TazWorks™

Simple. Powerful.

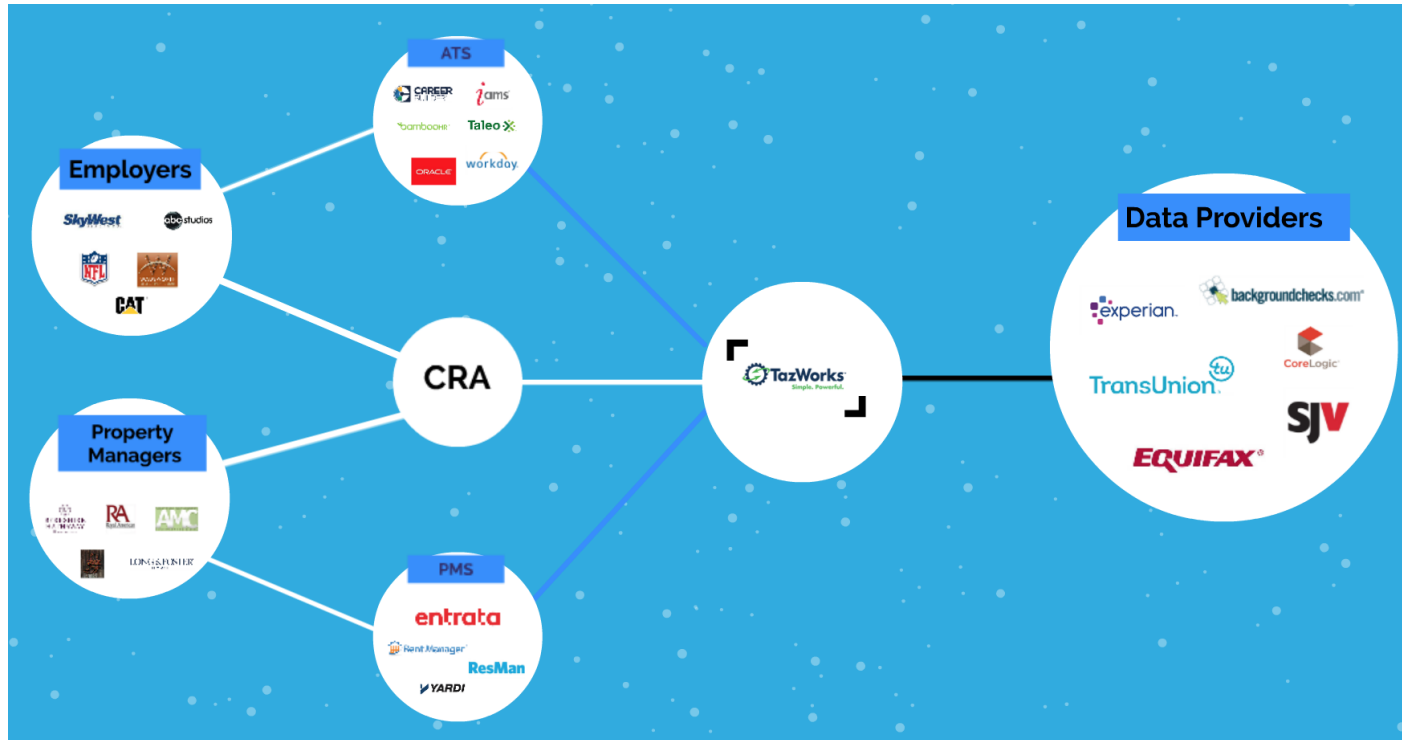# INTEGRATION BASICS:
The what, why, and how

Presented by TazWorks Integrations Team

THE WHAT OF INTEGRATIONS
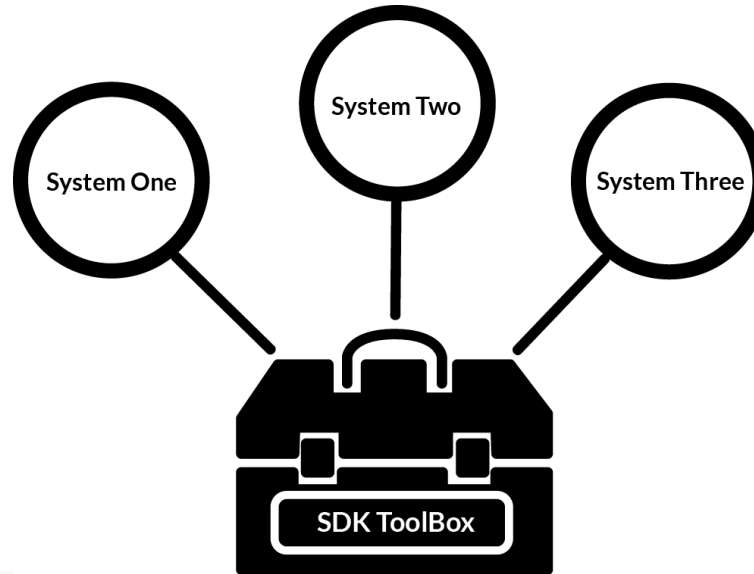
Presented by TazWorks Integrations Team

WHAT IS AN INTEGRATION?

SDK – SOFTWARE DEVELOPMENT KIT

What is this?

Our SDK, or Software Development Kit, will help us create integrations faster, more efficiently, and makes them more repeatable, allowing for a much quicker turn around for integrations.

System Two

System One

System Three

SDK ToolBox

COMMON CODING LANGUAGES

XML

This is the language we've coded our current API in. It's an easy-to-use language that we have coded numerous integrations with.

JSON

Many modern APIs use JSON. We can currently integrate partners who use JSON by translating the JSON they submit to XML.

Lambda

A cutting edge language that is being used to code our SDK. Using Lambda will allow us to better track orders coming from our partners.

ATS – APPLICANT TRACKING SYSTEM

What it is used for?

- Clients use ATS systems to manage applicants that they are actively recruiting

- Applicants can enter their own information

- They track the internal applicant process from submitting resumes to when they are hired

- Paperless, and easier to manage

How does integrating with ATSs help you?

- Many employers use some form of ATS

- The more integrations we have the more clients you have access to

PMS - PROPERTY MANAGEMENT SYSTEM

What it is used for?

- A PMS helps property manages manage their units from beginning to end. From Posting and filling vacancies to maintenance and accounting

How does integrating with PMSs help you?

- Similarly to ATS systems PMS systems streamline the process for property managers

- Paperless

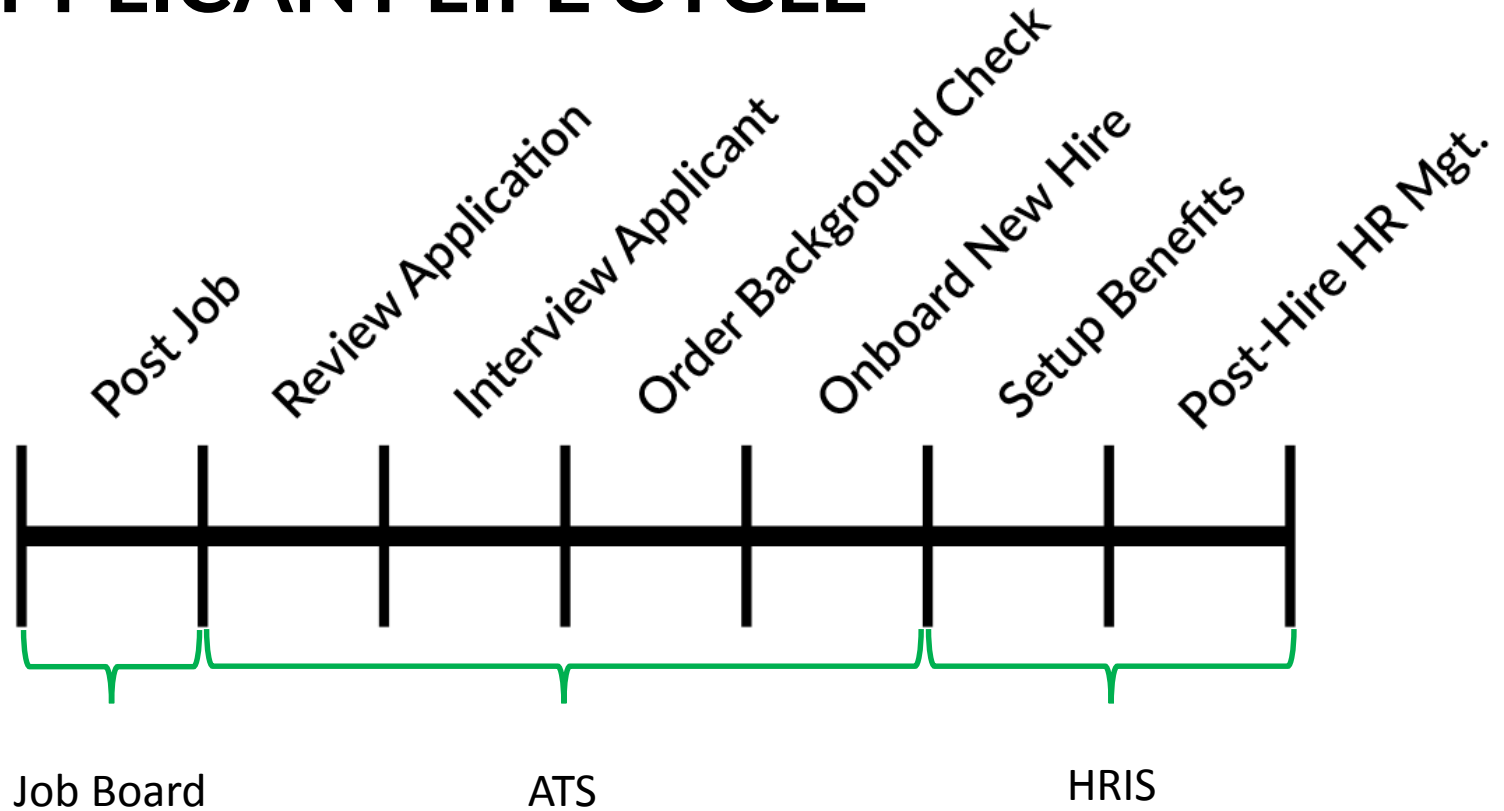# HRIS – HUMAN RESOURCE INFORMATION SYSTEM

What is it used for?

- Track employees post hire

- Manage Benefits

- Distribute Payroll

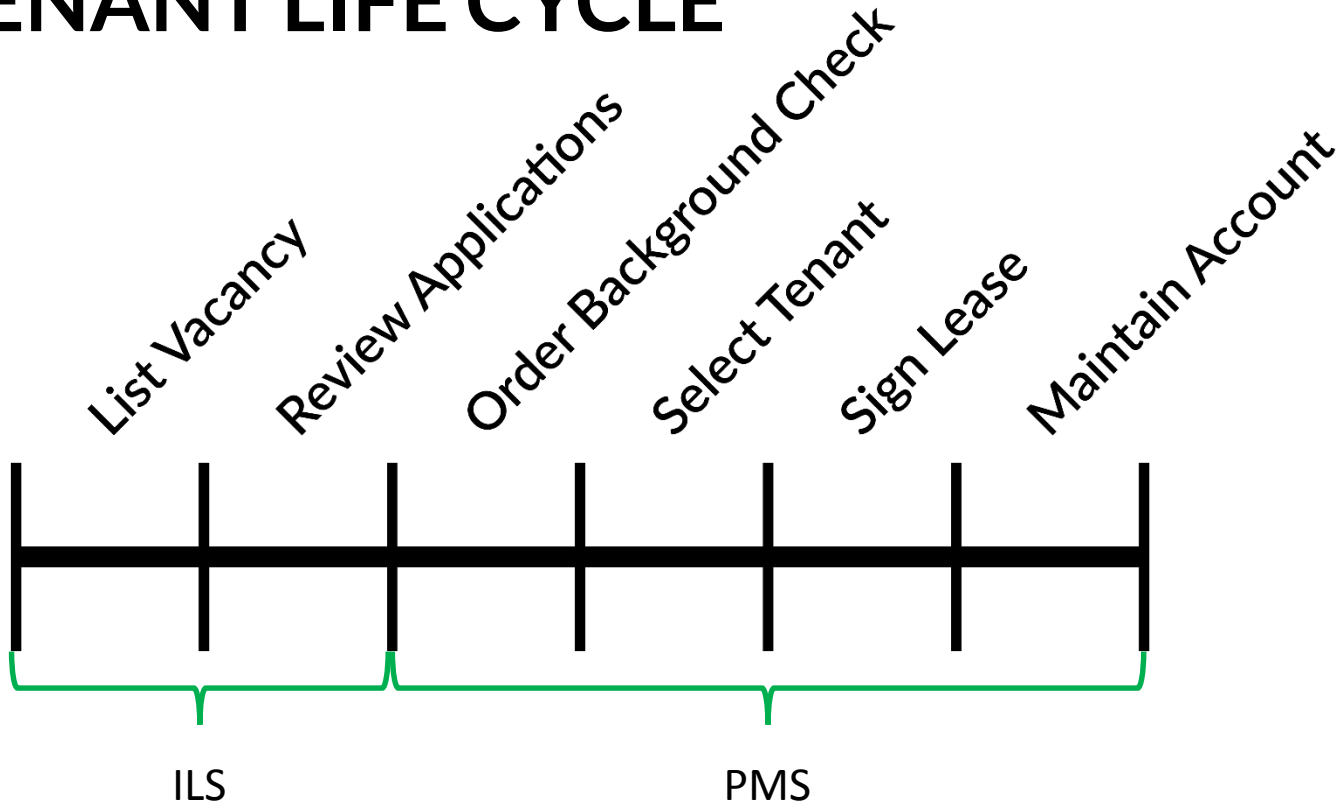**How does having integrations with HRIS systems benefit you?**

- Having integrations with these companies opens doors to doing annual screenings and employee monitoring for employers

THE APPLICANT LIFE CYCLE

Post Job · Review Application · Interview Applicant · Order Background Check · Onboard New Hire · Setup Benefits · Post-Hire HR Mgt.

Job Board · ATS · HRIS

THE TENANT LIFE CYCLE

List Vacancy | Review Applications | Order Background Check | Select Tenant | Sign Lease | Maintain Account

ILS

PMS

ATS BASICS: WHY ARE CLIENTS USING THEM?

- Customized hiring workflows

- Automated job posting

- Candidate data management

- Applicant scoring and ranking

- Recruiting analytics and reporting

COMPETITIVE ADVANTAGES

- Hire people faster

- Lower cost per hire

- Identify top talent

- Scale the business

BUSINESS SIZES VS. ATS USAGE

Small business buyer
- 1-50 employees
- Don't have HR or recruiting department

Midsize business buyer
- 51-500 employees
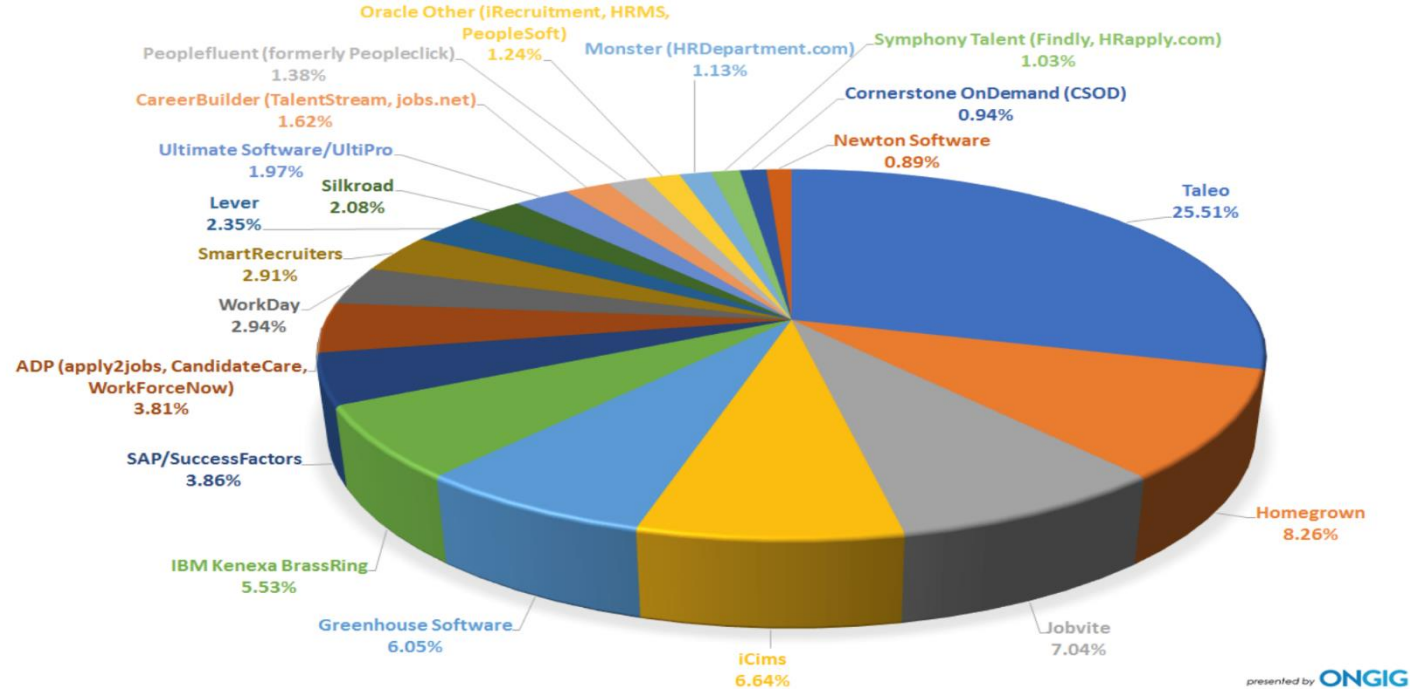- Experiencing rapid growth

Enterprise business buyer
- 500 employees
- Multiple recruiting personnel and dedicated IT department
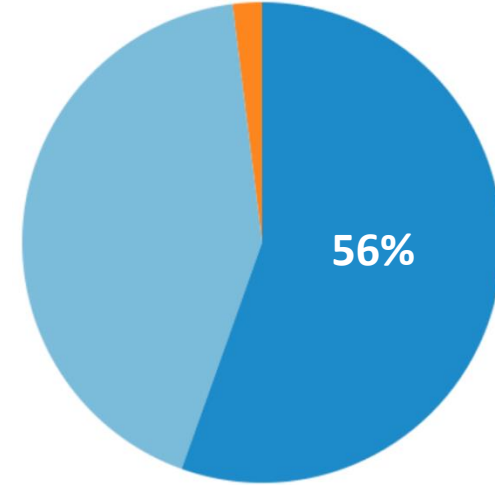

MASSIVE OPPORTUNITY

ATS LANDSCAPE

WE TRACK OVER 400 ATSs...

Oracle Other (iRecruitment, HRMS, PeopleSoft) 1.24%
Peoplefluent (formerly Peopleclick) 1.38%
Monster (HRDepartment.com) 1.13%
Symphony Talent (Findly, HRapply.com) 1.03%
CareerBuilder (TalentStream, jobs.net) 1.62%
Cornerstone OnDemand (CSOD) 0.94%
Ultimate Software/UltiPro 1.97%
Newton Software 0.89%
Silkroad 2.08%
Taleo 25.51%
Lever 2.35%
SmartRecruiters 2.91%
WorkDay 2.94%
ADP (apply2jobs, CandidateCare, WorkForceNow) 3.81%
SAP/SuccessFactors 3.86%
Homegrown 8.26%
IBM Kenexa BrassRing 5.53%
Jobvite 7.04%
Greenhouse Software 6.05%
iCims 6.64%

presented by ONGIG

THE POWER OF INTEGRATING

- >50% of Tazworks orders are through integrations
- 30% of Tazworks customers use integrations
- Demand steadily increasing
- ATSs will be catering to all shapes and sizes of business now and in the future
- We must meet client expectations and exceed their requirements for creative solutions
- The background screening landscape is rapidly changing

The demand for integrations and technology solutions are increasing!

56%

BENEFITS FOR YOUR COMPANY

- Ability to **pitch** on and **win** new business

- Be seen as a **technology partner** instead of solely a background screening partner

- **Drive** the market instead of being driven

- Remain and build ongoing **relevance**

- Gain access to **high value data** sets and insight tools

- Beat the **commoditization curve**

- Enhance the **customer experience** for your clients

- Increase the **stickiness** of your clients

RETURN ON INVESTMENT

- Reduce personnel and IT costs
- Increases business revenues
- Optimize business processes
- Increase customer satisfaction
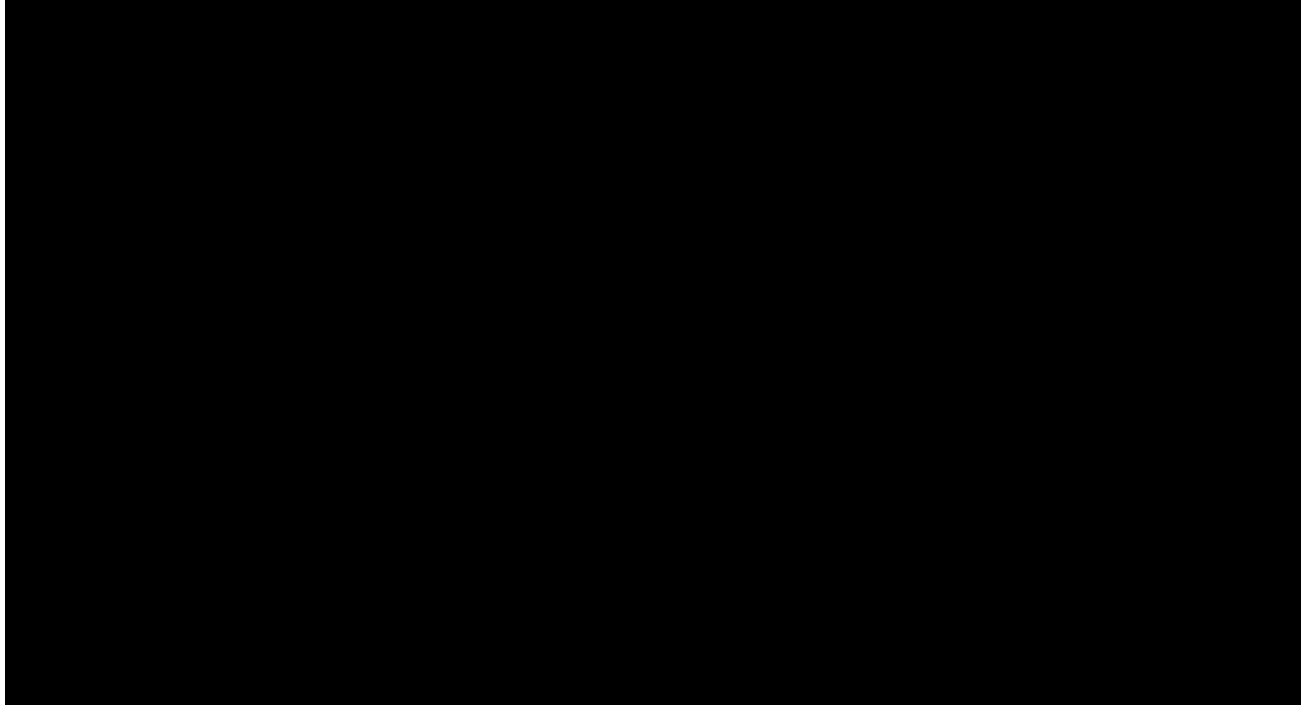- Improve overall quality and efficiency

Most integrated companies:
- **40%** increase in revenue
- **30%** decrease in cost
- **35%** increase in customer retention

Customer and customer relationship management impacts:
- **20%** increase in customer satisfaction ratings
- **42%** increase in revenue
- **35%** decrease in sales costs
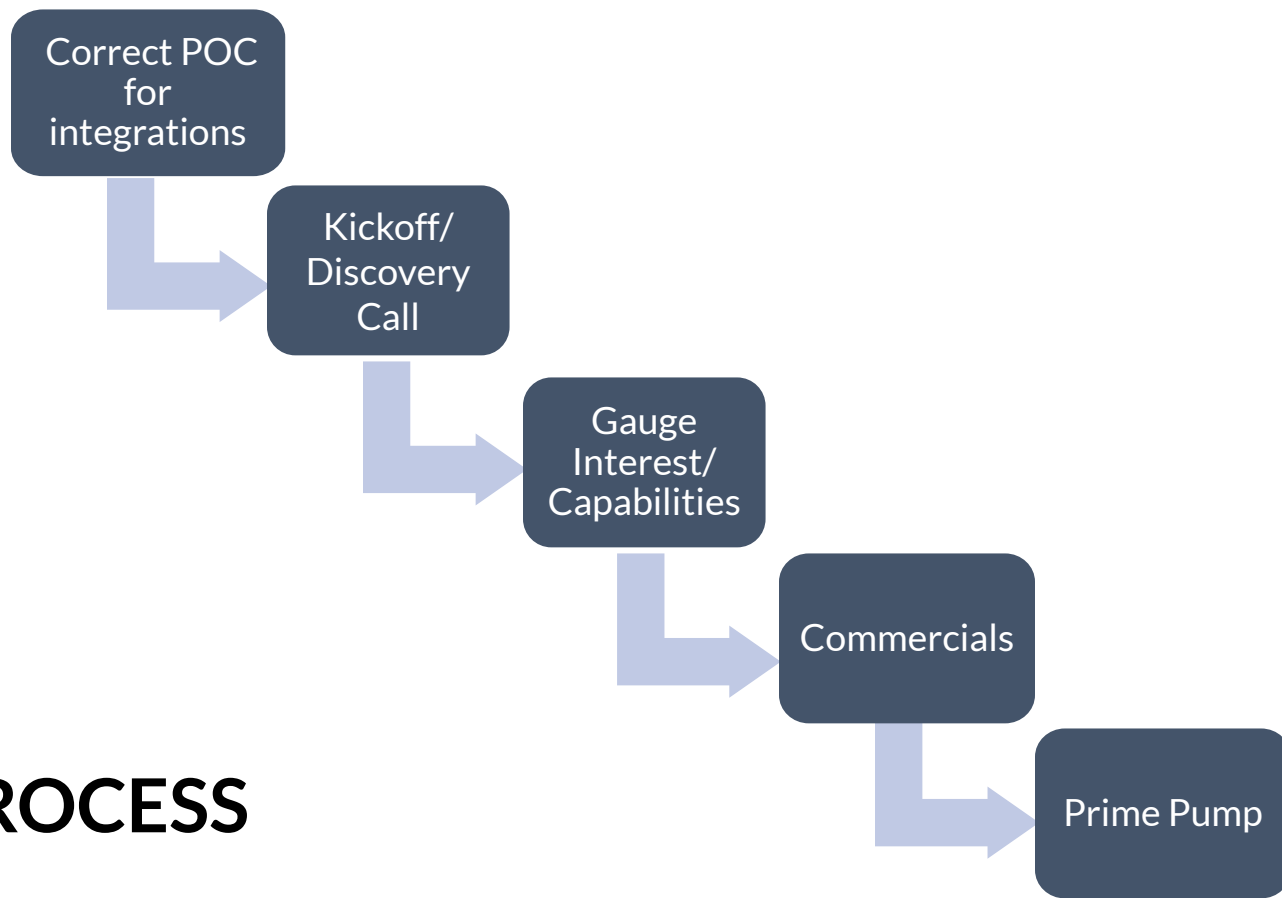- **25%** decrease in sales cycles

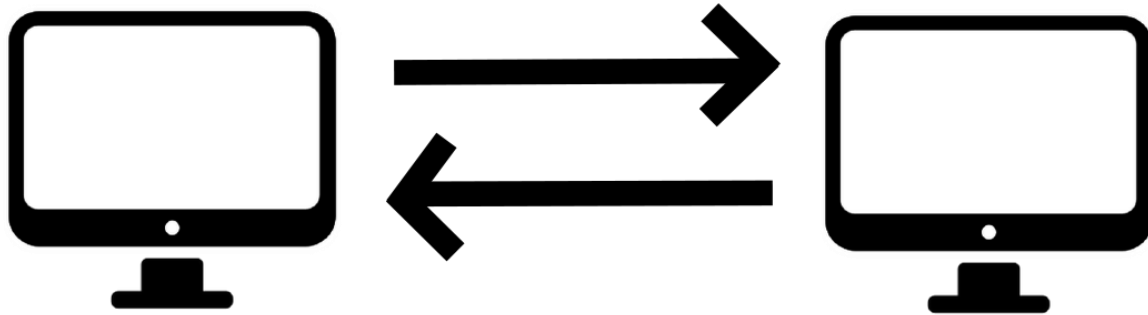# ARE YOU KEEPING UP WITH THE TIMES?

THE HOW OF INTEGRATIONS

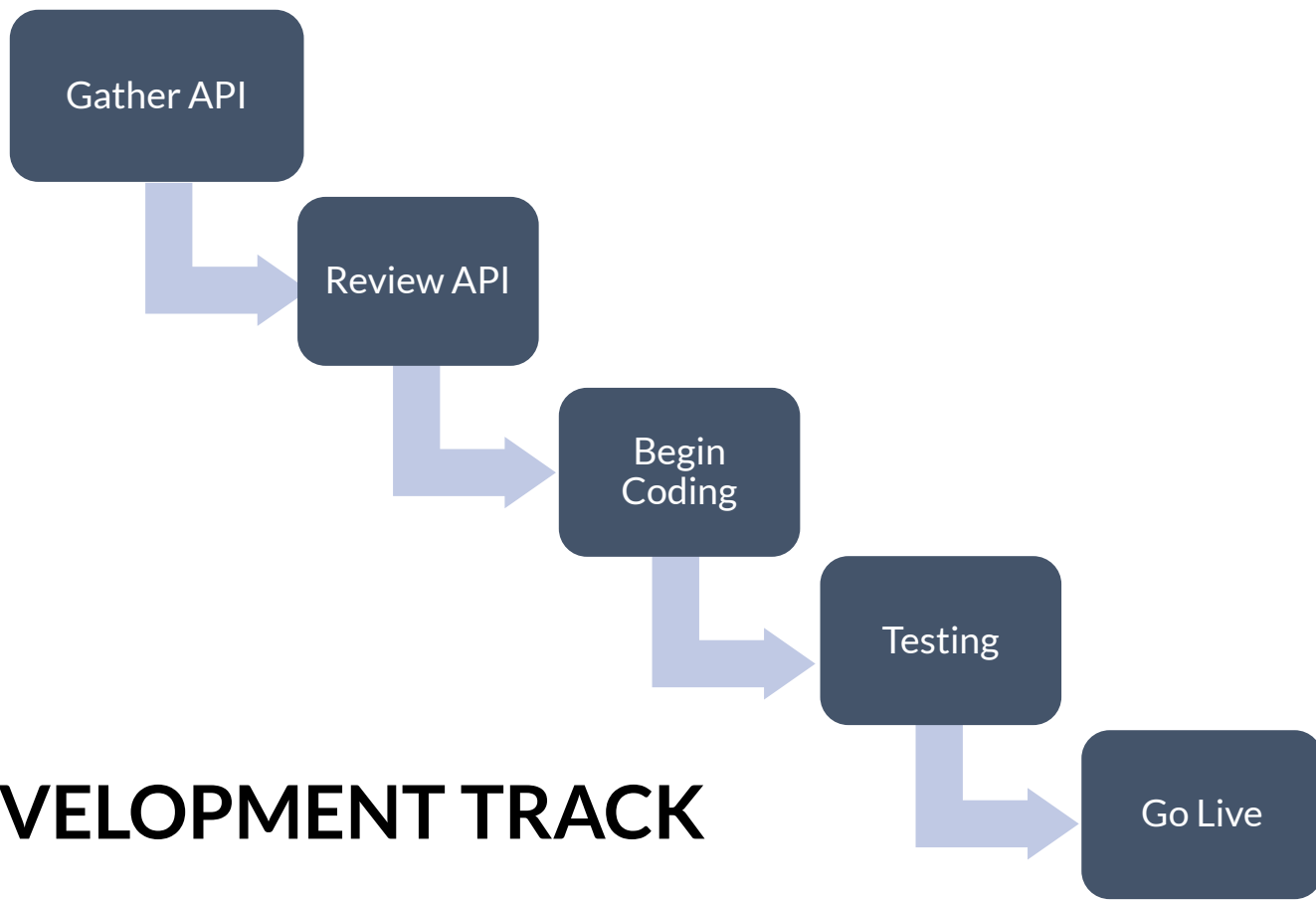*Presented by TazWorks Integrations Team*

THE PROCESS

```
Correct POC
for
integrations
        →  Kickoff/
           Discovery
           Call
                   →  Gauge
                      Interest/
                      Capabilities
                              →  Commercials
                                        →  Prime Pump
```

TazWorks
Simple. Powerful.

OPTIONS FOR INTEGRATION

1. Taz Codes to ATS

2. ATS codes to Taz

3. Third-Party builds integration

THE DEVELOPMENT TRACK

Gather API → Review API → Begin Coding → Testing → Go Live

WHAT CAN YOU DO?

KEEP A LIST

GO TO SHOWS

WORK WITH US

"

I hope this email finds you well. I am trying to onboard a potential client who uses ExactHire as their ATS. I am trying to set up a meeting with ExactHire to see if they are willing to integrate with TazWorks, cost, process etc.

"

Thank you for joining us today

We will now be taking questions submitted in the question chat board. If we don't get to your question today, please feel free to contact our team at **integrations@tazworks.com** and we will be sure to address it.