

Gustave A. Larson – Solutions & Services  
Hiring & Application Management Solution

# Talent Works

Beta Program

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# BETA PROGRAM

## TALENT WORKS

### DESCRIPTION

Talent Works is a job posting, applicant tracking, screening and assessment tool brought to you by Gustave A Larson. For a small monthly fee, Larson will facilitate job postings to hundreds of sites and platforms, perform initial applicant screenings, personality and culture fit assessments, and track all associated activities. In addition, you will get a customized careers page for your website where all candidates can be directed to learn about your open roles.

### GOALS

Talent Works aims to:

- Increase the number of applicants for each job posting
- Generate better applicants
- Decrease the time spent managing the recruiting and hiring processes
- Provide pre-screened, pre-selected candidates

### PROCESS

We will start with a 15-30 minute kickoff meeting to discuss goals, company culture, benefits, and candidate requirements. From there, postings will be created and sent back for approval within 1 week. During that time, you will receive a link to your customized careers page to add to your website. Once the job postings are approved, Larson will post it to hundreds of jobs sites, LinkedIn & Facebook groups, & other social platforms. Each listing is optimized to generate the most interest and highlight the benefits of working at your company.

Candidates are evaluated, screened for culture and job fit, and a personality assessment is performed. Any of them meeting the goals set at the kick-off meeting are further phone screened to further vet their commitment to the hiring process and your company. The best candidates are highlighted within the program and you are notified of a qualified candidate. Any and all hiring decisions are yours.

### TIMELINE AND EXPECTATIONS

Participation in this beta program is voluntary. Cost to participate is \$250 per month and a 90-day commitment is requested in order to accurately assess the system. GA Larson will leverage learnings from across the footprint to better inform local listings and continue to improve during that time. As a part of this test program, you will be periodically asked to provide feedback on your experience and solicited for improvement ideas. GA Larson makes no commitments relative to number of applicants or hires during the beta period.