

A woman with blonde curly hair and glasses, wearing a blue button-down shirt and a lanyard with an ID badge, stands and holds a laptop. She is smiling and looking towards a man. The man, who is Black and wearing glasses and a blue t-shirt with a lanyard, is seated in a black office chair, gesturing with his hands as if in conversation. In the background, there are computer monitors displaying code and a world map, and a clock on the wall.

A presentation of our company credentials

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



 **464,000**
people connected to work

 **67,000**
customers worldwide


 **6**
countries with TrueBlue
operations & locations


 **224,000**
full-time placements


 **5,000**
support and operations staff


 **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

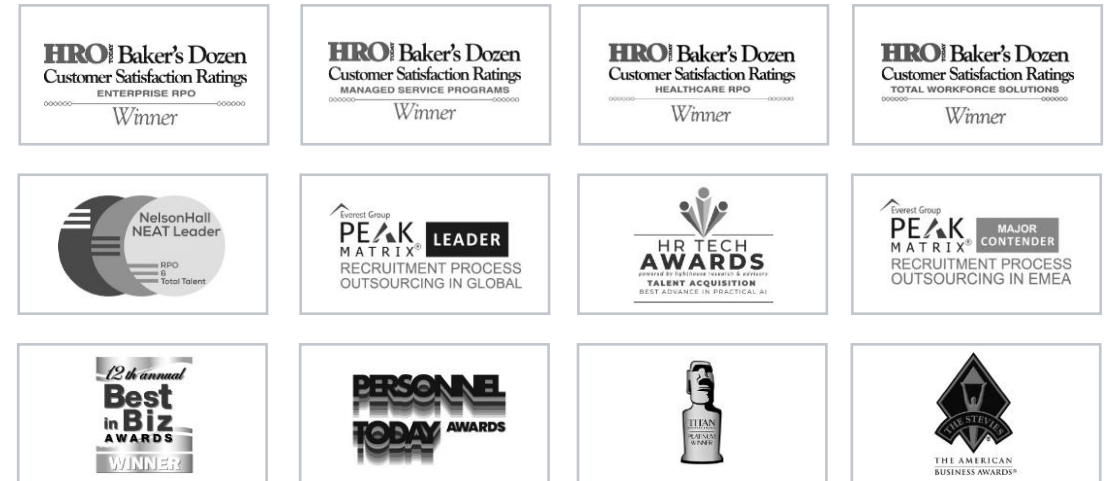


PeopleScout Overview

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.

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.

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

Assessment Design



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

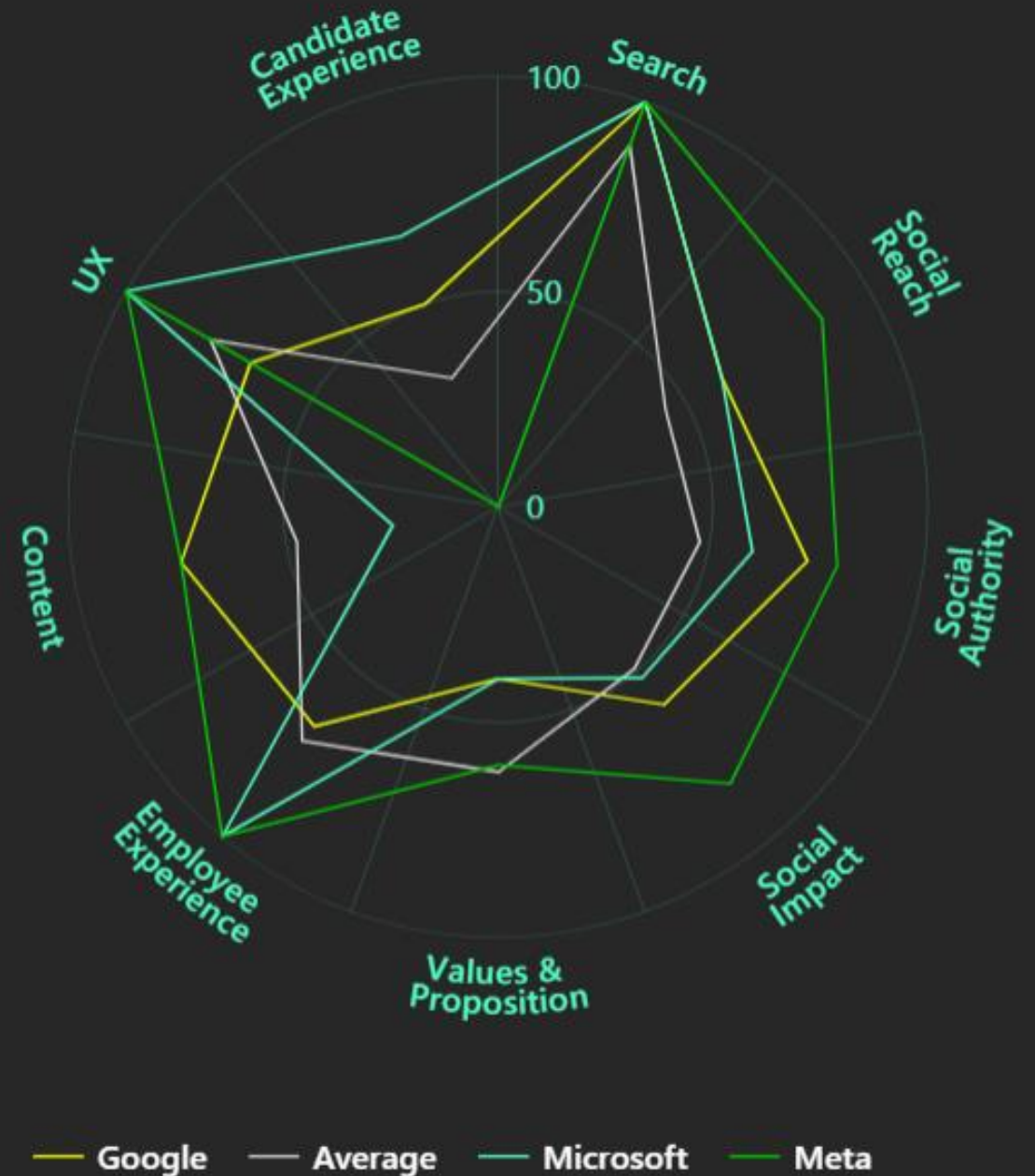
We are market agnostic and can work with you to test and review technology approach to assessment

Employer Branding – Outthink Index

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

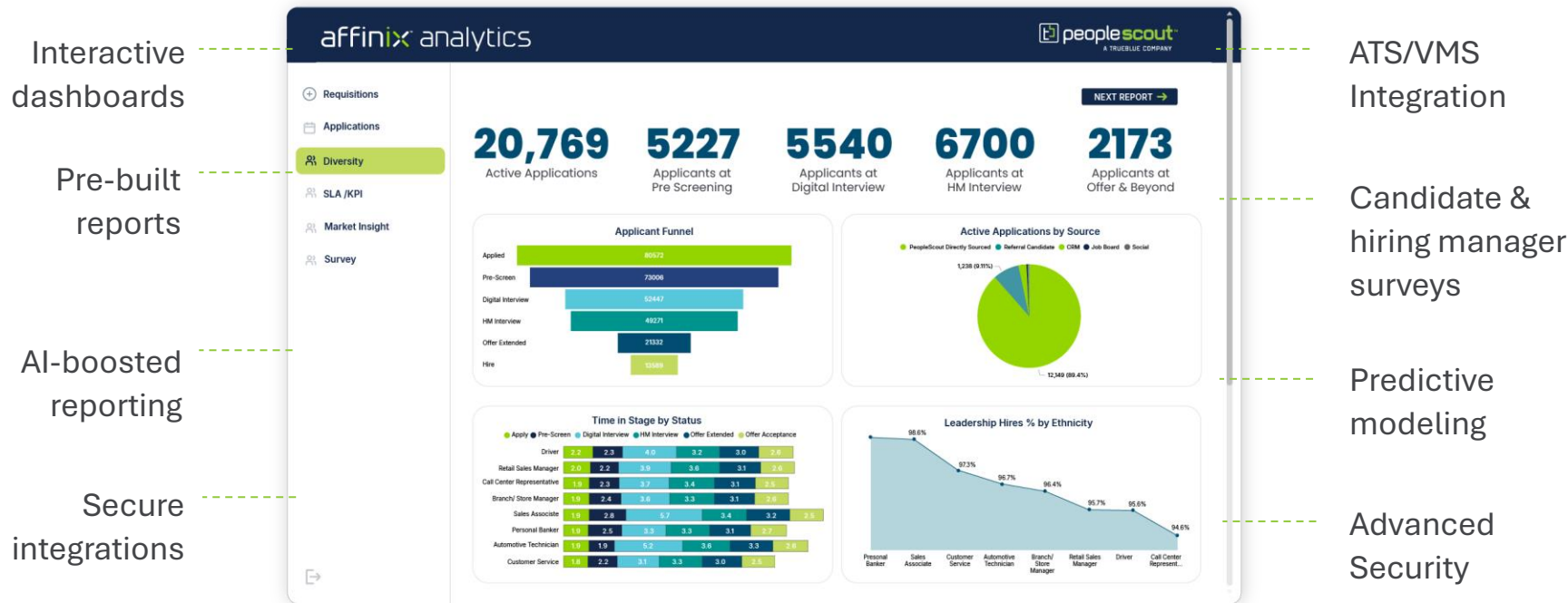
The Index will assess the power of Google's employer brand against nine key data points; Social Authority; Social Reach; Social Impact; Values & Proposition; Employee Experience; Content; UX; Search and Candidate Experience.

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.



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.



- Candidate supply
- Candidate identification
- Compensation benchmarking
- Competitor research
- Global data capabilities
- Diversity & ethnicity data



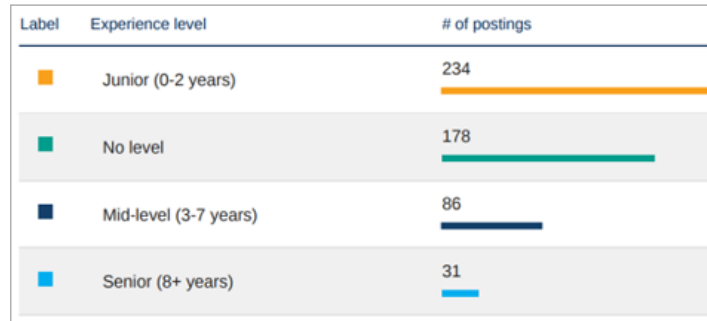
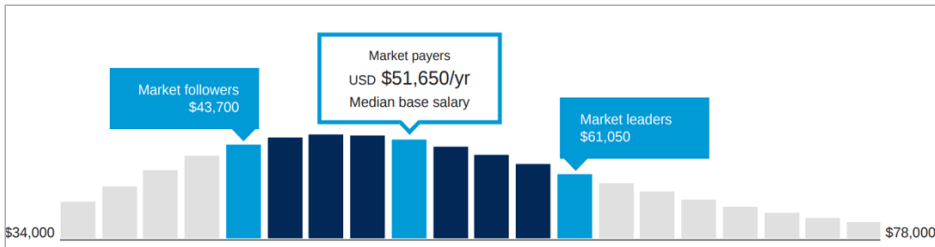
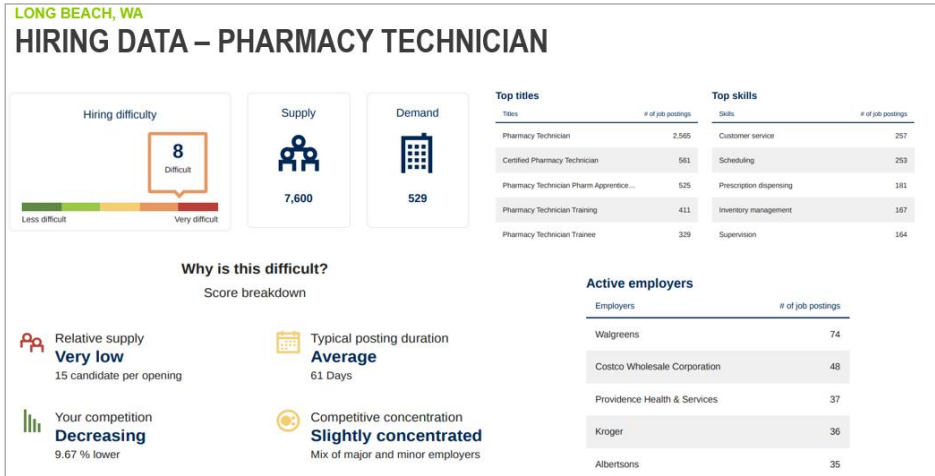
- Candidate supply
- Candidate demand
- Candidate competition
- Competitor labor market activity



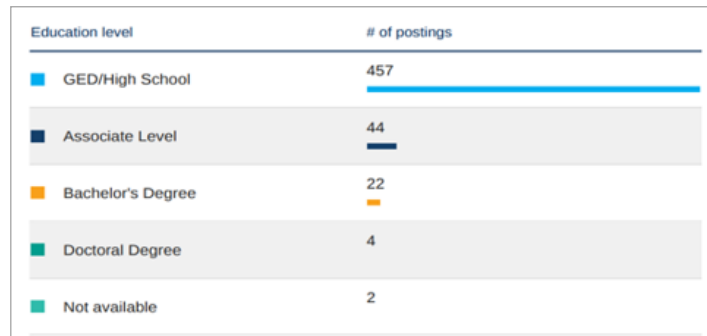
- Industry, occupation, education and demographics data
- Job posting analytics measuring the demand for talent in each region
- Profile data measuring the supply of talent in each region
- Compensation data

Talent Insights

Helping our clients make data driven decisions



Sampling of Insights



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