

English version, April 2018

CompanyMatch[®]



Hire for Cultural Fit

85% of all job seekers are looking for information about the corporate culture, motives and values of your organization during the online orientation process. These are the most important factors for a candidate when considering a new employer.

Based on our matching algorithm, CompanyMatch developed an innovative solution that identifies, typifies and matches employers and candidates based on their Cultural Fit.

CompanyMatch enables you to:

1. Match jobseekers with your Employer Brand
2. Attract & engage with talent based on your organizational drivers, values and motivators
3. Increase the number of applicants to outstanding job offers
4. Improve the Quality of Hire



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My experience has taught me that Cultural Fit is just as important as work experience and knowledge. That is why, we at innogy have fully integrated CompanyMatch in our recruitment strategy. CompanyMatch has become a vital part in our online application process from orientation up to submitted application. As such CompanyMatch positively contributes to the candidate journey with the aim of achieving better matches between candidates and innogy.



Bjorn Luijters, Manager Employer Branding & Strategic HR Marketing at innogy

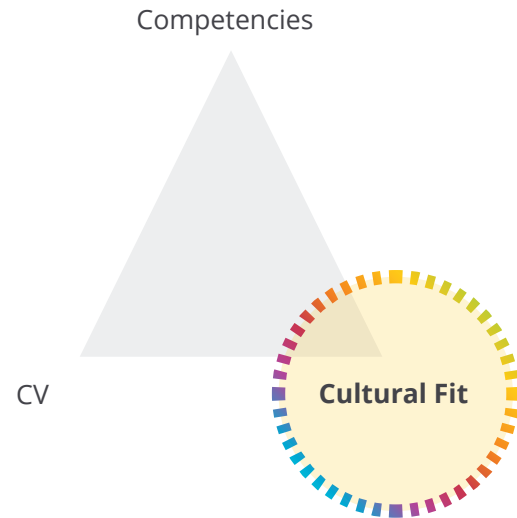
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Successful recruitment

Several dimensions need to be considered, to build a successful recruiting process. Apart from the right competencies and experiences it is crucial to determine whether a candidate fits your corporate culture.

We strongly believe that employees are at their best, happiest and most productive when working for a company that best matches their personal needs, interests and values.



2. In a team my main strength is:

1 - Most important

4 - Least important

Performance

4

Commitment

1

Taking initiative

3

Responsibility

2

↶ Erase answers

Next

CompanyMatch Scan[®]

With the CompanyMatch Scan job seekers quickly and intuitively match themselves anonymously with your employer brand in their online orientation process. The CompanyMatch Scan (questionnaire) covers several themes such as internal relations, ambition, leadership and values.

The CompanyMatch Scan and the matching algorithm are inspired by solid and widely recognized HR-models. Both, the scan and methods, are improved continuously, using the data acquired from participating (international) employers and candidates world wide.

- *Make your Employer Brand interactive*
- *Create an engaging Candidate Experience*
- *Hire for Cultural Fit*

CompanyMatch Engage®

PREMIUM

CompanyMatch Engage is a quick and easy solution to integrate the matching technology into your career website. With CompanyMatch Engage you convert anonymous online job seekers to matched engaged candidates.

Candidates have the opportunity to discover their individual and anonymous match with your employer brand without leaving your domain. Companies with a Premium subscription are able to customize CompanyMatch Engage in their corporate branding specifications or simply use the stylish default CompanyMatch design.

- *Easy to include embed code*
- *No click-outs from your domain*
- *Aim for conversion rates up to 25%*



Privatkunden Geschäftskunden



Unternehmen

Medien

Jobs

Verantwortung

Jugendschutz

Datenschutz

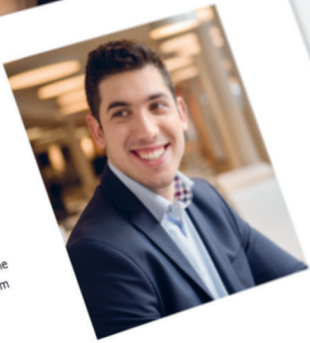
Jobs (Professionals & Einsteiger)

Jobs (Trainees, Studenten & Schüler)



Passt Du zu Vodafone?

Es ist wichtig ein Unternehmen zu finden, das zu einem passt. Um es vorwegzunehmen, es gibt nicht die eine richtige Unternehmenskultur. Vielmehr ist es für Dein Wohlbefinden, Deine Zufriedenheit und damit auch Deinen weiteren Karriereweg entscheidend, dass Du Dir vorab Gedanken darüber machst, welche Werte Dir wichtig sind. Hier kannst Du herausfinden, ob Du Dich im Vodafone Way wiederfinden kannst.



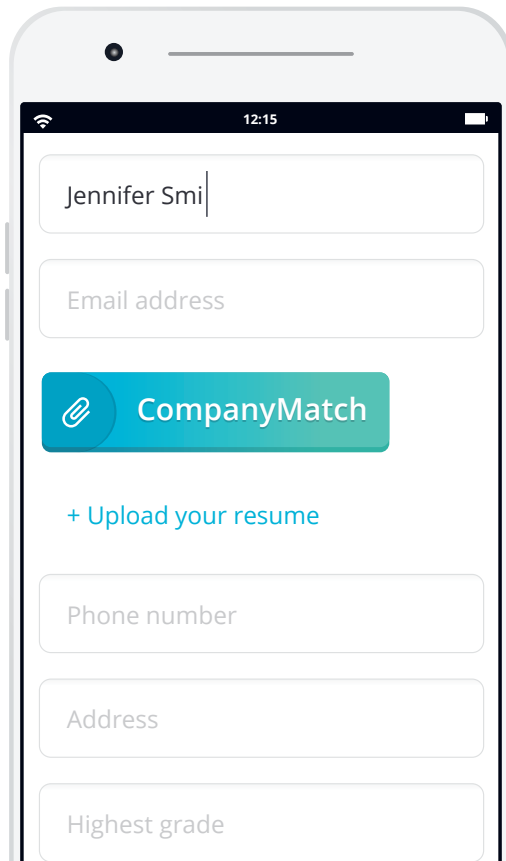
CompanyMatch

 TALENTSOFT

 connexys
by Bullhorn

 SmartRecruiters

 raet



A smartphone mockup displaying a job application form. The screen shows a header with a Wi-Fi icon, the time 12:15, and a battery icon. The form fields are as follows:

- First name: Jennifer Smi
- Email address: (empty)
- CompanyMatch: (button with a paperclip icon)
- + Upload your resume: (text link)
- Phone number: (empty)
- Address: (empty)
- Highest grade: (empty)

 ENDDOUBLE®

 eRecruiter

 firstbird

And more..

CompanyMatch Apply[®]

PREMIUM

CompanyMatch Apply pairs very well with CompanyMatch Engage. By integrating CompanyMatch Apply in your application form, matched candidates are able to attach their personal CompanyMatch. CompanyMatch Apply is an easy-to-use plug-in, which only requires two additional text fields. One to store the match percentage and one to access the complete report. As a result the recruiter gains deeper insights into the applicant's values, motivators and cultural preferences.

The CompanyMatch results can easily be connected to most application forms and Applicant Tracking Systems that are partners of CompanyMatch and often already making use of this feature.

- *Cultural Fit in the application process*
- *100% enriched first impression*
- *Compatibility with your recruitment software*

Matching Values[®]

PREMIUM

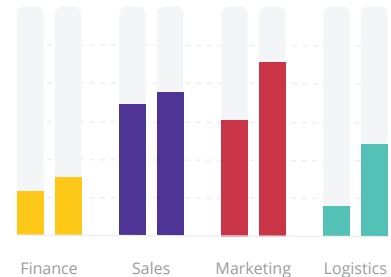
Expand the CompanyMatch Scan with up to 6 additional questions to allow candidates to match with the core values of your organisation. It guarantees even more accurate match results with candidates.



Match data

PREMIUM

Your personalised CompanyMatch dashboard provides you with valuable insights and statistics. We collect unique match data across different sources such as the career site.

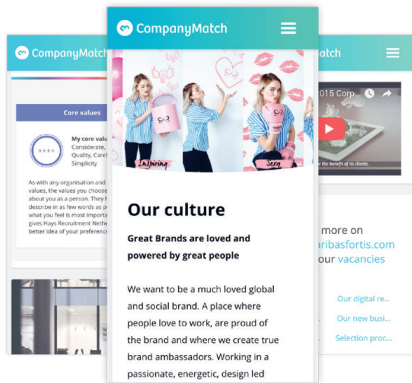


Dear Jennifer,

Thank you for matching with us. You seem to fit very well in our company culture. Are you interested in our current job opportunities or do you want to contact a recruiter?

Job Alert

Open positions



PREMIUM

Match & Recruit®

Candidates with a high match percentage receive a personalised call to action message in the final screen of the matching process. Create a customized message along with any click-through options.

PREMIUM

And more..

Promote your employer brand with your company profile on CompanyMatch. Provide users with more details about your company's culture, values and core business and link them to your career site.

CompanyMatch Premium

Sign up to Companymatch Premium to unlock all features that CompanyMatch has to offer. Prices are based on a 12 month contract (per country). Your subscription fee is based on the total number of employees in your company (fixed and flexible workforce).

| Employees | Per month |
|--------------|------------|
| Up to 250 | € 475 |
| Up to 500 | € 725 |
| Up to 5.000 | € 1.250 |
| Up to 10.000 | € 1.850 |
| Over 10.000 | On request |

Sign up at www.companymatch.me/register-employer/

CompanyMatch ❤️ startups. CompanyMatch Premium is freely available for startups up to 5 years old, with a maximum of 25 employees.

Premium

- ✓ Unlimited matching
- ✓ CompanyMatch Engage®
- ✓ CompanyMatch Apply®
- ✓ Matching Values®
- ✓ Match & Recruit®
- ✓ Company profile (fully branded)
- ✓ Match data & statistics
- ✓ Support



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It is extremely important to us to not only find new colleagues who fit the team through their skills and experience but also add to it with their personality and values. Having integrated CompanyMatch into our recruiting processes we now enable all candidates to match with our unique corporate culture.



Anja Bank, Employer Branding at Vodafone

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CompanyMatch

Werken bij Merken B.V. | Peppelkade 64a, 3992 AK, Houten, The Netherlands | Thieboldsgasse 69, 50676, Cologne, Germany
 Chamber of Commerce: 30261667 | VAT number: 820760274B01 | IBAN: NL34RABO0112118348 | BIC: RABONL2U
www.companymatch.me | 0031 (0)30 637 32 33 | support@companymatch.me