

Features of ATS by Option				
	Hero	Plus	Pro	Notes
<b>Low Flat Fee Monthly Charge with Annual/Month-to-Month Commitment</b>	N/A	Yes	Yes	
<b>Three-Month Fee per Job Posting</b>	Yes	N/A	N/A	
<b>Hibernate Account</b>	Yes	N/A	N/A	For those month-to-month clients not wanting to recustomize or seasonal recruiters or HandsOff recruiters who want to maintain their candidate database
<b>Free Ads Included</b>	Indeed, LinkedIn Limited, Glassdoor, ZipRecruiter, Google for Jobs, Facebook Jobs, Jobcase.com, Job.net, Oodle, Jooble, CBCJobs, Trovit, MyJobHelper	Indeed, LinkedIn Limited, Glassdoor, ZipRecruiter, Google for Jobs, Facebook Jobs, Jobcase.com, Job.net, Oodle, Jooble, CBCJobs, Trovit, MyJobHelper	Indeed, LinkedIn Limited, Glassdoor, ZipRecruiter, Google for Jobs, Facebook Jobs, Jobcase.com, Job.net, Oodle, Jooble, CBCJobs, Trovit, MyJobHelper	For many jobs the free ads should be adequate
<b>Programmatic Recruiting Alternative to Sponsored Indeed, ZipRecruiter and many more</b>	Yes	Yes	Yes	Many sponsored sites including Indeed, ZipRecruiter, Monster, Glassdoor, Dice & many more
<b>Branded Ad and all emails with Company logos and Company Name</b>	Yes	Yes	Yes	Company Branding
<b>Social Media Posting to Company Site with One Click</b>	Yes	Yes	Yes	LinkedIn & Facebook
<b>Easy Integration of Jobs &amp; Your Website Career Page</b>	Yes	Yes	Yes	
<b>Number of Ads at a Time</b>	3	Unlimited	Unlimited	
<b>Number of Users</b>	Unlimited	Unlimited	Unlimited	
<b>Job-specific Recruiting teams</b>	Yes	Yes	Yes	Hero Limited to three users
<b>Custom Job Workflow steps</b>	No	Yes	Yes	
<b>Automated Emails &amp; tasks executed automatically based on change in status</b>	No	Yes	Yes	Time Saving
<b>Custom Emails</b>	Yes	Yes	Yes	

<b>Individual Emails (non-bulk) to candidates through the ATS</b>	Yes	Yes	Yes	Allows all candidate data to be kept together in the ATS
<b>Bulk Emails for Candidates</b>	No	Yes	Yes	Group emails
<b>Custom Application Questions</b>	Yes	Yes	Yes	
<b>Search by Workflow Status, Source, Apply Date, Rating, Resume Key Words, Custom Category, Application QuestionsBulk Search by Any</b>	No	Yes	Yes	Time Saving
<b>Knockout questions</b>	Yes	Yes	Yes	Time Saving
<b>Voting Collaboration on candidate review</b>	Yes	Yes	Yes	
<b>Trail of each step, email, vote kept in the ATS Discussion</b>	Yes	Yes	Yes	Data helps in collaboration, keeping data provide legal defence if needed
<b>Custom Interview Guides</b>	No	Yes	Yes	Ensures legal interviewing and record keeping
<b>Document Storage with Applicants' Records</b>	Yes	Yes	Yes	
<b>On-line Signatures and Onboarding Document Storage</b>	No	No	Yes	Time saving
<b>Standard Reporting</b>	Yes	Yes	Yes	
<b>Custom Reporting</b>	No	No	Yes	
<b>Integration with Calendarly, Bacground Checks, Wonderlic &amp; Some Assessments</b>	No	Yes	Yes	Time saving
<b>Video Interviewing Integration</b>	No	No	Yes	Ease of Use
<b>Texting Candidates Capability (Extra Fee)</b>	No	Yes	Yes	Increase in responses