



Manufacturing Alliance

“Technology in Manufacturing”



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What You *Really* Buy From A Service Provider



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“How” not “what”



Innovation



Change



A relationship



A culture match



A point of view



Technology & services



Data security



Third-party integrations with no contractual obligations



A set of tradeoffs



Strategy for finding a new Provider

High Level Sourcing Process:

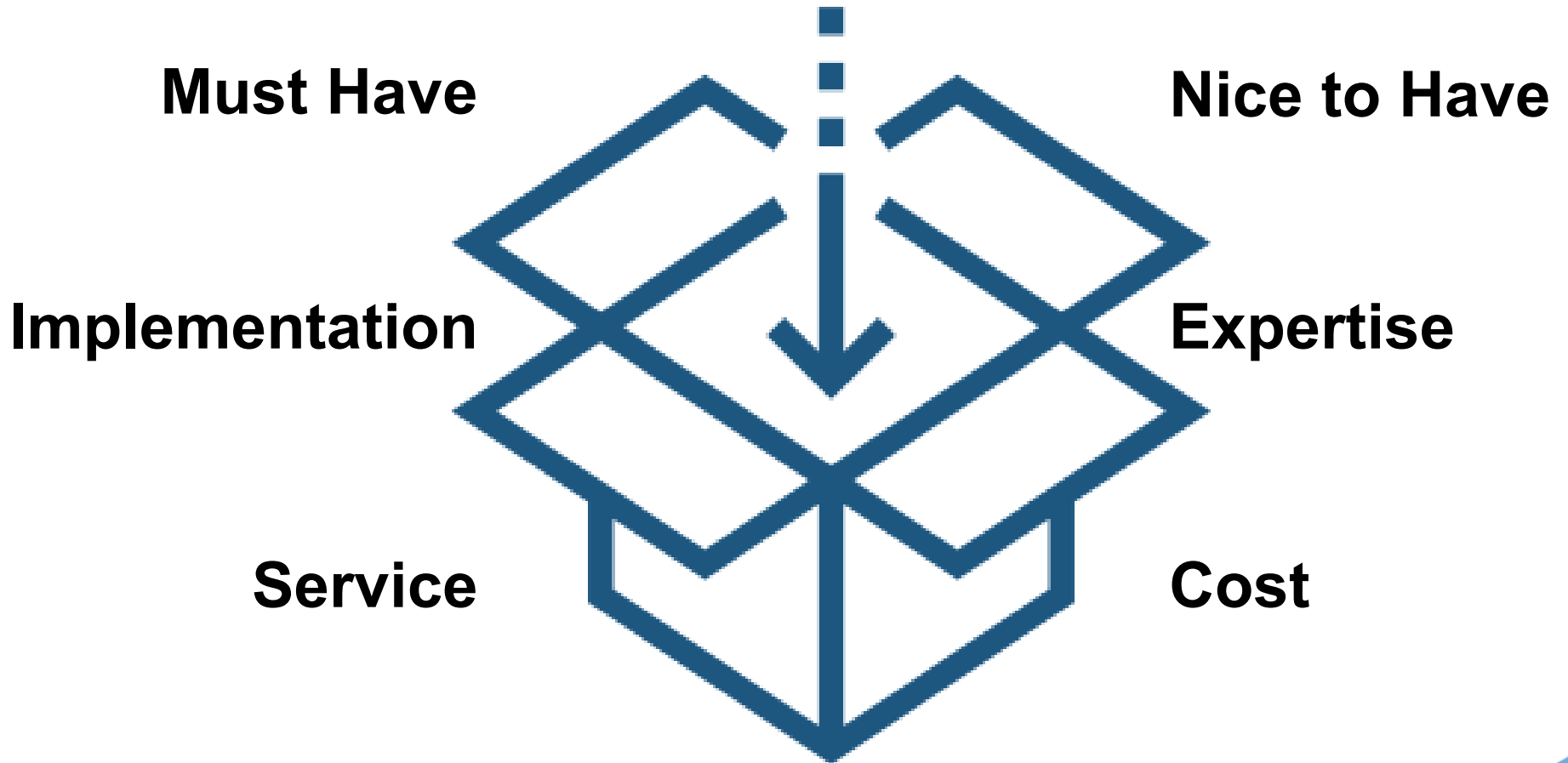
- I. Prepare a timeline and a budget range
- II. Evaluate and document current processes, systems, and reports and determine what is “REQUIRED” and what is “OPTIONAL”
- III. Search for 3 to 5 potential successful strong matches by providing Service Providers with your requirements and asking them if they can support them.
- IV. Possibly create an RFP based upon your requirements and issue RFP to the 3 matches which most closely align with your requirements and things like: Security, Technology Infrastructure, Financial Stability, Operations, General Business, and Platform Attributes
- V. Analyze RFP responses and investment analysis (i.e. costs)
- VI. If necessary hold Finalist meetings/web demonstrations and follow up with any remaining questions
- VII. Participate in contracting and service level agreement discussions with your General Counsel and IT Operations.

Most Important thing to understand is: You're Buying a Big Box of Trade-offs



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Recruiting Software

- What should your recruiting software package contain:
 - A planning tool to organize your day, week and month to maximize efficiency
 - A resume parser
 - Communication tools including texting capability
 - Integration capabilities with your website as well as job boards (Indeed, ZipRecruiter, Betterteam)
 - Remote access functionality
 - Hot lists (small, customizable lists that help organize and track groups of clients, candidates or job orders)
 - Attach documents within the platform (Word, .pdf, spreadsheets, PowerPoint, presentations, graphic images, emails, etc.)
 - Accurate and fast searching functionality
 - Functionality to support tracking and searching for skills, industries and disciplines for specific types of candidates
 - Scalability to support your organizations changing needs



Recruitment Process Outsourcing (RPO)

- When to consider Recruitment Process Outsourcing (RPO):
 - When you are looking to transfer ownership of the design and management of the recruitment process and the responsibility of the results to the RPO provider
 - When you are looking to improve the quality of hire
 - When the required depth and breadth of resources available to support your organization become increasingly scarce
 - When you are looking to adopt or improve your unified talent management strategy for your entire workforce (freelancers, contractors and employees)
 - When you are looking to expand your organizations resources while at the same time expanding your technical capabilities and team capacity

Types of Applicant Tracking vendors for consideration

- Stand alone providers servicing employers with 25 to 2,000 employees. Examples include:
 - Greenhouse Software
 - iCims
 - JobVite
 - Lever
 - Google Hire
- Integrated service providers servicing employers with 100 to 2,000 employees with applicant tracking functionality available for purchase. Examples include:
 - ADP
 - Ceridian
 - Ultimate Software
 - SyncHR
 - Infor

Ways in which Applicant Tracking vendors price their products



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- ATS Pricing by # of Employees (example of providers listed below):
 - A. Lever
 - B. Greenhouse
 - C. Jobvite
 - D. SmartRecruiters
 - E. BambooHR
- ATS Pricing Per Seat or Recruiter (example of providers listed below):
 - A. Taleo
 - B. iCIMS
 - C. SuccessFactors
 - D. RecruiterBox (e.g. \$195 per mo. for 3 users and \$65 per month for each additional user)
 - E. Comeet

Ways in which Applicant Tracking vendors price their products



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- ATS Pricing by # of Active Positions/Job Openings (example of providers listed below):
 - A. BreezyHR (e.g. free for one active position; \$49 per month for 3 active positions; \$149 for 10 active positions)
 - B. Workable (e.g. \$50 per job per mo.)
 - C. Jobscore (e.g. \$49 per mo. for 3 open jobs up to \$249/mo for 10 open jobs)
 - D. Recrutee (e.g. \$79 per mo. for 4 active jobs up to \$299 per mo. for 20 active jobs)
- ATS Pricing based on Features (example of providers listed below):
 - A. JazzHR/TheResumator
 - B. iKrut ATS
 - C. Fitzii
- ATS Pricing based on Flat Monthly or Annual Rate (example of provider listed below):
 - A. Newton Software (\$399 per month)

Samples of Applicant Tracking pricing for established, market leading vendors:



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- Greenhouse Software pricing ranges from around \$6,000 (for a couple of dozen employees) to \$25,000 per year.
- iCims pricing ranges from \$6,000 per year (51 to 100 employees) to \$140,000 (5,000+ employees).
 - A. Note: iCIMS also charges “connector fees” to add 3rd party integration partners (for things like video interviewing, skills tests, credit check, etc.) — these range in the hundreds of dollars to \$1,000+ per month.
- Jobvite pricing ranges from around \$4,000 per year (26 to 50 employees) to \$100,000 per year (2,501 to 5,000 employees).
- Lever pricing ranges from around \$3,500 per year (if you have a couple dozen employees) to \$140,000 per year (501 to 1,000 employees).
- Google Hire – introduced their ATS product in July 2017. Their pricing falls in the range of:
 - A. \$2,400 per year for 50 employees
 - B. \$4,800 per year for 100 employees
 - C. \$12,000 per year for 250 employees
 - D. \$24,000 per year for 500 employees
 - E. \$48,000 per year for 1,000 employees

Samples of Applicant Tracking pricing for smaller, start-up providers:



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- Recruitee - pricing begins at \$19 per month for 1 active job to \$199 per month for 20 jobs
- Trinet Hire - pricing begins at \$25 per month for 1 job
- JazzHR - pricing starts at \$39 per month
- JobScore - pricing starts at \$49 per month
- Bamboo - pricing starts at \$99 per month
- ApplicantPro - pricing starts at \$99 per month
- Bullhorn - pricing starts at \$99 per month
- CATS - pricing starts at \$99 per month(\$129 per month for direct employers)
- JobScience - pricing starts at \$100 per month
- CoMeet - pricing starts at \$150 per month
- JobDiva - pricing starts at \$200 per month
- SmartRecruiters - pricing starts at \$395 per month (In September 2017, SmartRecruiters began offering a free ATS called SmartStart (it's free for up to 10 active jobs at any point in time).
- Greenhouse Software - pricing starts at \$6,600 per year

Thank you!

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