A presentation of our company credentials

Google

peoplescout
A TRUEBLUE COMPANY

Thank you for providing us with the opportunity to present our organisation. Within this document, we have provided:

- An overview of our parent company, TrueBlue Inc.
- An overview of PeopleScout
- An overview of our global footprint
- Examples of key clients
- Our Creative RPO philosophy
- An overview of our RPO solutions
- An overview of our talent advisory capability
- An overview of our assessment design and delivery capability
- Information regarding the OutThink Index
- An overview of our analytics capability
- An overview of our market research capability
- Examples of the talent insights we can provide to Google

THE POWER OF
TRUEBLUE

peopleready
A TRUEBLUE COMPANY

peoplemanagement
A DIVISION OF TRUEBLUE

peoplescout
A TRUEBLUE COMPANY

464,000
people connected to work

224,000
full-time placements

67,000
customers worldwide

5,000
support and operations staff

6
countries with TrueBlue
operations & locations

750+
locations in North America

30+
year legacy

TrueBlue is a member of the **UN Global Compact**

TrueBlue named to **Forbes' List of America's Best Employers for Diversity** for the third consecutive year

PeopleReady, PeopleManagement and PeopleScout named **Top Workplaces in the USA** four years in row

TrueBlue's Anthony Brew named to **SIA's Diversity, Equity and Inclusion Influencers List** for the second year

PeopleScout Overview

Elevating Your Connection to Talent Through Experience, Insight And Action

- **RPO and Talent Advisory** Solutions

- Ranked as a **Leader** By **Industry Analysts**

- Achieving **97% Client Retention**

- Expanding **95% of First Year Engagements**

Driving Industry-Leading Results, Proven Through Industry Recognition
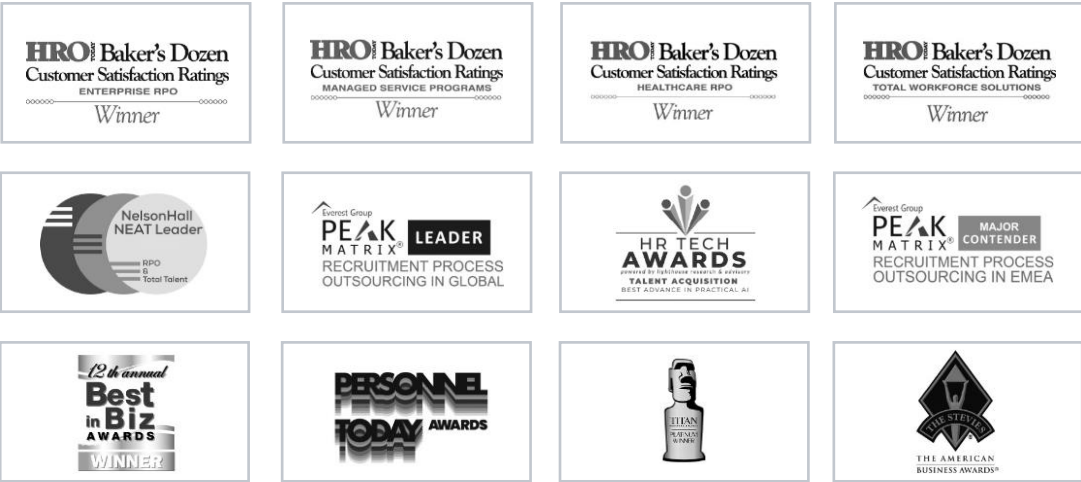
Global Footprint

SUPPORTING OVER 300,000 ANNUAL HIRES FOR THE WORLD'S LEADING BRANDS

BROAD EXPERIENCE ACROSS MOST **INDUSTRIES, VERTICALS & JOB TYPES**

A Sample Of Our Valued Clients

Creative RPO

Industry-first thinking

We do what it takes to help organisations connect with the best candidates – blending clever, industry-first thinking with in-house subject matter expertise.

At the forefront of AI

Powered by Affinix, our cloud-based proprietary tech platform, we're at the forefront of HR tech, AI and machine learning.

From occupational psychologists and recruitment strategists to brand, digital and social experts – our solutions start smart and keep getting smarter.

We help organisations win

PeopleScout's unparalleled blend of insight, expertise, tenacity and technology will help you win – turning candidates into advocates and finding the right hires first time, every time. And it all starts with creative minds.

Obsessed with delivery

Intelligence drives everything and our approach is bespoke. We start with your challenges not our processes. Crucially, everything we do is scalable, agile and, above all, built to deliver. We keep our promises.

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RPO Models

Full-Cycle RPO

End-to-end recruiting solution, from requisition to sourcing to onboarding. Gives you a team of recruiters embedded within your business and a recruitment process customized just for you.

Partial-Cycle RPO

Covers certain parts of the recruitment process to boost internal recruitment resources. PeopleScout works closely with your in-house recruiters to create a seamless candidate experience.

Project RPO & Recruiter On-Demand™

Flexible and highly scalable, rivaling the capabilities and costs of traditional agencies. PeopleScout's Recruiter On-Demand supports seasonal peaks, special projects or niche positions.

Modular RPO

PeopleScout's Amplifiers was created to augment recruiting teams when and where it's needed most. Each Amplifier is designed to meet your immediate talent goals and drive lasting business impact.

High-Volume RPO

Balance the velocity of technology with a high touch candidate experience and unmatched scalability. Supported by Affinix™, our AI-powered, mobile-first tools create a modern, streamlined candidate journey.

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Talent Advisory

With one of the largest in-house talent advisory teams in the industry, PeopleScout is a talent strategy powerhouse.

TMPW
OUTTHiNK

Insights

- Persona Development
- Audience Segmentation
- Labour Market Trends
- Market Mapping
- Exit Insights

Brand

- EVP Development
- Brand Messaging Frameworks
- Brand Identity Development
- Brand Roll Out Programs
- Brand Benchmarking

Attraction

- Social Media Strategy and Execution
- Content creation and communication
- Careers Website and Microsites
- Channel Planning and Execution
- Film

Consulting

- Recruitment Process Consulting
- Diversity and Inclusion
- Digital Consulting – Innovation

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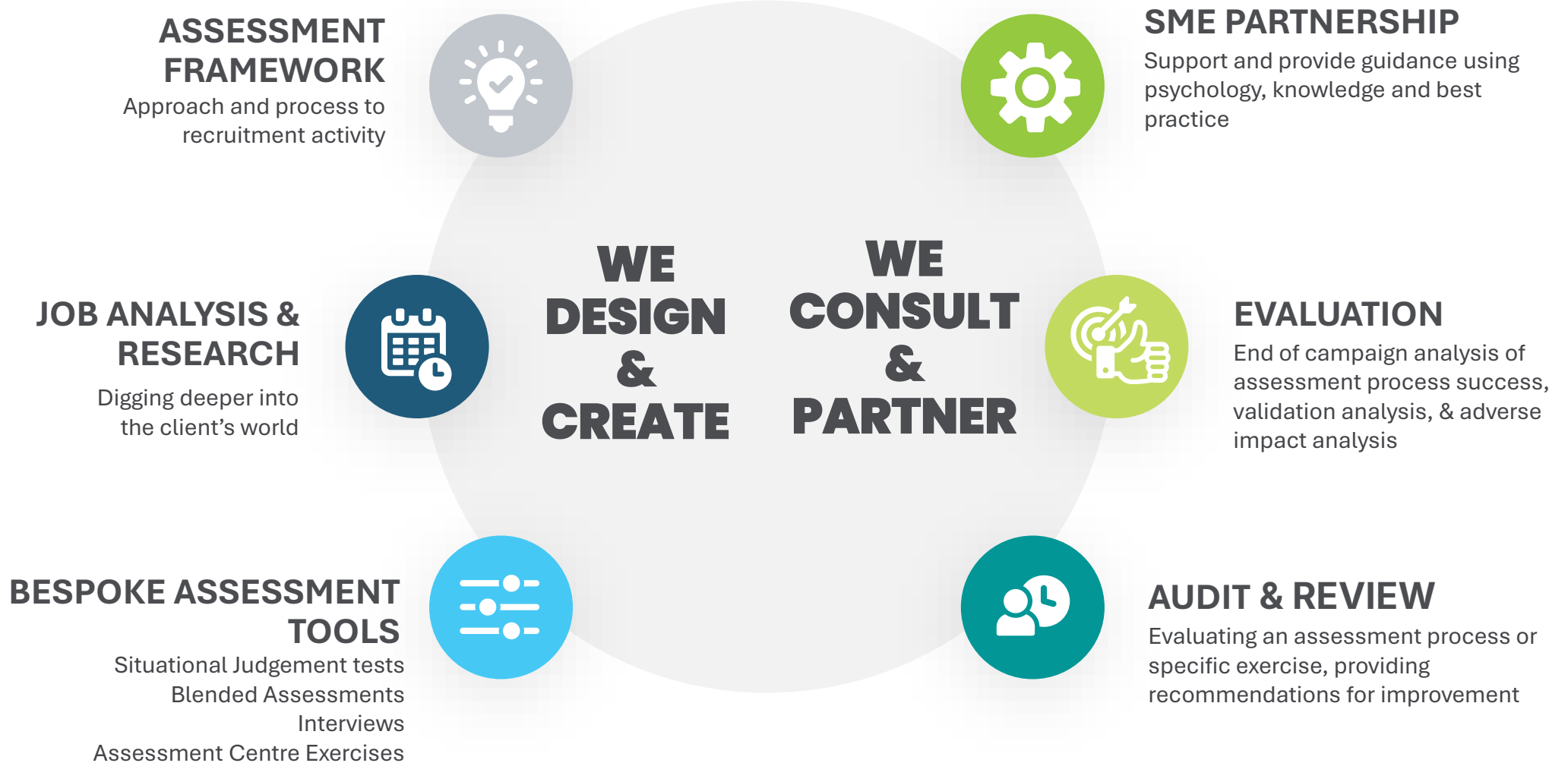
Assessment Delivery

Interview Support
We can provide trained Assessors and note takers to support interview activity.

Virtual Assessment Administration
We can administer a range of assessment options from psychometric testing, online video interviews through to SJT .

Assessment Centre Support
We can set up, organize and deliver assessment centres, providing project management support

Assessment Tech Guidance
We are market agnostic and can work with you to test and review technology approach to assessment

Employer Branding – Outthink Index

The **Out**think index is our unique industry benchmarking tool to assess the power of your employer brand against your key competitors.

The Index will assess the power of Google's employer brand against nine key data points; Social Authority; Social Reach; Social Impact; Values & Proposition; Employee Experience; Content; UX; Search and Candidate Experience.

This powerful tool will objectively spotlight the strengths and weaknesses in Google's employer brand performance, allowing us to create a solution built on data and insight.
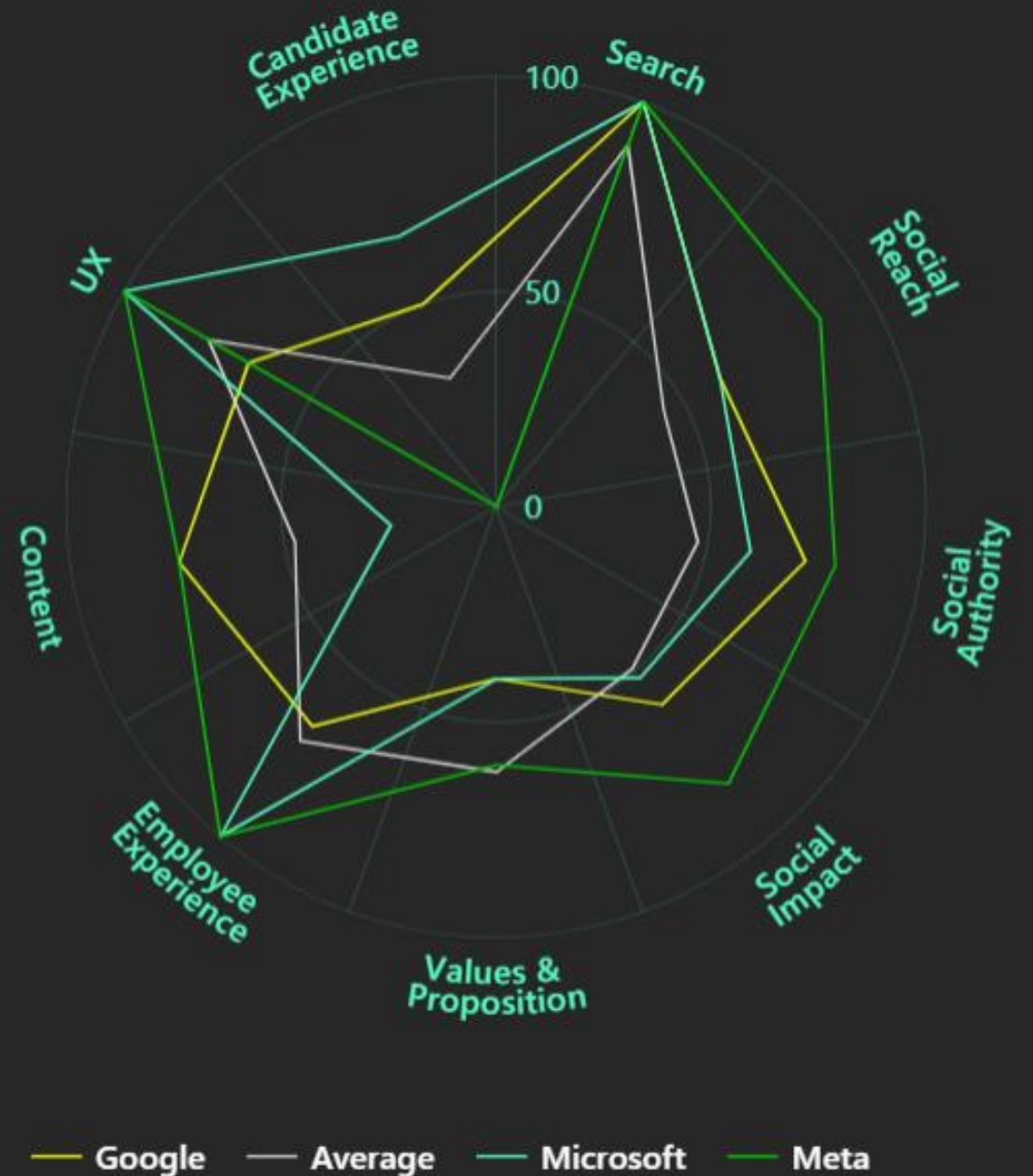
Analytics Capability

We provide a single source of truth for talent acquisition leaders to understand the end-to-end recruitment process and gain visibility into the total talent landscape.

Interactive dashboards

Pre-built reports

AI-boosted reporting

Secure integrations
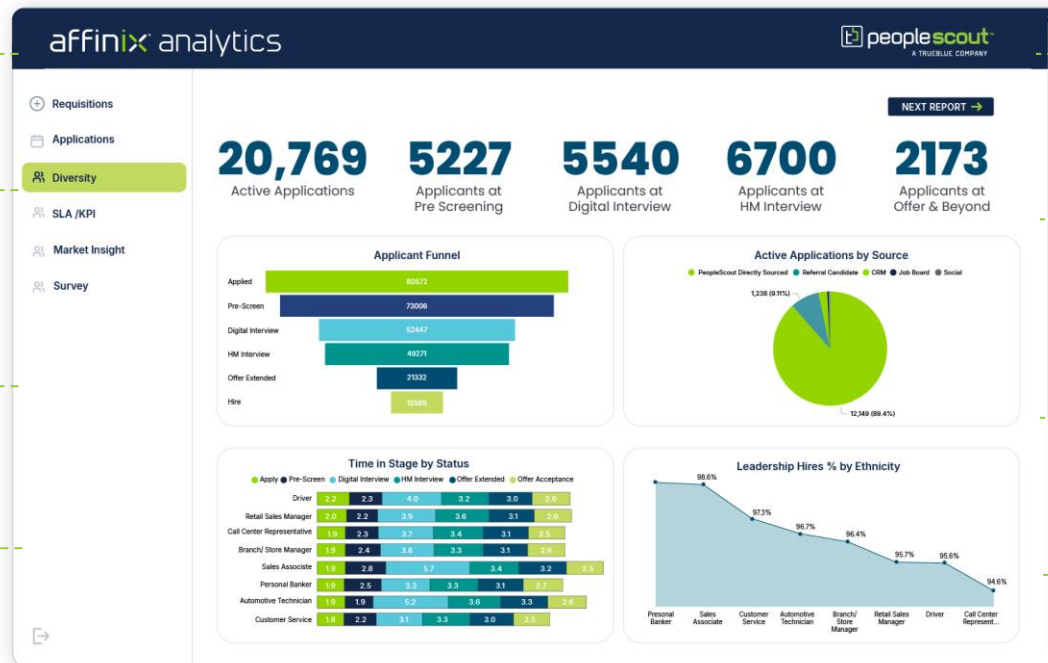
ATS/VMS Integration

Candidate & hiring manager surveys

Predictive modeling

Advanced Security

MONITOR TRENDS IN:

- ✓ Career site performance
- ✓ Pipeline health
- ✓ Funnel conversion
- ✓ SLA scorecard
- ✓ Number of requisitions
- ✓ Average days open
- ✓ Slate submittals
- ✓ Time in process
- ✓ Offer accept percentage
- ✓ Number of hires
- ✓ Fill rate
- ✓ Media / campaign source
- ✓ Diversity
- ✓ Retention
- ✓ Satisfaction survey results

Market Research capability

During the development of our solutions, we conduct extensive research of your hiring landscape for in scope roles and locations. We leverage data from TalentNeuron, Indeed Insights and Lightcast to understand candidate and skillset availability in specific geographies, recruitment difficulty level, target companies to recruit from and potential sourcing costs.

horsefly
labor market analytics

Candidate supply

Candidate identification

Compensation benchmarking

Competitor research

Global data capabilities

Diversity & ethnicity data

TalentNeuron
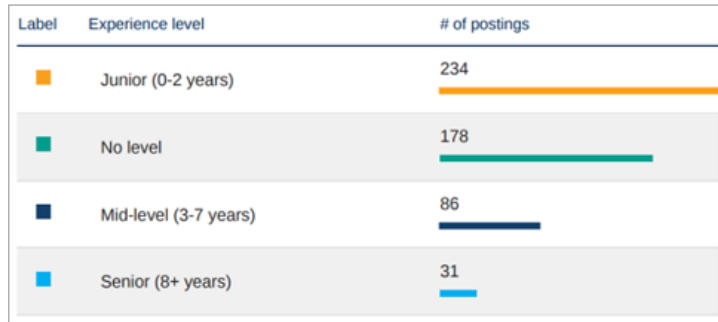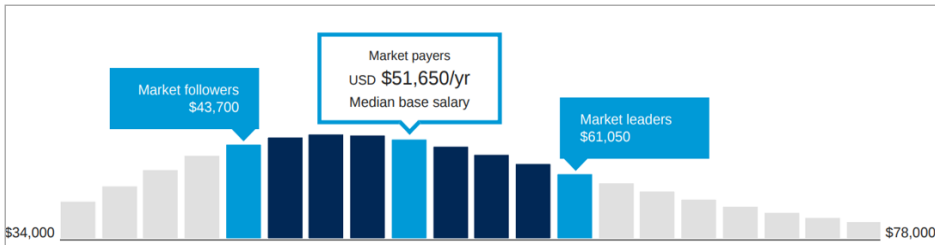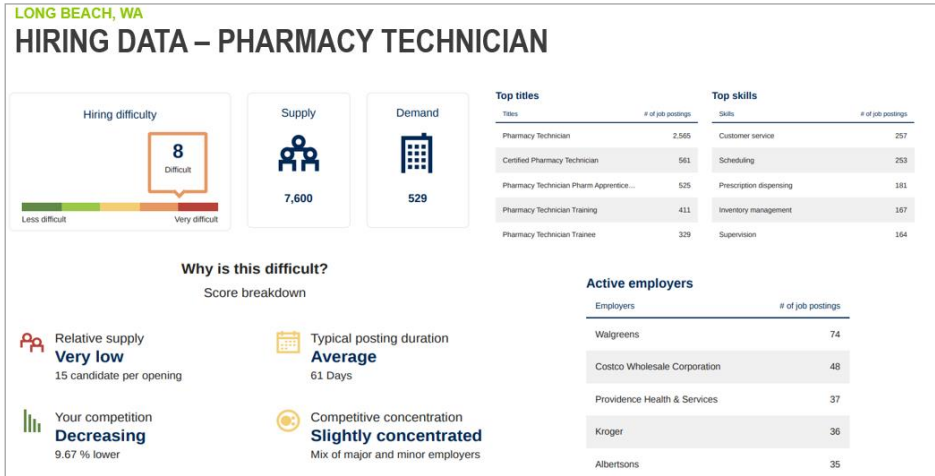
Candidate supply

Candidate demand

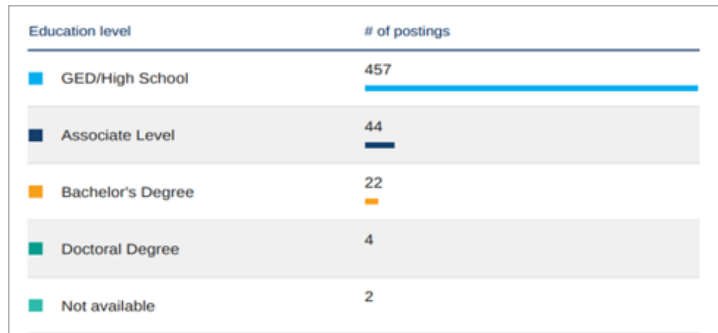Candidate competition

Competitor labor market activity

Lightcast

Industry, occupation, education and demographics data

Job posting analytics measuring the demand for talent in each region

Profile data measuring the supply of talent in each region

Compensation data

Talent Insights

Helping our clients make data driven decisions

LONG BEACH, WA

HIRING DATA – PHARMACY TECHNICIAN

Hiring difficulty: **8** Difficult
Less difficult — Very difficult

Supply: **7,600**
Demand: **529**

Top titles

Titles	# of job postings
Pharmacy Technician	2,565
Certified Pharmacy Technician	561
Pharmacy Technician Pharm Apprentice...	525
Pharmacy Technician Training	411
Pharmacy Technician Trainee	329

Top skills

Skills	# of job postings
Customer service	257
Scheduling	253
Prescription dispensing	181
Inventory management	167
Supervision	164

Why is this difficult?
Score breakdown

Relative supply: **Very low** — 15 candidate per opening
Typical posting duration: **Average** — 61 Days
Your competition: **Decreasing** — 9.67 % lower
Competitive concentration: **Slightly concentrated** — Mix of major and minor employers

Active employers

Employers	# of job postings
Walgreens	74
Costco Wholesale Corporation	48
Providence Health & Services	37
Kroger	36
Albertsons	35

Market followers $43,700
Market payers USD **$51,650/yr** Median base salary
Market leaders $61,050
$34,000 — $78,000

Sampling of Insights

Label	Experience level	# of postings
	Junior (0-2 years)	234
	No level	178
	Mid-level (3-7 years)	86
	Senior (8+ years)	31

Education level	# of postings
GED/High School	457
Associate Level	44
Bachelor's Degree	22
Doctoral Degree	4
Not available	2

Talent Insight Reports
Provide supply-and-demand Market Intel based on role and location.

Insight Components

- Search Parameters
- Summary
- Hiring Difficulty
- Estimated Salary
- Estimated Salary Comparisons

- Supply and Demand
- Supply Demand Ratio
- Posting Duration
- Top Titles
- Top Skills

- Top Credentials
- Top Experience Levels
- Top Education Levels
- Competitive Landscape
- Active Employers

- Target Employers
- Sample Competitor Postings
- Alternative Locations
- Hiring Indicators
- Diversity