

Summer Release Highlights

Q3 2022

Increase Your Agility with iCIMS Summer Release

It's never been a more challenging time in talent acquisition. In an uncertain market, leaders are quickly reprioritizing investments to continue to drive business forward. Whether your hiring is accelerated, paused, or even both – iCIMS is here to help with new innovations for you to stay agile in your approach.

In our summer 2022 release, the iCIMS Talent Cloud offers new ways to optimize and automate how you attract diverse talent, simplify scheduling and hiring, and strengthen engagement with external candidates and employees. Here are some of the highlights:

- More automation, simplified applications, and a better candidate experience – all through our Digital Assistant, which now **applies AI to match candidates to opportunities based on a resume they simply 'drag and drop' into the chatbot**
- Optimize how you promote your jobs with **NEW Job Advertising, integrated directly within the ATS**
- Be a sourcing superhero with **NEW CRM capabilities** to automate, simplify, and speed candidate experience creation
- Conduct collaborative hiring with less effort, through **enhanced interview scheduling**
- From onboarding to their next great opportunity with **NEW Opportunity Marketplace "Guided Start"**
- PLUS – gain more insight and advice with iCIMS through a **NEW Insights+, Insights Advisor subscription program**

Read more in the following pages for additional details on these summer release highlights and ways to provide feedback and influence future product releases.

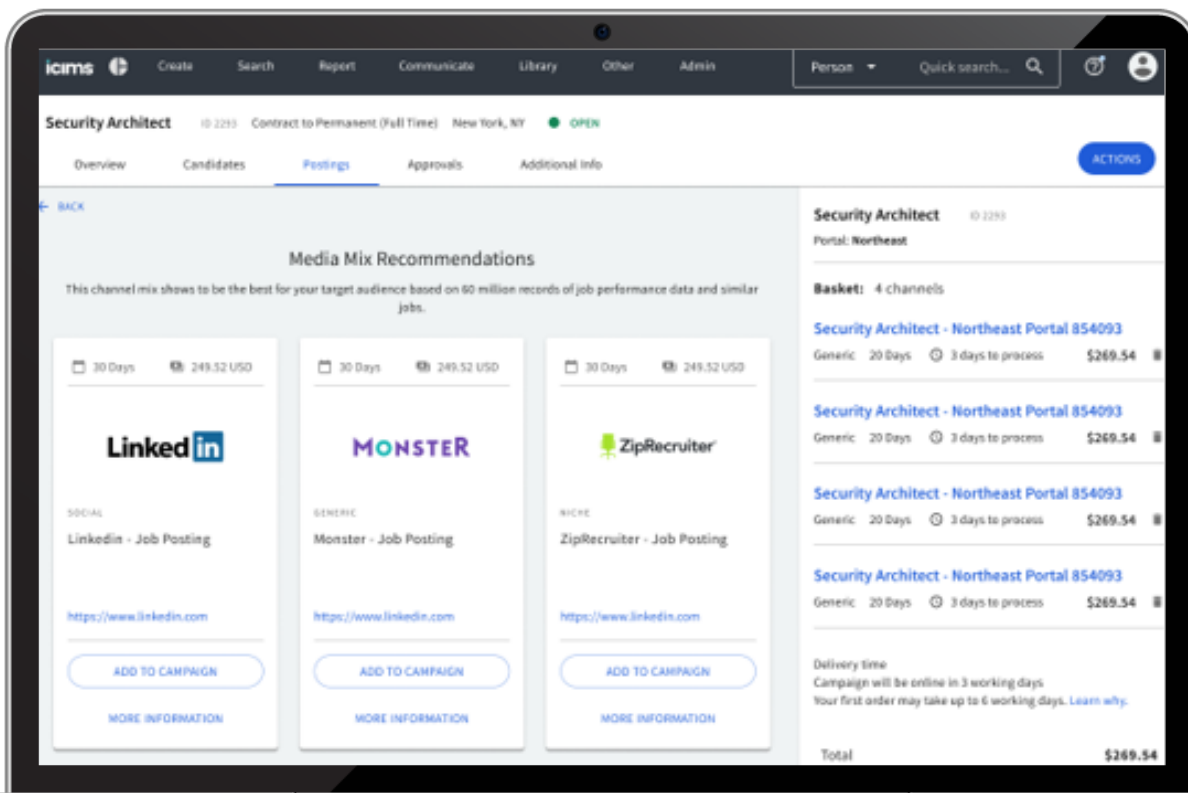
Optimize, and automate to attract diverse talent with less effort

Match candidates to opportunities based on a resume they simply 'drag and drop' into our Digital

Assistant: You can now leverage AI-powered job matching for candidates right within Digital Assistant, with new resume-upload functionality. Once a candidate uploads their resume into the chatbot, the iCIMS Talent Cloud AI uses information from the Candidate's resume such as employment history, education, and skills, to automatically display suggested jobs. With this new automated job matching capability, your team can convert job seekers to applicants quickly to find the talent they need for your business.

Optimize how you promote your jobs with new Job Advertising, integrated directly in the iCIMS

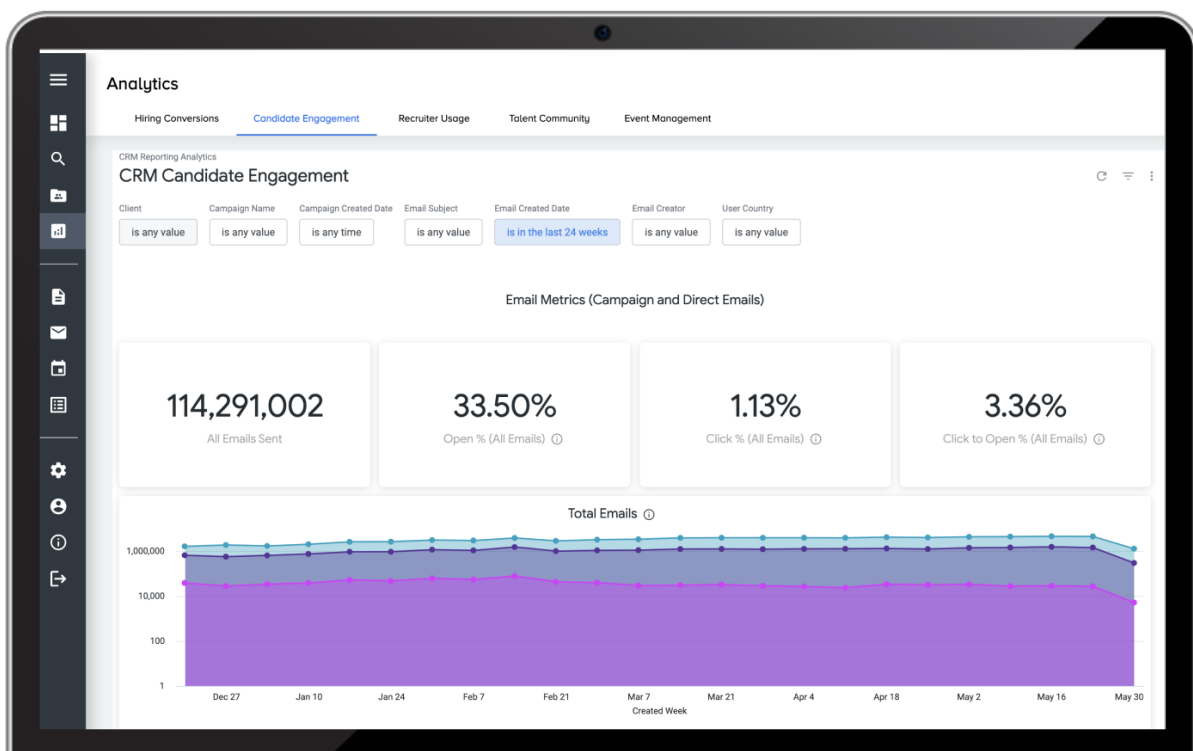
ATS: Build and launch global, on-demand job advertising campaigns to thousands of job boards – without juggling complex, long-term vendor contracts. The new integrated Job Advertising simplifies job distribution for high-volume recruiters with the ability to create and deploy ad campaigns all from within the iCIMS ATS.



Job Advertising in the iCIMS ATS

Be a sourcing superhero with new CRM capabilities to automate, simplify, and speed candidate experience creation: We've added even more automation and applied intelligence to our iCIMS CRM, so you are always ahead of the game:

- **Candidate pipeline status:** Your recruiters can now create and assign a candidate sourcing workflow status. For example, if a recruiter has reviewed a group of candidates in the engineering pipeline, they can change the candidates' workflow status to "resume reviewed." Creating statuses based on pipeline stage or recent interactions helps avoid double outreach within the sourcing team and helps better segmented pipelines for campaigns.
- **Automated job alerts:** Let passive candidates know about new, best-fit jobs with automated job alerts based on skills, experience, and interests. You can empower candidates to indicate the job areas they are interested in, or your team can automatically add candidates based on if their skills and experience match those in the job requirements. The automated job alerts, sent via email, help to boost applicant conversions quickly and build quality pipelines.
- **Analytics front and center:** Hiring Conversion, Candidate Engagement, and Recruiter Usage analytics are now embedded directly within your CRM dashboard, so you act fast on what's working or what's not.



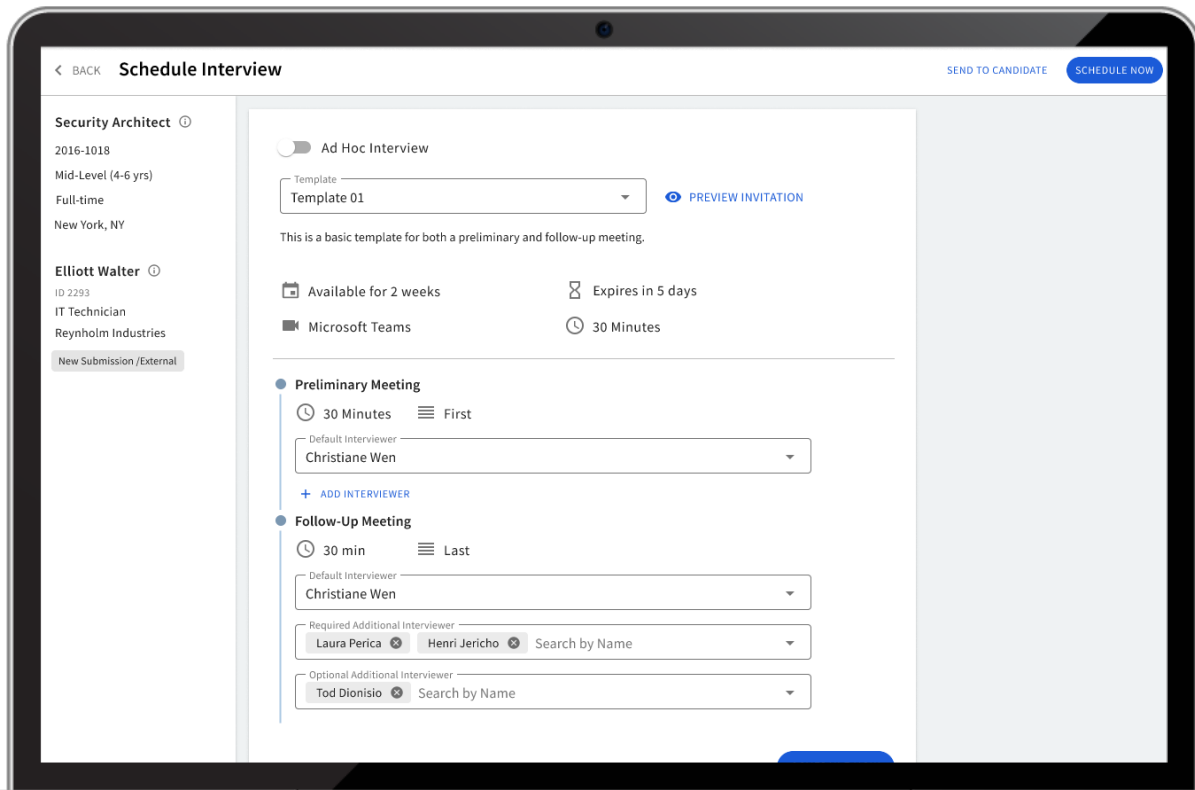
iCIMS CRM embedded analytics

Email care@icims.com | Call 1.800.889.4422 or +44 (0) 808 164 2563



Simplify scheduling and hiring for everyone

Collaborative hiring, with less effort, through enhanced interview scheduling: Simplify and accelerate team interviews with the ability for candidates to self-schedule multi-meeting, multi-person interviews based on real-time interviewer availability. When you empower candidates with self-service tools, your recruiters can stay focused on what is most important.



The screenshot shows the 'Schedule Interview' interface. On the left, a sidebar lists job details for 'Security Architect' (ID 2016-1018, Mid-Level, Full-time, New York, NY) and interviewer 'Elliott Walter' (ID 2293, IT Technician, Reynholm Industries). The main area is titled 'Schedule Interview' and includes a 'SEND TO CANDIDATE' link and a 'SCHEDULE NOW' button. The interface is for an 'Ad Hoc Interview' using 'Template 01'. It specifies 'Available for 2 weeks', 'Expires in 5 days', and 'Microsoft Teams' for a '30 Minutes' duration. Below, it details two meetings: a 'Preliminary Meeting' (30 Minutes, First) and a 'Follow-Up Meeting' (30 min, Last). Both meetings have 'Christiane Wen' as the default interviewer. The 'Required Additional Interviewer' section lists 'Laura Perica' and 'Henri Jericho', while the 'Optional Additional Interviewer' section lists 'Tod Dionisio'. Search bars are provided for each additional interviewer.

iCIMS Interview Scheduling: Multi-Person, Multi-Meeting

Introducing a better recruiter experience for organizing and deploying interview feedback forms

faster: There is now a new, modern interface for the iCIMS ATS interview feedback form builder.

Recruiters can more easily search, sort, filter, and archive your interview feedback questions library and from there, distribute any feedback form to hiring teams through email or Microsoft Teams.

Gain one view of your workforce with more standardized integrations into ADP®, SAP®:

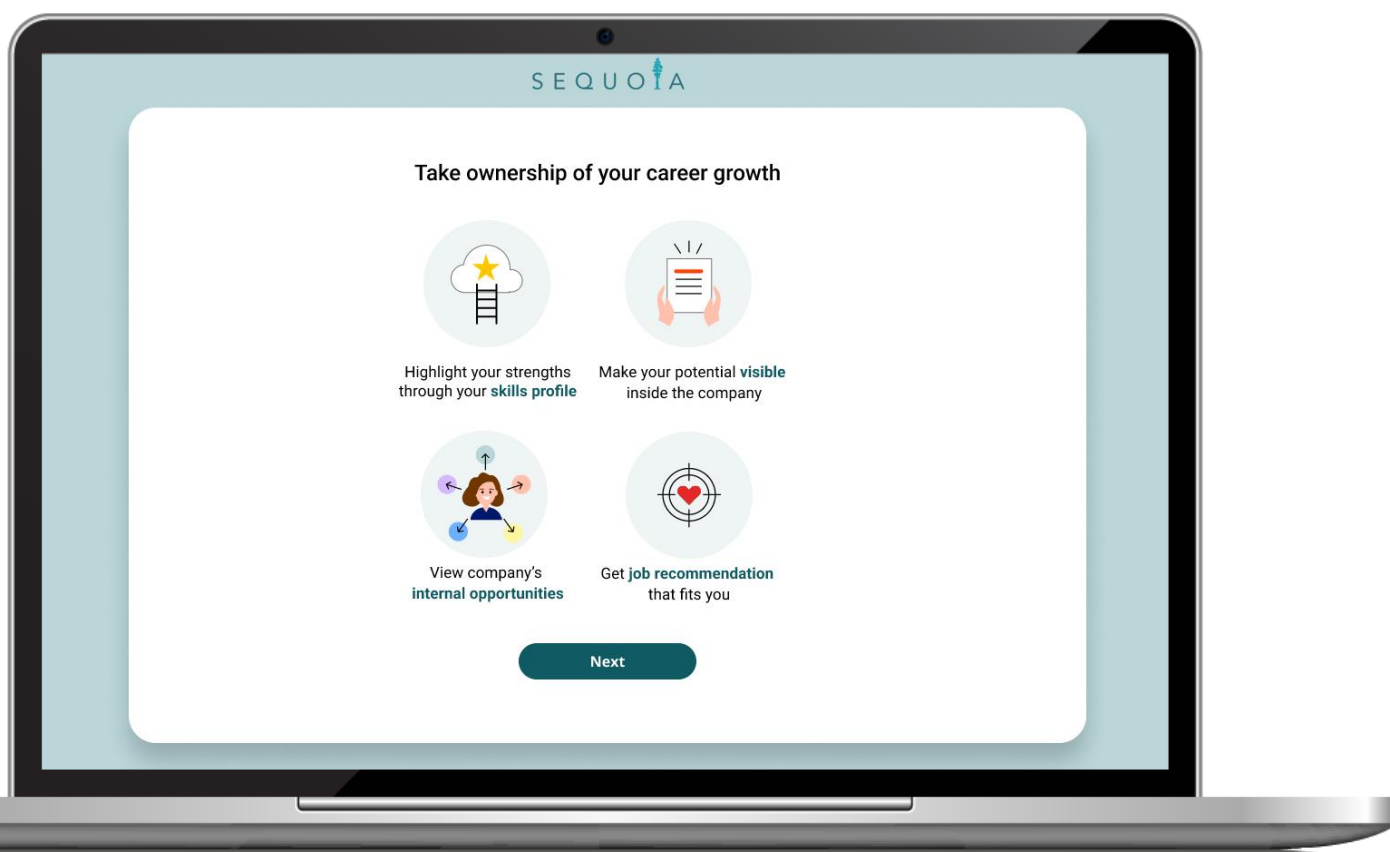
Stay agile in workforce planning when you synchronize your talent data between iCIMS ATS into SAP®

SuccessFactors®, ADP® Workforce Now Next Gen HCM, or ADP® Next Gen HCM. The seamless

integrations create an end-to-end talent cloud to streamline new hire onboarding, internal mobility, transfers, and re-hires. *And in case you missed it, you can now more easily identify best-fit partner solutions with new, detailed field mapping documentation on iCIMS Marketplace for 100+ partners!*

Strengthen talent engagement and employee retention

From onboarding to their next great opportunity with new Opportunity Marketplace “Guided Start”: Drive employee adoption of your opportunity marketplace with a new, step-by-step tour as soon as they log in to iCIMS Opportunity Marketplace. The guided tour is optimized to drive specific actions, such as adding skills to their profile (that automatically is added to the recruiting team’s talent profile view). Plus, the tour further highlights where employees can view internal opportunities and personalized job recommendations.



iCIMS Opportunity Marketplace guided start

Welcome your new hires before day one with authentic videos from their new team: Keep new hires engaged at the end of the virtual hiring process with new, automated iCIMS Video Studio capabilities. Recruiters can now automatically nominate a hiring manager to record a video for a new hire, as a candidate's workflow status changes to Offer and/or Onboard. Once an offer is accepted, recruiters can easily incorporate approved videos into the Candidate's onboard portal as a great way to say "welcome."

Announcing new iCIMS Insights+ Advisory Services

Love our iCIMS Insights reports? Now you can get more specific insight, advice, and guidance tailored to your unique business needs:

- **Take iCIMS Insights reports to the next level with iCIMS Insights+:**
 - **Industry deep dives** on the metrics that matter the most to you, such as application conversion rates and time-to-fill.
 - **Research findings and thought leadership reports** from leaders in talent advisory, mobility, and acquisition so you can get a closer look at real-time changes in the market.
 - **Briefing think tanks and community events** so you can network with talent leaders, engage on talent strategies, and harness iCIMS product best practices.
- **Get everything in iCIMS Insights+ PLUS one-on-one consulting with Insights Advisor:**
 - **Custom analysis** of your iCIMS Talent Cloud platform so you can receive personalized recommendations and business considerations to help improve your talent and mobility processes.
 - **Advisory sessions** to help you improve your talent and mobility strategies based on your company's specific business model and needs.

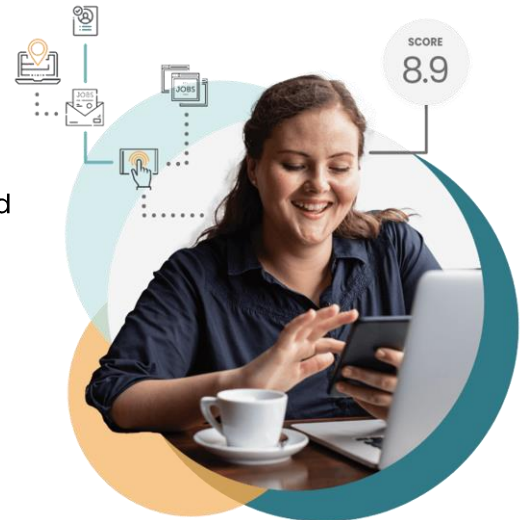
And in case you missed it...

iCIMS acquires Candidate.ID to redefine recruiting with marketing automation!

No more wasting time on unqualified, lukewarm job seekers.

Candidate.ID amplifies iCIMS CRM and ATS, helping you build stronger applicant pipelines faster by helping you identify and select highly engaged candidates.

Marketing automation amplifies your iCIMS CRM or ATS with easy—yet sophisticated—recruitment marketing campaigns that are hyper-personalized based on real-time candidate activity.



These are just the highlights of the innovations in our summer release.

[Visit the product updates in the iCIMS Customer Community](#) for more details on all new features and enhancements.

More about iCIMS Talent Cloud releases

Our releases are seasonal (February, July, October) during the third week of the month. Each will include new iCIMS Talent Cloud features, enhancements, product launches, and integration updates.

Want to get involved?

We have a few ways for you to connect directly with our Product team to share input and advise on our product roadmap. [Visit our iCIMS Customer Community to learn about our programs.](#)

Lead boldly at iCIMS INSPIRE 2022

INSPIRE our annual conference that unites global talent and tech innovators (like you!) to connect, learn, and celebrate. The award-winning conference returns as a hybrid event on November 17, with a limited in-person audience in Santa-Monica, CA.

[Register now!](#)



iCIMS is the talent cloud company that empowers organizations to attract, engage, hire, and advance the right talent that builds a diverse, winning workforce. iCIMS accelerates transformation for a community of more than 4,000 customers, including 40% of the Fortune 100, that collectively employ more than 34 million people around the world. For more information, visit www.icims.com.