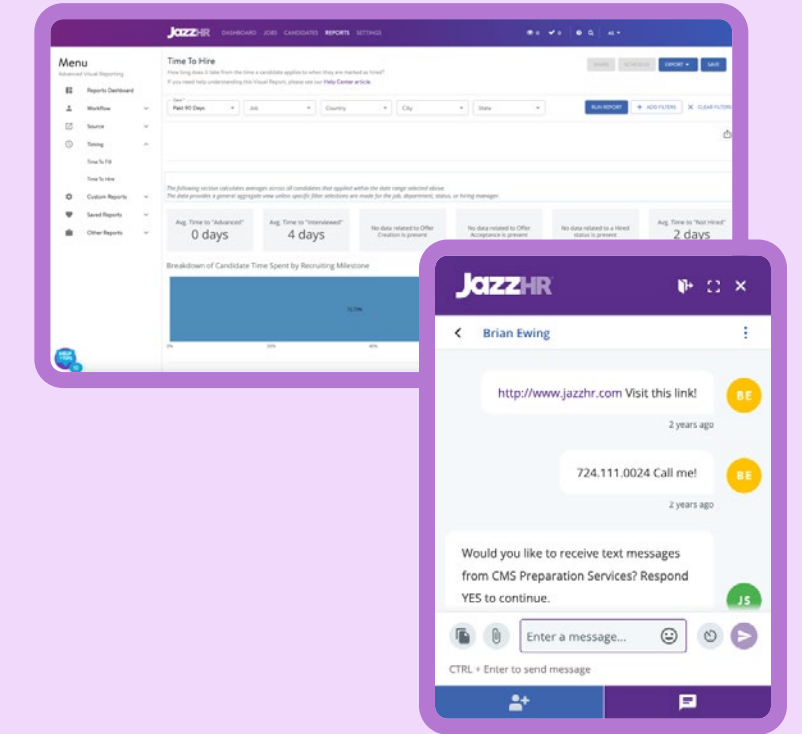
Text candidates without ever leaving JazzHR to maintain momentum and capture candidate attention.

## Offers and eSignatures:

Quickly generate personalized offer letters with pre-populated templates and automate eSignature requests.

## Visual Reporting:

Make informed hiring decisions with actionable reports and trend forecasts.



# Team Efficiency

## Bulk Email:

Send emails to multiple candidates at once instead of writing each one individually.

## Customizable & Automated Workflows:

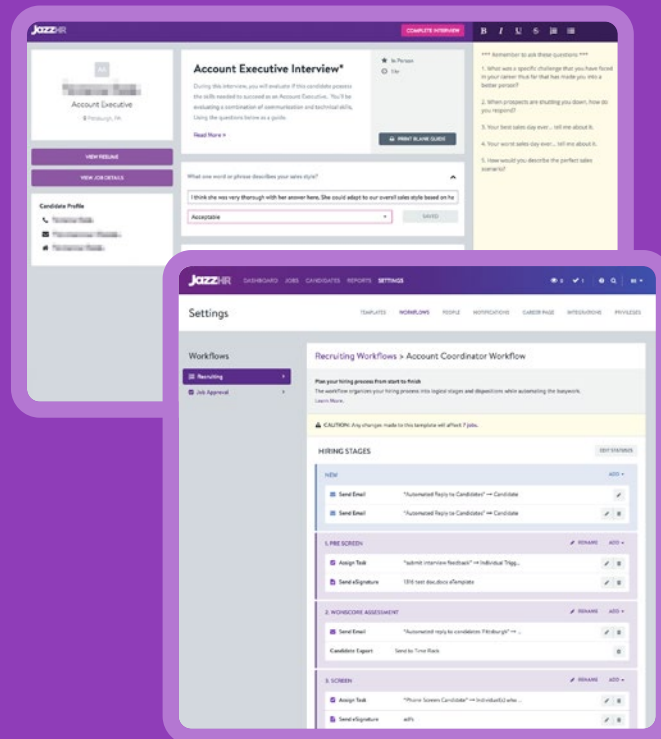
Take the busy work out of hiring with automated tasks and email triggers.

## Interviews and Assessments:

Schedule interviews easily and use consistent criteria to evaluate and rank candidates.

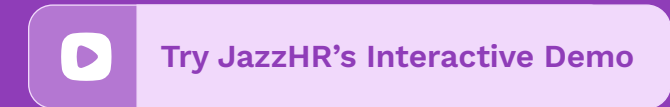
## Integration Marketplace:

Easily connect HR tools you love most and discover new hiring solutions available.



# Key Benefits

- Easy-to-use interface with full candidate visibility in one place
- Streamlined internal communication and interview scheduling
- Templates and guided flows that support faster, more consistent onboarding
- High volume management for teams with lean staff





## CUSTOMER SUCCESS STORY

# How Pop-A-Lock Streamlined Hiring Across 260+ Franchises with JazzHR

## The Challenge

With 260+ franchise locations, Pop-A-Lock was drowning in hiring chaos. Each franchisee juggled emails, texts, and multiple job boards without any unified system. Many franchise owners lacked HR experience and felt overwhelmed. Candidates fell through the cracks, and time-to-hire stretched to 2 months.

## The Impact

Pop-A-Lock transitioned from spreadsheets and misaligned processes to a streamlined system that works across every location. Franchisees now have the tools to move quickly, stay organized, and make confident hiring decisions. Whether you're hiring for one location or hundreds, JazzHR gives you the power to grow your team with confidence.

### The JazzHR Solution

- ✓ Pre-hire assessments that hiring managers can “load and go”
- ✓ A unified system to replace scattered communication channels
- ✓ Simple tools designed for non-HR franchise owners

[Read the Full Story](#)

## The Results

Supported 260+ franchise locations

Cut time-to-hire from 2 months to 2 weeks

Assessment completion rate: 10% → 50%



JazzHR has transformed our hiring operations by bringing order to a previously chaotic process, making us more effective and significantly improving turnaround times.”

**Director of Operations,**  
System Forward America

# LEVER

An **employ** ATS

Whatever Comes Next, Lever Moves with You

A scalable, AI-powered hiring platform that flexes as your team grows, your roles change, and your priorities shift.



## Best Fit Scenarios:

- 1 Growing companies that need flexibility and scalability
- 2 Organizations with mixed hiring needs (both specialized and non-specialized roles)
- 3 Teams that need robust candidate relationship management
- 4 Companies requiring moderate compliance and reporting capabilities



## Hiring Essentials:

### Applicant Tracking

Complete candidate management with pipeline visibility

### Job Board Marketplace

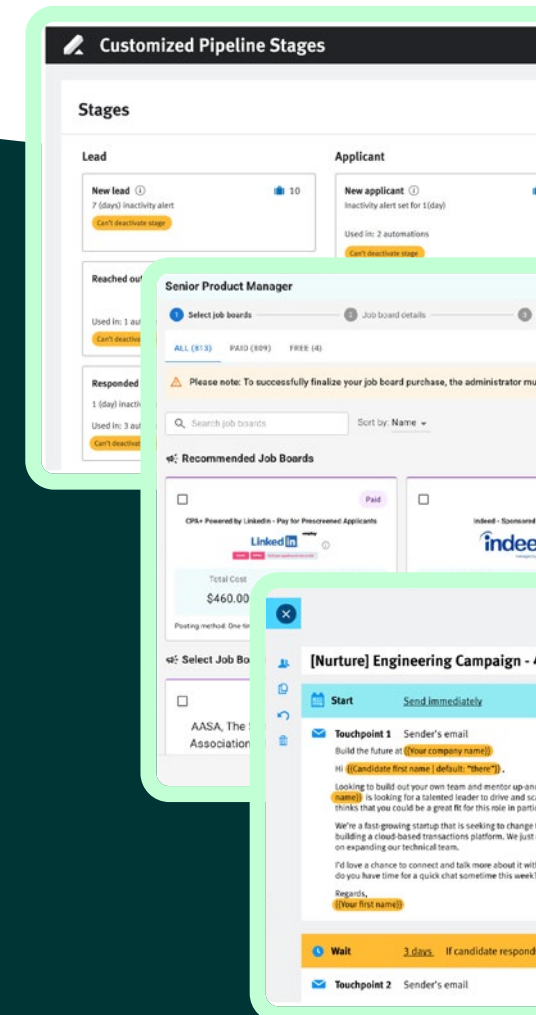
Post seamlessly across boards without jumping between systems

### CRM

Build lasting candidate relationships through multi-channel sourcing and nurturing

### Career Site Builder

Create compelling, branded experiences that convert visitors



# Intelligent Automation

## AI-Powered Candidate Matching:

Instantly surface top candidates with AI that pinpoints best-fit matches—and tells you why.

## AI Interview Transcripts and Summaries:

Focus on candidates during interviews (not notes) with AI that handles transcriptions and summaries for you.

## Automated Nurture Campaigns:

Keep promising candidates engaged with personalized outreach campaigns.

## Advanced Automation:

Streamline complex workflows while maintaining a personal touch.

## Applicant Screening and Resume Review:

Skip manual screening and resume reviews with AI that identifies top candidates from your applicant pool.

# Add-Ons

## AI Interview Companion:

Build a consistent, streamlined interview process with enterprise-grade intelligence that ensures candidates are evaluated on skills and fit, not bias.

## Candidate Texting:

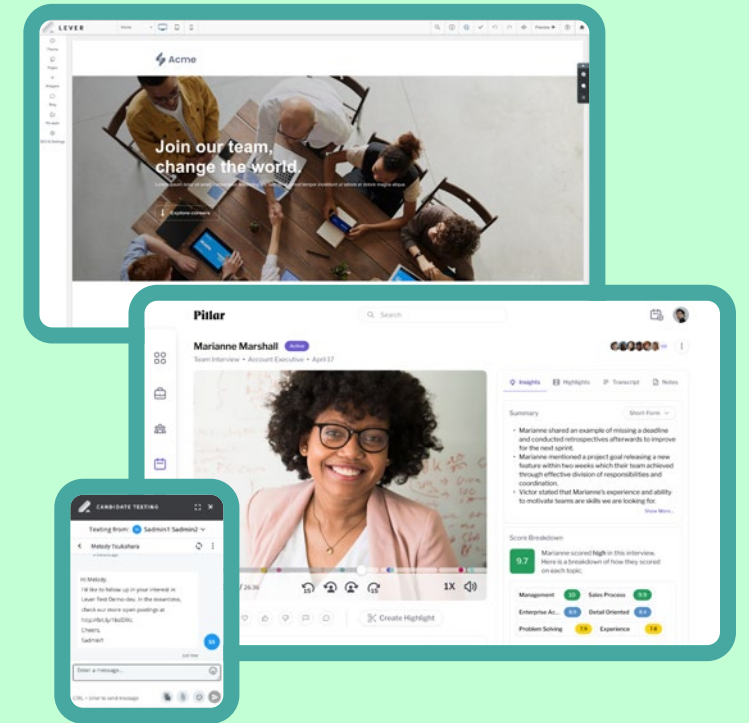
Keep candidates moving forward with real-time texting.

## Offer and Requisition Management:

Accelerate approvals and deliver offers faster with automated workflows.

## Custom Career Site Builder:

Customize career sites easily with no-code design tools.



# Analytics & Compliance

## Reporting, Analytics, and Visual Insights:

Monitor important metrics, remove bottlenecks, and reduce friction with real-time insights at every pipeline stage.

## ROI Dashboard with AI Recommendations:

Showcase recruiting impact with clear metrics and AI-driven insights.

## DEI Reporting:

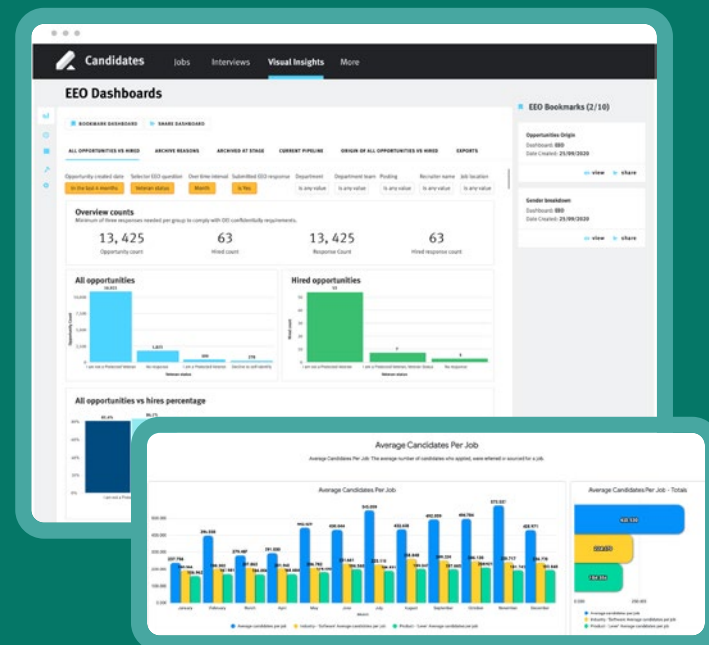
Track and improve diversity initiatives for consistent progress toward your goals.

## Automated Compliance (GDPR and more):

Stay compliant across global hiring requirements.

## 400+ Integration Partners:

Connect seamlessly with your existing tech stack.



# Key Benefits

- Simple, user-friendly candidate experience
- Strong support for HRIS integrations and onboarding efficiency
- Standout screening and resume parsing capabilities
- Better hires and stronger business outcomes
- Improved collaboration across recruiters and hiring managers



Try Lever's Interactive Demo



## CUSTOMER SUCCESS STORY

# How Entrata Scaled Recruiting Globally

## The Challenge

Entrata was managing global recruitment for 20,000+ apartment communities using a homegrown system and manual processes. With hundreds of applications weekly across multiple regions, recruiters relied on spreadsheets and Slack messages. The company lacked data visibility, HR compliance, and scalable processes for their engineering, product, and high-volume call center hiring.

## The Impact

Entrata transformed from manual, disconnected processes to a unified global recruiting powerhouse. They gained their first-ever visibility into talent metrics across three regions, streamlined compliance, and reduced recruiting headcount while scaling rapidly. The automation freed up time for strategic work while maintaining world-class candidate experiences during challenging economic conditions.

### The Lever Solution

- ✓ Custom workflows to streamline recruiting and reduce manual effort
- ✓ Built-in e-signature and compliance tool tailored to roles and regions
- ✓ Visual dashboards and advanced analytics for smarter, faster decisions
- ✓ Candidate tracking for increased visibility and better team collaboration



[Read the Full Story](#)

## The Results

**700 hires** in 180 days

**91%** acceptance rate

**\$40K saved** annually on recruiting labor

**45-day global** average time-to-fill



As a tech company, you're only as good as the people you hire, so a lot depends on your talent processes. We knew Lever would help us succeed. It's designed for recruiters, it's intuitive, and it's going to make our jobs much easier."

**Director Talent Acquisition**  
Entrata

# JOBVITE

## An employ ATS

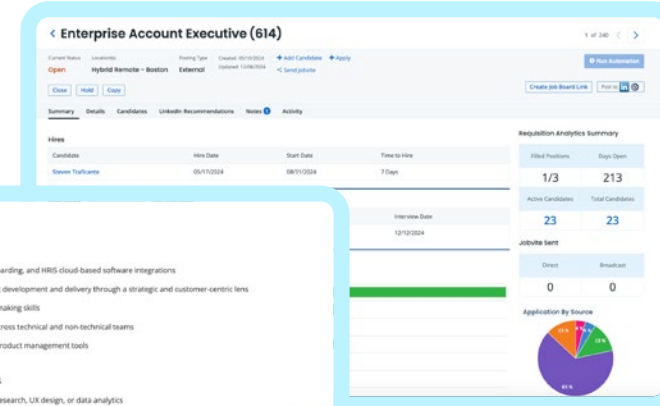
### Built to Tackle Your Toughest Hiring Challenges

Jobvite's AI-powered platform flexes to your workflows—delivering unmatched analytics, automation, built-in recruitment marketing, and more to help you hire faster, smarter, and more human.



## Best Fit Scenarios:

- 1 Sophisticated talent acquisition teams with complex hiring and compliance requirements
- 2 Highly regulated industries (finance, insurance, healthcare, and government)
- 3 Organizations with complex compliance requirements and DEI initiatives
- 4 Companies prioritizing employer brand and candidate experience
- 5 Enterprise-grade capabilities with extensive configurability needs



## Hiring Essentials:

### Applicant Tracking

Centralize candidate management with built-in automation and intelligence

### Video Screening

Screen candidates early with on-demand video responses

### Multi-Language

Support global hiring with multilingual platform capabilities

### Career Site

Convert 3x more applicants with mobile-optimized, branded experiences

### E-Signature

Accelerate offer acceptance with seamless digital signature processes

### Customizable Workflows

Tailor workflows to your specific hiring needs to maximize efficiency

### AI-Powered Candidate Matching

Identify top-fit candidates automatically with clear explanations provided

### Bias Blocker

Ensure fair, transparent candidate review processes that eliminate bias

### Integration Marketplace

Connect seamlessly with existing tech stack through robust integrations

# Analytics & Compliance

## Analytics:

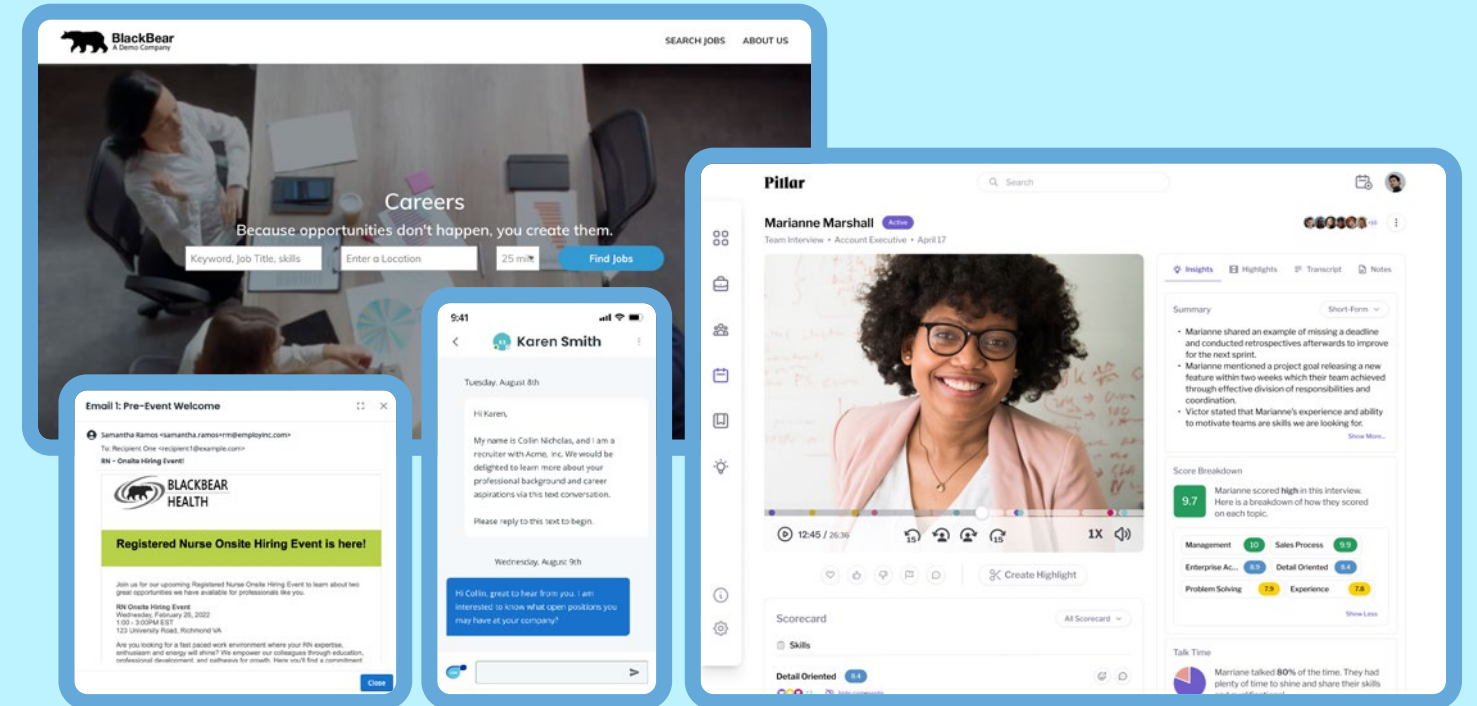
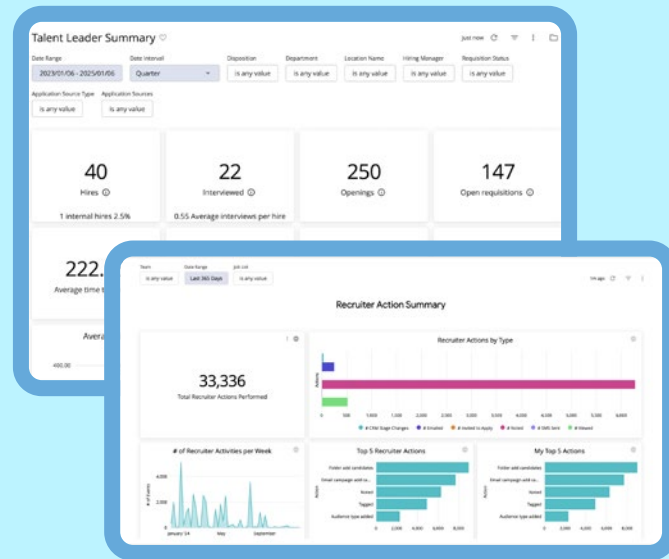
Drive smarter hiring decisions with 60+ actionable dashboards and reports.

## Organizations and Data Segmentation:

Manage complex hiring structures with advanced data organization.

## Data Exchange:

Share recruitment insights seamlessly across all your systems.



# Engagement & Growth (Add-Ons):

## AI Interview Companion:

Build a consistent, streamlined interview process enterprise-level intelligence that ensures candidates are evaluated on skills and fit, not bias.

## Candidate Relationship Management:

Find and nurture talent through multi-touch campaigns and targeted audience messaging.

## Candidate Texting:

Reach candidates faster with text messaging.

## Job Broadcast:

Broadly distribute jobs across hundreds of global job boards.

## Advanced Employee Referrals:

Tap into employee networks with gamification and analytics.

## Internal Mobility:

Keep your best talent by creating internal growth pathways.

## Onboarding:

Reduce costs and boost retention with AI-powered onboarding automation.

## Chatbot:

Support job seekers browsing your career site with instant answers 24/7.

## HRIS Integrations:

Connect with your HRIS and payroll systems like UKG, ADP, BambooHR, and more.

## Custom Career Site:

Design fully customizable career sites that strengthen your employer brand.

# Key Benefits

- Centralized processes streamline collaboration between recruiters and hiring managers
- Enterprise-grade compliance ensures audit-ready reporting and meets global hiring requirements
- Advanced analytics provide actionable insights to optimize recruiting performance
- Workflow automations cut manual work and support scalability



Try Jobvite's Interactive Demo



CUSTOMER SUCCESS STORY

# Enterprise Technology Company: Winning the Talent War

## The Challenge

This enterprise technology company faced fierce competition for top talent in a crowded market. They needed a robust ATS to secure high-quality applicants, engage passive prospects, and build lasting relationships to meet aggressive hiring goals. Without proper tools, they struggled to track recruitment efforts and predict hiring outcomes.

## The Impact

The company transformed from reactive hiring to proactive talent engagement. Their modern, mobile-optimized career site now attracts and converts candidates at industry-leading rates. With integrated recruitment marketing and predictive analytics, they can forecast hiring outcomes and build talent pipelines that give them a competitive edge in securing top performers.

### The Jobvite Solution

- ✓ Built-in recruitment marketing functionality with email drip campaigns
- ✓ Mobile-optimized career sites and streamlined apply workflow
- ✓ Multiple talent networks for broader candidate reach
- ✓ Clear visibility across the entire hiring funnel with predictive analytics

## The Results

**83% application completion rate**

**72% open rate** for nurture email campaigns

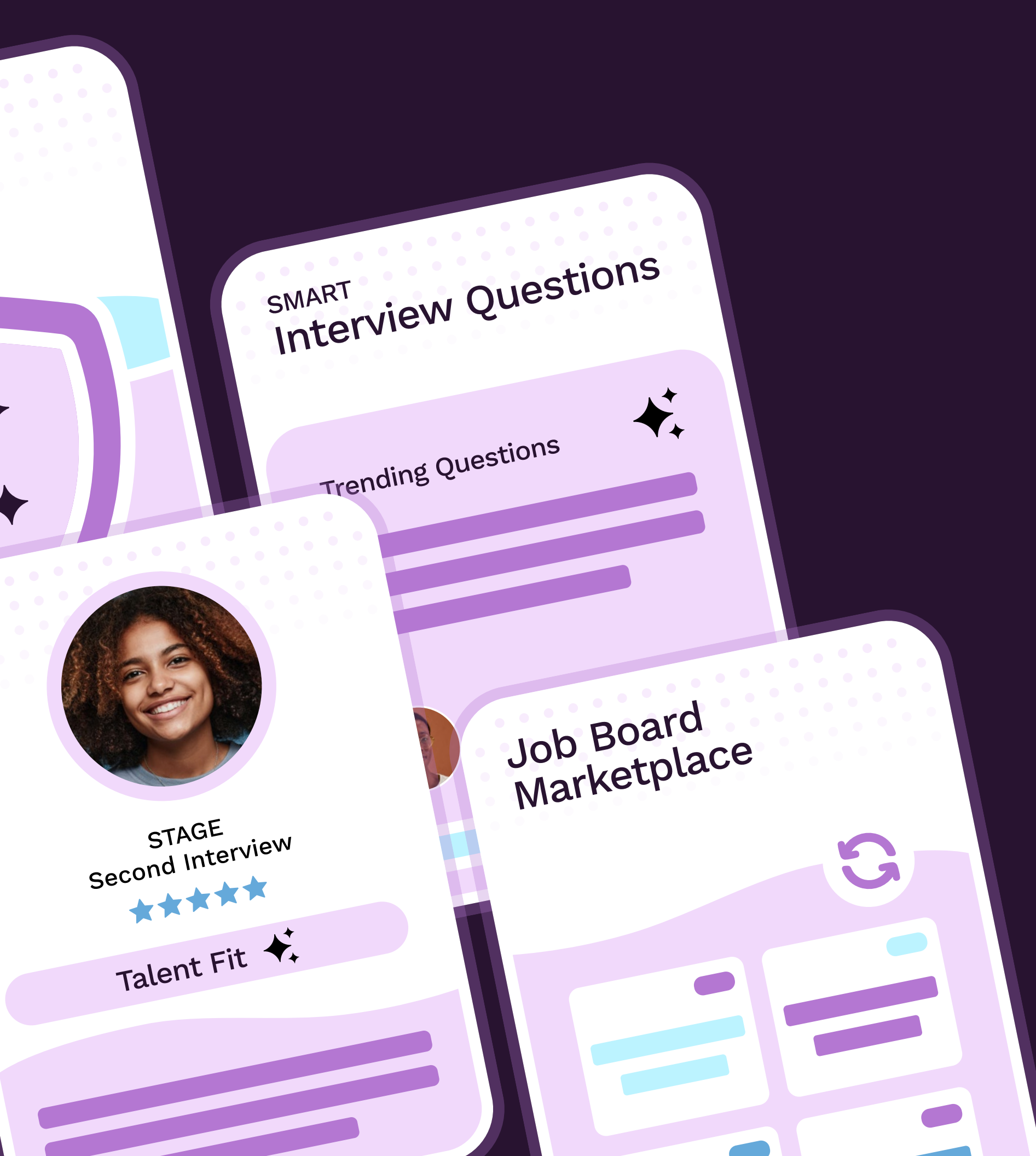
**Application conversion rates** exceeding industry averages

**Nearly 6 minutes average** time on career site (double typical average)



We chose Jobvite because we wanted to deliver a standout candidate experience and a fully integrated approach—one that ensures visibility into the end results and gives us the ability to predict outcomes.”

**Manager of Talent Acquisition Operations**



# AI Companions

Meet your recruiting sidekicks that take on the busy work, reduce bias, and help you stay focused on people.

Now that you've chosen your ATS platform, let's explore our [AI Companions](#) and how they can amplify your hiring success even further.

## What are AI Companions?

AI Companions are intelligent, human-centric assistants that increase efficiency and enhance the human elements of hiring through smart, purpose-driven AI. They take on the busy work, so your team can focus on what matters most: hiring the right people.

# AI Interview Companion

Great teams start with great interviews

With Employ's AI Interview Companion, your team can run structured, effective interviews and select the right candidates every time.

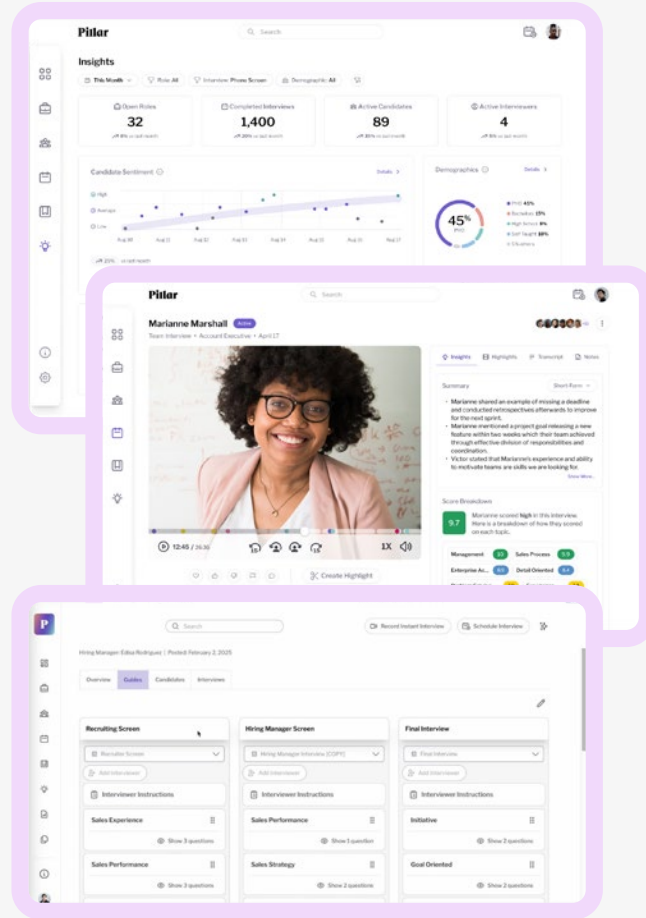
**Interview Plans:** Record intake meetings, collect critical information from hiring managers, and outline what each interviewer should accomplish for more effective outcomes.

**Interview Guides:** Get skill-based question recommendations and real-time guidance during interviews to reduce bias and capture structured feedback on the spot.

**Instant Interview Summaries and Feedback:** Stay present with candidates while AI auto-generates transcripts, writes interview summaries, and delivers quick-hit video recaps for easy review.

**Automated Interview Coaching:** Uncover coachable moments, deliver targeted training, and track candidate sentiment to continuously improve interviewer performance.

Employ's AI Interview Companion impacts the most critical hiring outcomes across your organization.



“With Employ, we are now able to collect high quality candidate feedback in real time and 85% of feedback is submitted in 48 hours or less. Employ has made it so that we never have to chase down an interviewer again.

Director of People Operations,  
Fortune 1000 Software Company

42%

increase in offers to diverse candidates

12-14

hours saved per role

32%

decrease in 1st-year attrition rates

# AI Screening Companion

(Coming Soon)

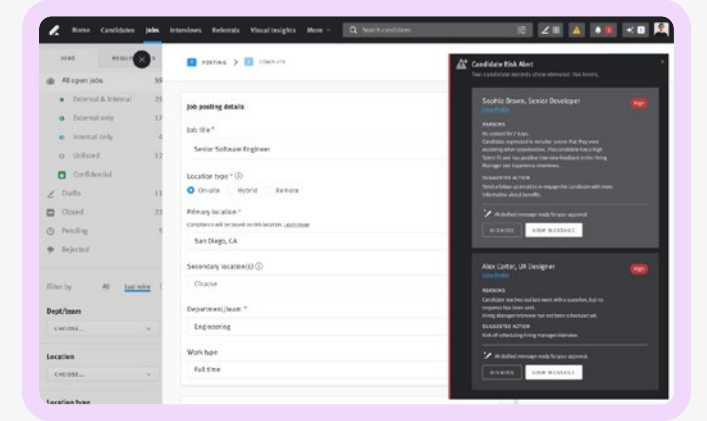
The AI Screening Companion is a built-in assistant that helps recruiters screen smarter, connect faster, and reduce costly candidate drop-offs.

**Talent Loss Risk:** Prevent candidate drop-off through predictive data. Execute AI-based communication plans using workflow and interview data to keep at-risk candidates engaged.

**Candidate Transparency:** Reduce candidate ghosting with automated feedback. Send tailored rejection emails with clear reasoning—and invite strong fits to join your talent pool for future roles.

**Candidate Insights:** Leverage AI-powered intelligence to gain deep candidate insights through early assessments at the top of the funnel so recruiters can screen faster and build stronger passive talent pools.

**Screening Assistant:** Let your intelligent assistant handle the heavy lifting—analyzing applications behind the scenes and surfacing key insights only when it's time to act.



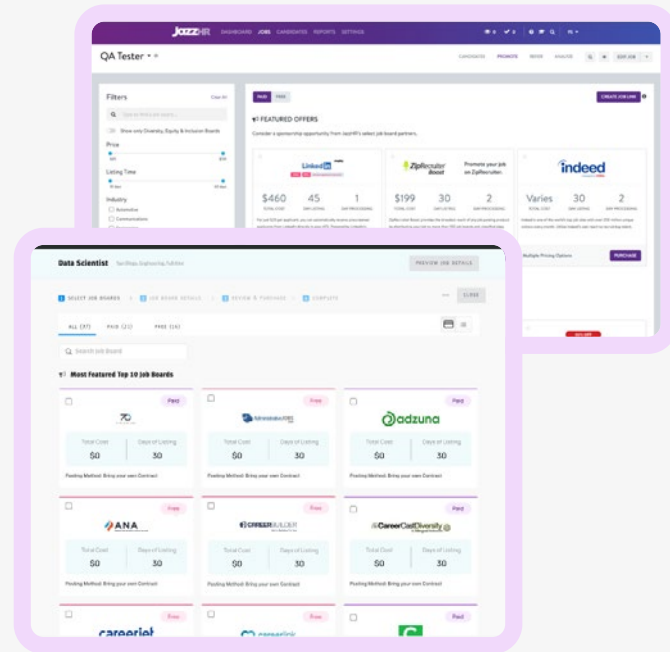
## AI Sourcing Companion (Coming Soon)

Intelligence to post jobs in the right places, reach the right talent, and maximize every dollar you spend.

**Talent Rediscovery:** Save money on sourcing by reconnecting with talent you already have. Re-engage past applicants, internal candidates, referrals, and talent networks to build a strong pipeline without starting over.

**Job Board Marketplace:** Post seamlessly across boards without jumping between systems or getting billed separately.

**VONQ CPA+ (Cost Per Application):** Automatically receive prescreened applicants from LinkedIn directly in your ATS with AI-powered screening. Get complete candidate profiles with scoring, ranking, interview transcripts, and evaluation scores.

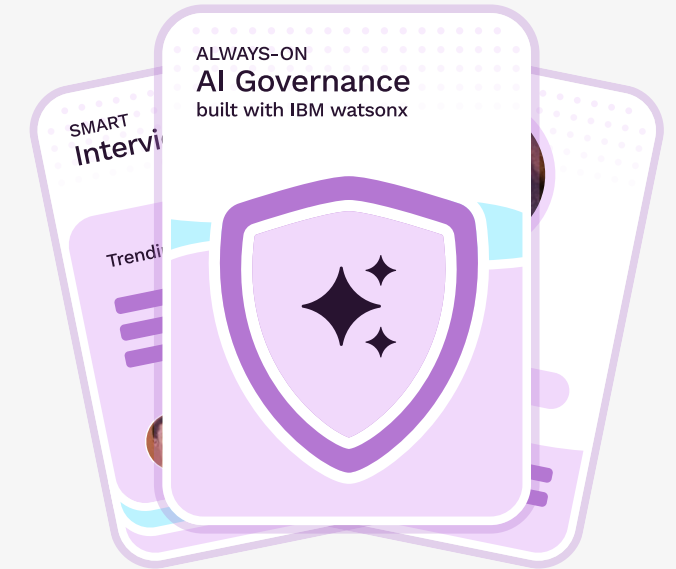


## Responsible AI

### Always-On Compliance, Built for Confidence

Every AI innovation Employ delivers is built with watsonx.governance and backed by IBM's leadership in responsible technology. This means embedding always-on support, verification, and toolsets across our intelligent hiring platform to ensure fairness, transparency, and audit readiness. Responsible AI isn't an option; it's a necessity, and we're committed to delivering it.

- **Real-time** bias monitoring
- **Complete transparency** in AI recommendations
- 24/7 safeguards and **audit-ready compliance**



# Real Customers, Real Results

See how Employ customers are transforming hiring outcomes with faster processes, better experiences, and measurable ROI.

This is what effective recruiting looks like in practice. Real customers, real metrics, real transformation—from recruitment efficiency to candidate experience to bottom-line business impact.

Want the full story behind these results? [Read the complete IDC ROI analysis](#) to learn how leading companies are improving their hiring and achieving measurable results.

## Recruitment Efficiency

**37%**

faster hiring manager workflows

**21%**

boost in recruiter productivity

**34%**

quicker job posting

**22%**

faster offer process

## Candidate Experience & Quality

**27%**

higher application rates

**33%**

better application quality

**14%**

more streamlined onboarding

## Bottom-Line Impact

**\$351,964**

additional net revenue

**29%**

reduction in external recruiting costs

**14%**

savings on licensing

# Your Partner in Hiring Success

Our solutions grow with you—backed by proven technology, expert support, and a deep understanding of how hiring really works.



## Why Choose Employ as Your Hiring Technology Partner?

Employ doesn't just offer one ATS solution—we offer three, each purpose-built for different hiring needs. So, whether you're a scrappy startup or Fortune 100 giant, we have tech to help you reach your recruiting goals.

Jobvite, Lever, and JazzHR may be different products, but they all share a common foundation:

---

**AI-powered tools** that make your recruiters faster and more focused.

---

**AI with Governance** that's transparent, trustworthy, and bias-aware.

---

**Flexible workflows** that adapt to your hiring process—not the other way around.

---

**People-first design** that enhances connection, collaboration, and transparency.

---

**Reliable integrations** that connect seamlessly to your existing tech stack.

When you choose Employ, you're investing in results that scale and solutions that evolve with you.

# See a Solution Fit? Let's Talk.

You know what you need. You've seen what's possible. Now let's make it happen for your team.

## Request Your Personalized Demo

See exactly how our platform solves your specific hiring challenges.



Request A Demo

### The Final Checklist



- Select your **ATS**
- Choose your **AI Companions**
- Document your existing **hiring steps and pain points**
- Identify **key stakeholders**, including hiring managers, HR, and decision makers
- Request a **personalized demo**
- Get your **custom ROI analysis** to uncover your projected costs savings