

Indeed Product Highlight

Employer

Make hiring simpler, faster,
and more human

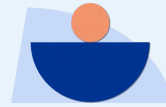
Raj Mukherjee

EVP and General Manager, Employer
Indeed



We help
people
get
jobs.™

Indeed is becoming the hiring partner of choice for employers



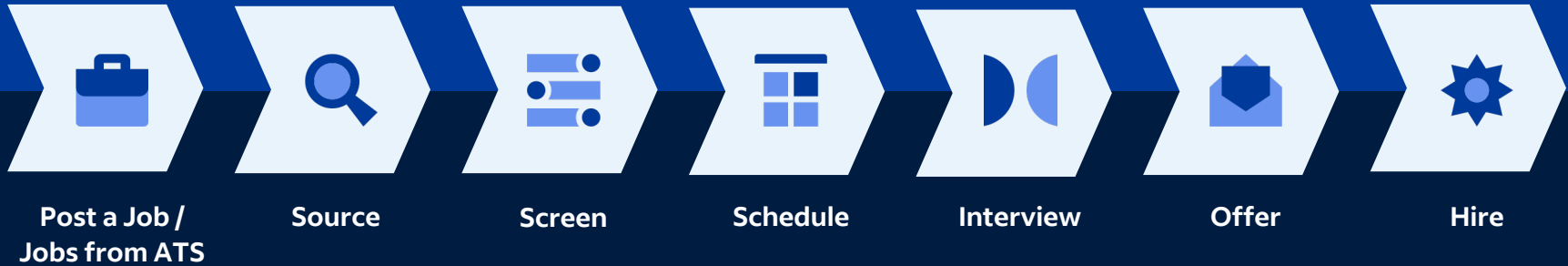
Job Seeker First



Pay for Performance

We're focused on building solutions to simplify each step of the hiring process

Hiring Process



Throughout the world, employers need help addressing a hiring process that is highly inefficient and impersonal

Complex

16+

HR systems used by an HR team, on average¹

Slow

50+

days to fill an open position, on average²

Impersonal

78%

of job seekers say they've ghosted an employer³

Source: ¹HR systems: Sapient Insights Group; ²SHRM Benchmarking: Talent Access, 2022; ³Indeed Survey with Censuswide, 2023

Our hiring solutions powered by AI and automation address employers' hiring challenges

Simpler

Easy job posting functionality and seamless

Faster

Dramatic reduction in time to hire with the help of AI and automation

More Human

Enabling meaningful conversations between employers and job seekers

Our Vision

Primary hiring partner for all employers



Our three-part strategy

01

Broad Reach

Reach all employers, small and large, and have their jobs on Indeed

02

Best Matching

03

Faster Connections

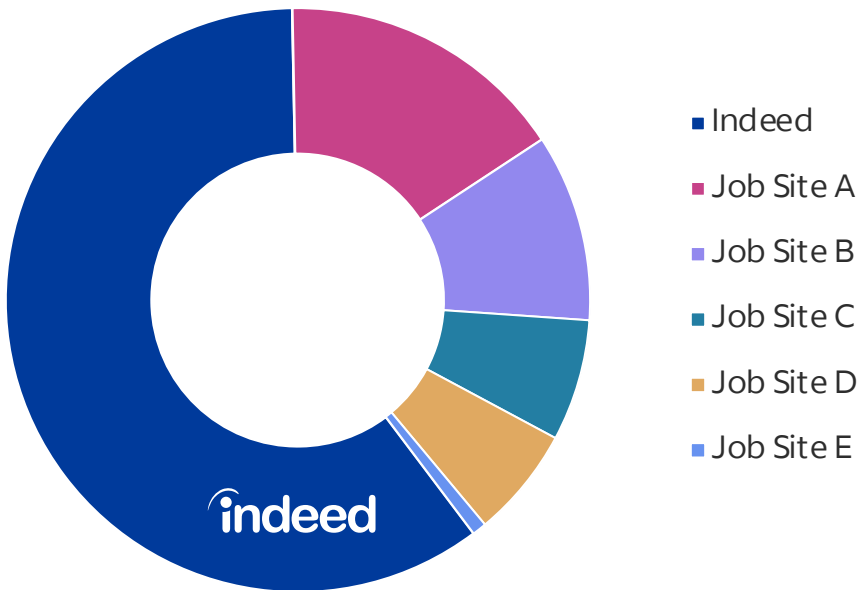
More than
3.5 million

employers worldwide turn
to Indeed's marketplace
to help them hire

Source: Indeed data, 2023

Indeed delivers over
3X more hires
than any other job site
among BreezyHR clients in the US and EU

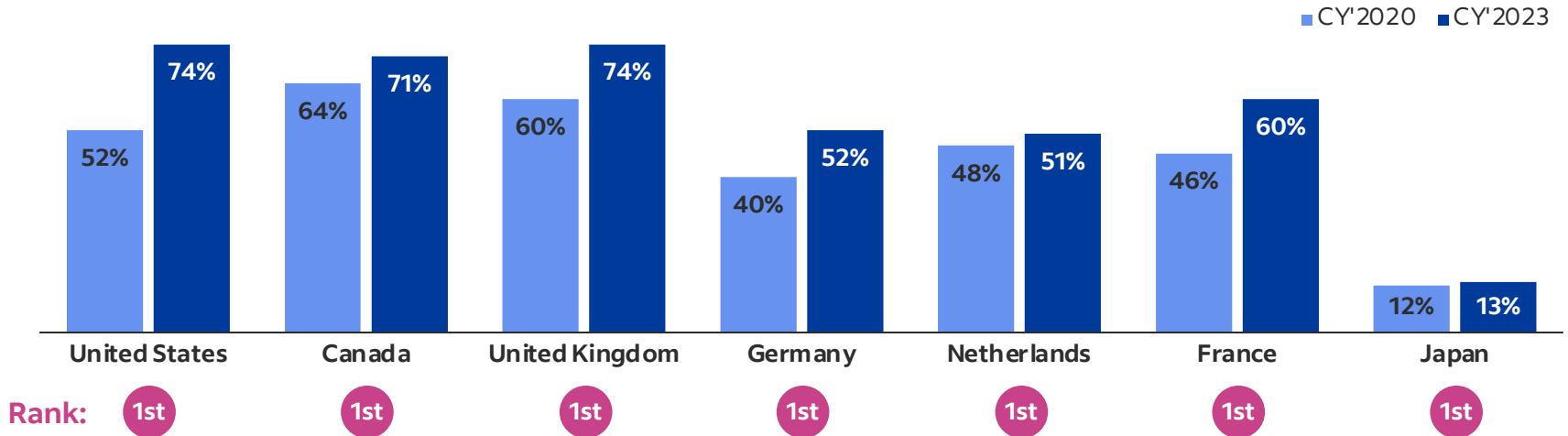
Volume of hires by hiring source
among BreezyHR clients (US, EU)



Source: BreezyHR Sources of Hire Report 2022 (EU, US). Indeed is compared to other leading job sites.

SMBs around the world choose Indeed when they need to hire

Global Indeed SMB Unaided Consideration



Source: Based on Indeed Brand Awareness Surveys, 2020 & 2023.

Unaided Consideration (UAC) = The percentage of people who would consider using Indeed when searching for a new job.

UAC Questions in survey = "Imagine that you're in the process of searching for a new job. If you could only use one job site or online source, which would you use?" + "What other job sites or online resources would you consider using?" Responses are open-ended



Get Up and Go Kayaking

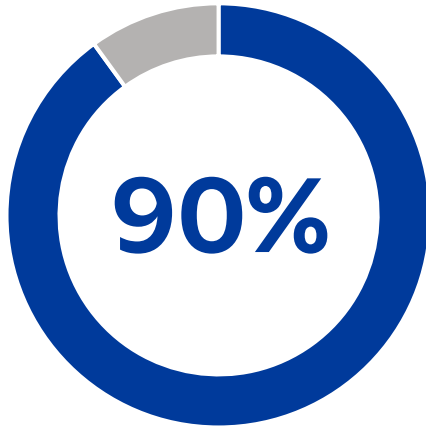
Indeed delivered **95%+** of
all new hires to meet demand

“ I tried out several different hiring sites but
always found that **Indeed’s candidates were
more qualified and better suited** for the
roles that we were looking for.”

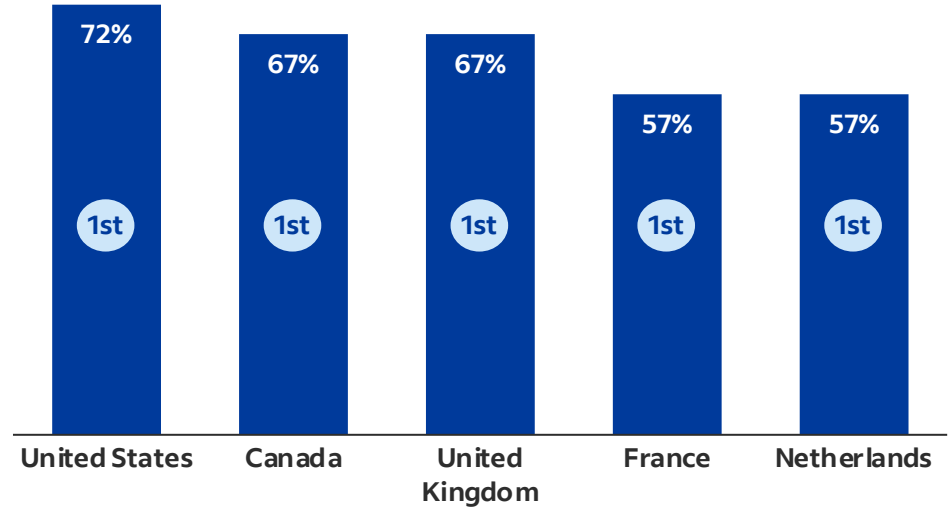
Justin Buzzi
Founder of Get Up And Go Kayaking

Large enterprises also turn to Indeed for their hiring needs

Fortune 500 companies using Indeed¹

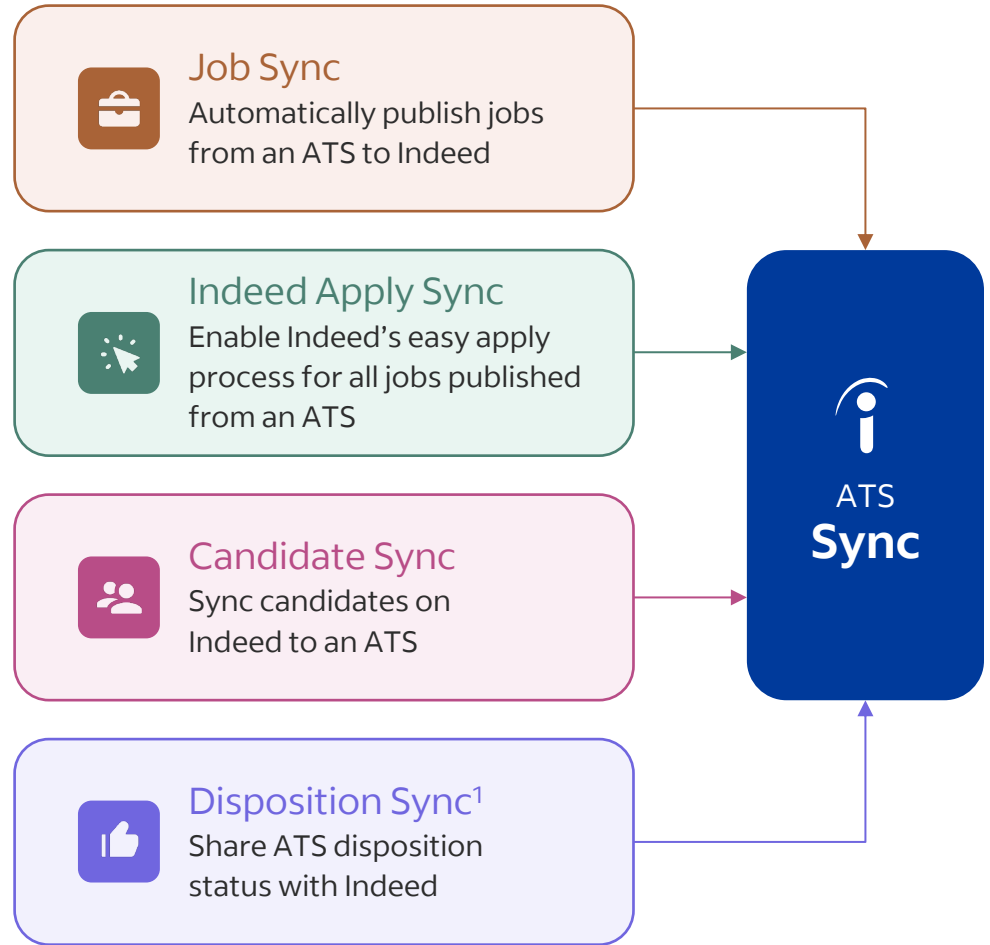


Leader in unaided consideration with large enterprises²



Source: ¹ Global Indeed internal data as of Jan 2024; ² Indeed Brand Tracker Survey

We collaborate with
300+ ATS partners to
help large enterprises
connect essential tools



¹Disposition provides insights into how job applications and applicants are advancing through the hiring funnel from apply to phone screen to interview to offer to hire



TRUGREEN

By leveraging Indeed Apply and integrating its ATS with Indeed, TruGreen is seeing:

➤ Up to **95%**
faster time to interview

➤ **85%** reduction in
candidate drop-off



Indeed is the #1 sourcing platform for us at TruGreen... It used to take us a little bit over 2 to 3 weeks to just get someone to fill out the application and start interviewing them and getting them into the background checks. Now, after using Indeed Apply Sync, **that process can be done within 1 to 2 days.**”

Veronica Caraballo

Talent Acquisition Operations Manager at TruGreen

Our three-part strategy

01

Broad Reach

Reach all employers, small and large, and have their jobs on Indeed

02

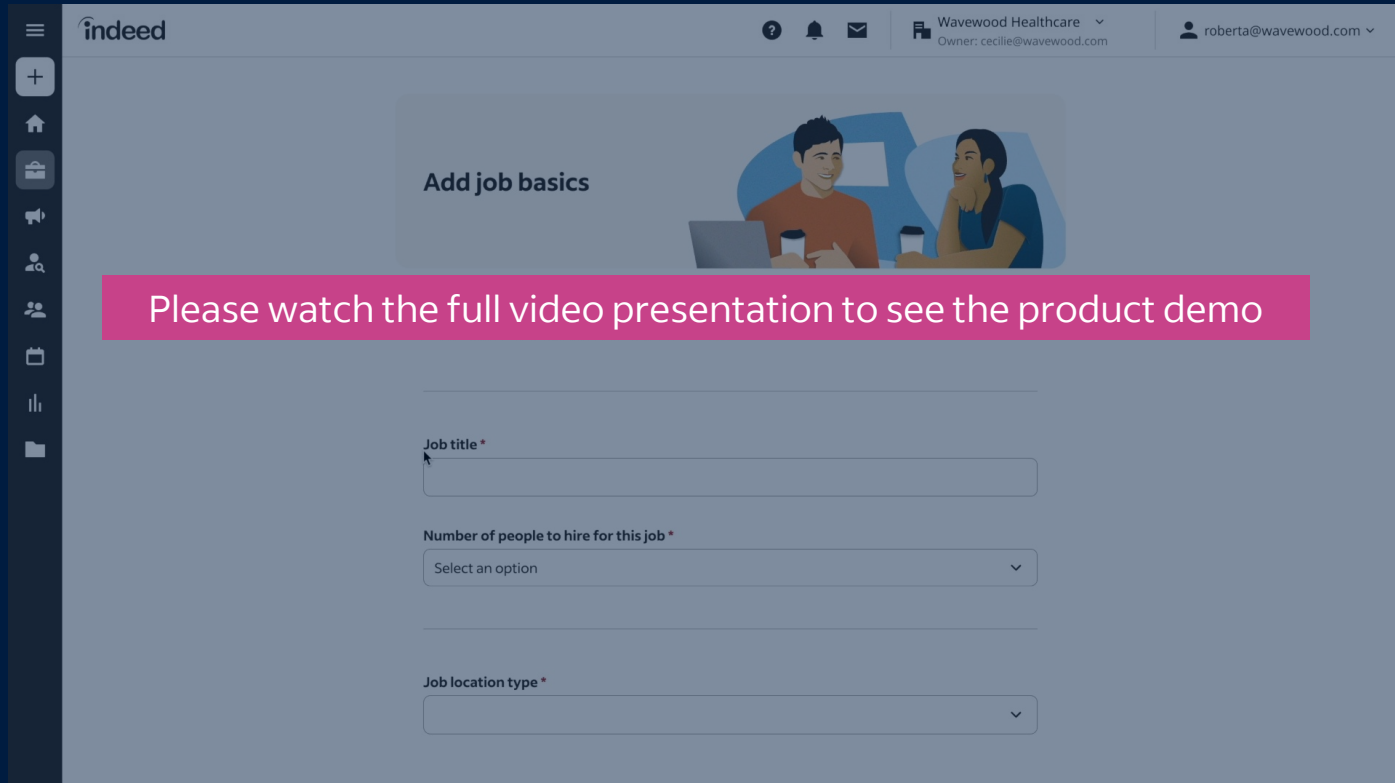
Best Matching

Deliver quality candidates for all jobs to make hires by understanding job requirements

03

Faster Connections

We make it easy to post a job on Indeed



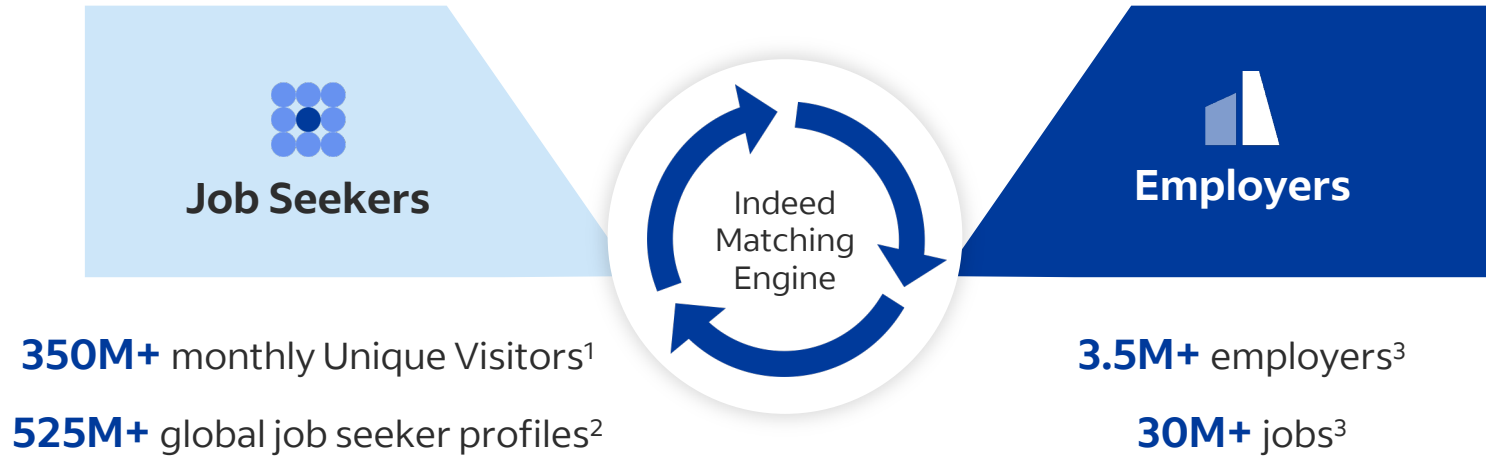
Please watch the full video presentation to see the product demo

Job title *

Number of people to hire for this job *

Job location type *

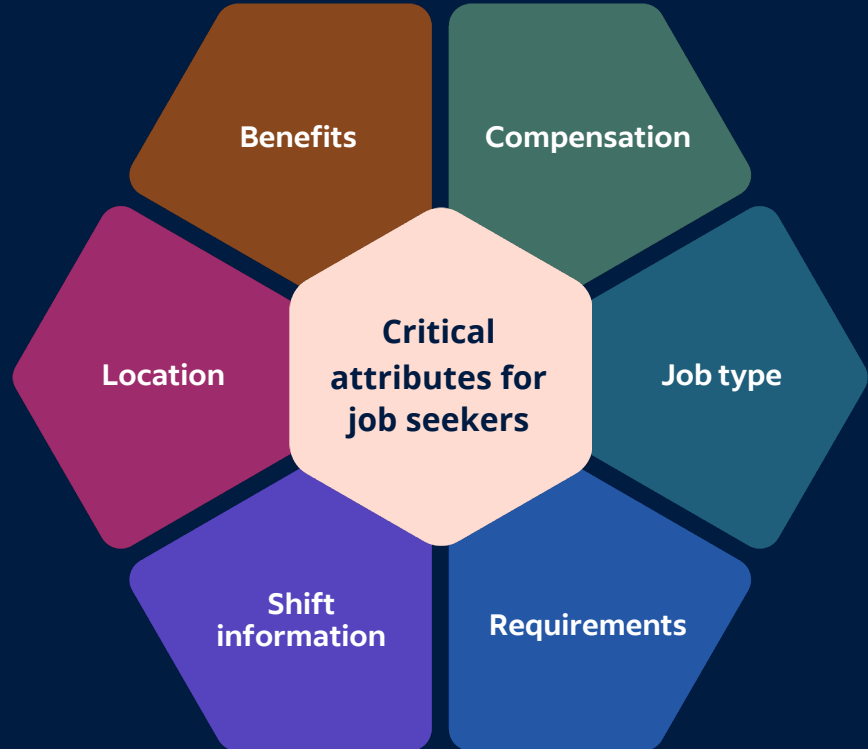
Our matching engine is driven by the scale of our job seeker and employer data



Source: ¹ Indeed Internal Data, average monthly Unique Visitors April–July 2023; ² Indeed data (worldwide), job seeker accounts that have a unique, verified email address; ³ Indeed data 2023. Please see disclaimer for definition of Unique Visitors



We help employers ensure their job postings have the right data to attract quality candidates



3X more started applications

Source: Indeed data, US



We're driving improvements for indexed jobs to deliver more applications and hires


➤ On average, indexed jobs with Indeed Apply enabled receive **5x** more completed applications per job.¹

➤ Indexed Jobs with pay and location are **+180%** more likely to get a hire.²

Source: ¹ Indeed data (worldwide), tracking on non Indeed Apply applications may be limited;

² Indeed data (US), see P19 of "Consolidated Financial Results for the Year Ended March 31, 2023 (IFRS, Unaudited)" for calculation methodology

✓ Indeed Apply added successfully

 **Get up to 35% more apply starts**
Add a few more details to boost your job post performance.

What is the pay?
Show pay by
Range

Minimum: \$ to Maximum: \$ Rate: Per hour

What is the schedule for this job?
+ Weekend availability + Monday to Friday + On call + Holidays
+ Evening shift + Self-determined schedule + Day shift + 8 hour shift

Show all

Which option best describes this job's location?

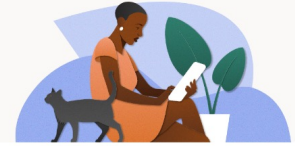
Skip Update

Our recommended screener questions improve candidate quality and matching

➤ Jobs with screener questions result in **50%** more hires on average.

Source: Indeed data (worldwide), average over March-May 2023. See P19 of “Consolidated Financial Results for the Year Ended March 31, 2023 (IFRS, Unaudited)” for calculation methodology

Choose your screening methods



Based on the qualifications you've set for your job, we've suggested screening questions and methods to help you evaluate candidates. You can adjust them to make sure they're right for your job.

Tip: Applicants who don't meet your required qualifications will be filtered out of your list. You will still be able to view them on your dashboard.

Application question: Do you have a valid _____? ✕

Valid Required

Application question: Which shift(s) are you available to work? ✕

Available to work the following shift(s):

Day Shift Required

Night Shift Preferred

Overnight Shift Preferred

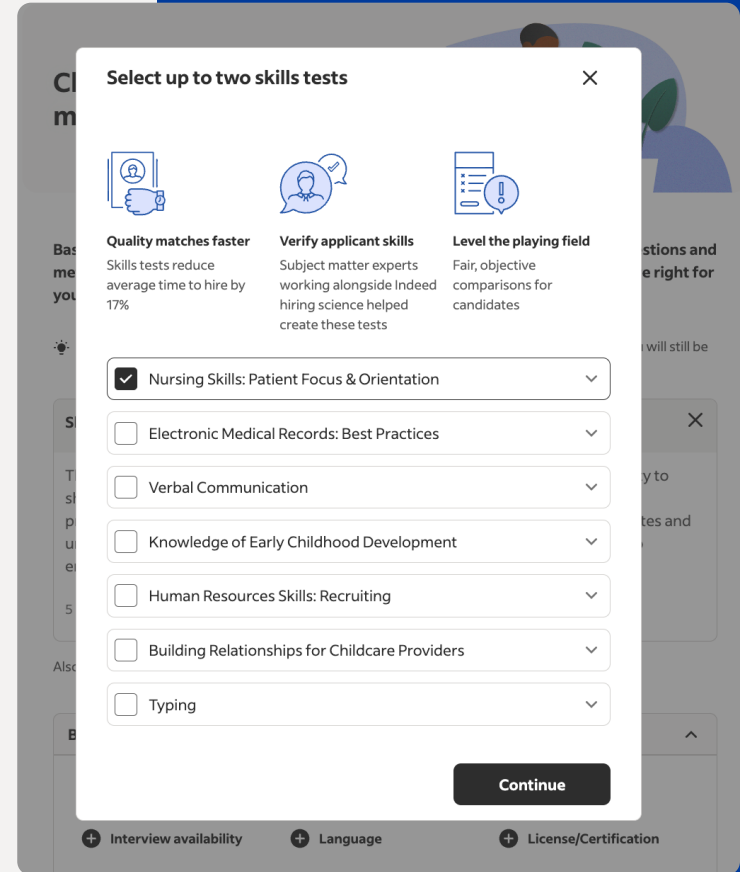
- Browse more questions ⤴
- + Ability to Commute
 - + Education
 - + Experience
 - + Interview availability
 - + Language
 - + License/Certification
 - + Security clearance
 - + Shift availability
 - + Skills test
 - + Vaccine requirement
 - + Willingness to travel
 - + Create custom question

Assessments help employers easily screen for qualified candidates, reducing time to hire

➤ Jobs using Indeed Assessments made a hire **49%** more often (US).¹

➤ Reduced employer time to hire by **16%**.²

Source: ¹ Indeed data (US); ² Indeed data (CA, FR, UK, US)

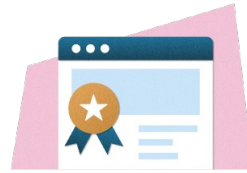


We help employers discover and recruit the best candidates among millions of active job seekers in our HR Technology marketplace



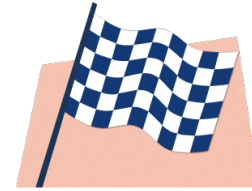
Resume Search

Employers search Indeed resumes and decide who to contact



Matched Candidates

Indeed AI recommends quality candidates



Automated Sourcing

Indeed does the work of matching and sends outreach on employer's behalf

Increasing level of automation

Resume Search offers employers control to find the right candidates for their jobs

What are you hiring for?

Where are you hiring?

The screenshot shows the Indeed Resume Search interface. At the top, there are search fields for 'What' (customer service) and 'Where' (scottsdale, az). Below the search fields, there are filters for Distance (within 25 miles of scottsdale, az), Resume last updated (within last 6 months), Candidate last active (show all), and Exclude contacted candidates (within last 30 days). The results section shows 216,878 resumes match the criteria, sorted by relevance. The first candidate is Carolyn Davis, a Remote Customer Service/Collections - Reiner Markin Accounting LLP, with a resume updated on Feb 7 2024. The second candidate is Morgain Ainsworth, a Customer Service Lead - Champion Solutions, with a resume updated on Feb 16 2024. The third candidate is Lisa Boshears, a Customer Service Representative - Fresh Ball Supermarket, with a resume updated on Feb 16 2024.

Job seekers who receive an outreach are **2X more likely** to connect with an employer than those that apply on their own

Source: Indeed data (worldwide)

AI-powered Matched Candidates delivers recommendations based on qualifications and responsiveness

The screenshot shows the Indeed 'Matched Candidates' page for a 'Registered Nurse' job in Austin, TX. The page features a navigation bar with 'Candidates', 'All candidates', 'Matched candidates', and 'Messages'. Below the navigation, there are filters for 'Austin, TX', 'Within 40 miles', 'Licenses/Certifications', 'Skills/Experience', and 'Education'. The main content area displays 124 AI matches and 47 contacts remaining. Three candidate profiles are shown:

- Sofia M.** – Austin, TX (Active today)
 - Experience:** Registered Nurse at Champion Solutions (2019–Present), Palliative Care Nurse at Northern Canal Medical Center (2014–2019).
 - Education:** BSN from University of Pennsylvania.
 - Skills:** Medical-Surgical Nursing Certification, Critical Care Experience, Patient Assessment, Electronic Health Records (EHR).
 - Credentials:** RN License.
- Meg F.** – Round Rock, TX (Active today)
 - Experience:** Registered Nurse at Cold River Optical (2018–Present), Psychiatric Nurse at Beta Experts (2017).
 - Education:** BSN from Emory University.
 - Skills:** Medical-Surgical Nursing Certification, Critical Care Experience, Patient Assessment, Electronic Health Records (EHR).
 - Credentials:** RN License, BLS Certification.
- Jane B.** – Austin, TX (Active today)
 - Experience:** Licensed Practical Nurse at Acme Hospital (2018–Present), Registered Nurse at Champion Solutions (2015–2018).
 - Education:** BSN from University of Michigan.
 - Skills:** Medical-Surgical Nursing Certification, Critical Care Experience, Patient Assessment, Electronic Health Records (EHR), Pediatrics.
 - Credentials:** RN License, ACLS Certification.

Matched candidates employers invite to apply are **17X more likely** to apply than job seekers who only see it in search¹

Median job seeker response time: **<5 hours**²

Source: ¹ Indeed data (US), August 2023; ² Indeed data (worldwide)

Smart Sourcing will combine Resume Search and Matched Candidates in one seamless experience

(Coming Soon)

Smart Sourcing

Resume Search

Search resumes and contact candidates

What Customer Service Representative Where Seattle, WA

+ Search with a job

Save this search to receive Resume Alert emails of new candidates Save search

Filters Reset all 500 resumes match your criteria Sort: relevance

Distance Within 10 miles from Seattle, WA 5 miles 100 miles Open to relocating

Resume last updated within last 6 months

Candidate last active show all

Exclude contacted candidates within last 30 days

Alex Morgan • Seattle, WA Recently updated: Jul 17 2023 Free to contact Customer Service Representative - ABC Corp Customer Service Agent - ZYX Group Associate's - Green River Community College Communication - Excellent

Elara Rios • Seattle, WA Client Service Associate - TW Co. Cashier - JFK Corp High School Diploma - Chief Sealth International High School Phone customer service - Proficient

Matched Candidates

Invite recommended candidates to apply for jobs

Candidates All candidates Matched candidates

Customer Service Specialist Austin, TX 78759

100+ matches to invite Edit invitation

Austin, TX Within 40 miles Licenses/Certifications Skills/Experience Education

Ellen L. - Austin, TX Active today Experience Office Manager/Administrative Assistant Bradley Sons and Associates 2019 - Present Staff Accountant Microsoft 2018 Education Bachelor of Science Skills Accounting, Customer service, Leadership, Cash handling, Telemarketing, EHR systems Credentials Notary public, CPR certified Invite

Naveen H. - Austin, TX Active today Experience Sales Consultant Sprint 2019 - Present Customer Service Representative HERTZ Rental 2018 Education Bachelor of Science Skills Accounting, Leadership, Cash handling, Telemarketing, EHR systems Credentials High School Diploma Invite

Christopher G. Active today Experience Customer Service Representative Hardware Retailers America's Tires Technical Support f... High School Diploma Invite

Smart Sourcing leverages GenAI to help employers evaluate and contact qualified candidates faster and easier

Candidate Highlights

Sofia Mackersey

Candidate highlights Beta Powered by AI

- **Standout:** The candidate's resume highlights their provision of compassionate and skilled nursing care, indicating a focus on delivering care with empathy and expertise. Several jobs also mention addressing emotional, medical, and cultural requirements, promoting a holistic approach to patient care.
- **Added bonus:** The candidate's resume consistently emphasizes collaborating with interdisciplinary teams (physicians, social workers, chaplains, and other specialists) and specialists to ensure comprehensive and well-rounded patient care.
- **Potential gap:** You've reached out to candidates with ACLS Certification. This resume does not mention ACLS Certification or related foundation of lifesaving BLS skills or continuous, high-quality CPR.

[Smart Message](#) [Invite](#)

Smart Messages

Smart Message Beta

To: Sofia Mackersey
From: Roberta Morris
Subject: Wavewood might have a job for you!

Message
Send a note to the candidate. Use generative AI to assist you in crafting a personalized outreach message. You are solely responsible for the content.

Hi Sofia,

I hope this email finds you well! My name is Roberta Morris and I'm a recruiter at Wavewood Healthcare. I recently came across your resume and noticed your experience as a Nurse at Northern Canal Medical Center. If you also have ACLS Certification or related high-quality CPR skills, you might be a great fit for the role you're applying. Just be sure to mention that in your application.

We currently have an opening for a Registered Nurse at Wavewood. As a Wavewood employee, you'll have the opportunity to apply your skills and expertise to a new challenge.

[Shorten](#)
[Elaborate](#)
[More Formal](#)
[More Casual](#)
[List Bullets](#)

[Regenerate](#) [...](#) [i](#)

Automated outreach drives applications by automatically recommending relevant jobs to job seekers

- Over **40%** growth in applications from automated sourcing last year.¹
- Job seekers are **2.5X** more likely to apply if they receive automated sourcing outreach.²

Source: ¹ Indeed data (worldwide); ² Indeed data (US)

Hi Aurna,

We think you would be a great match for the Math Instructor/Tutor (part-time) - Circle C Ranch, TX opportunity based on your resume. Please submit a quick application if you have any interest.

I'm interested

Not interested

Math Instructor/Tutor (part-time) - Circle C Ranch, TX

Wavewood Educational Center
Austin, TX 78749

Salary

\$12 - \$15 an hour

Job type

Part-time

Schedules

Weekends as needed Evenings as needed Evening shift Every weekend

After school

Benefit

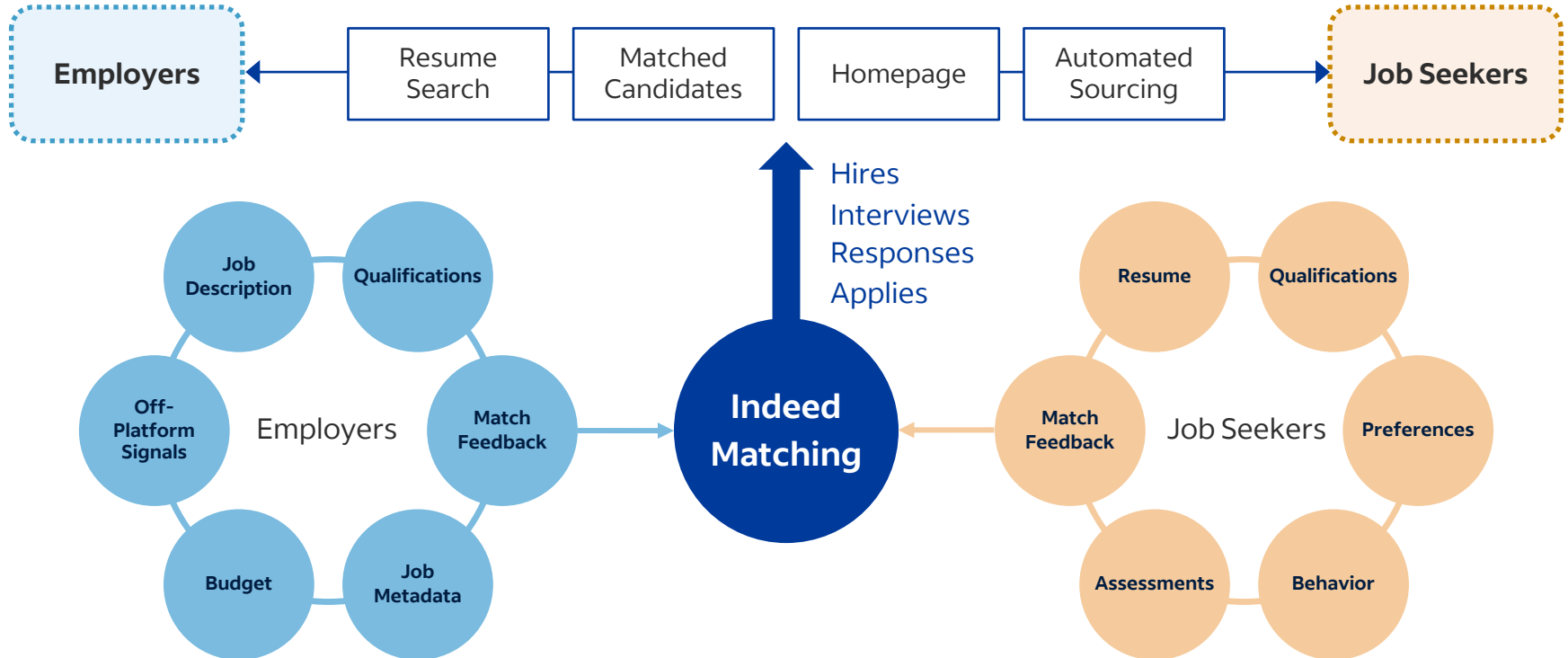
Referral program

Additional job details

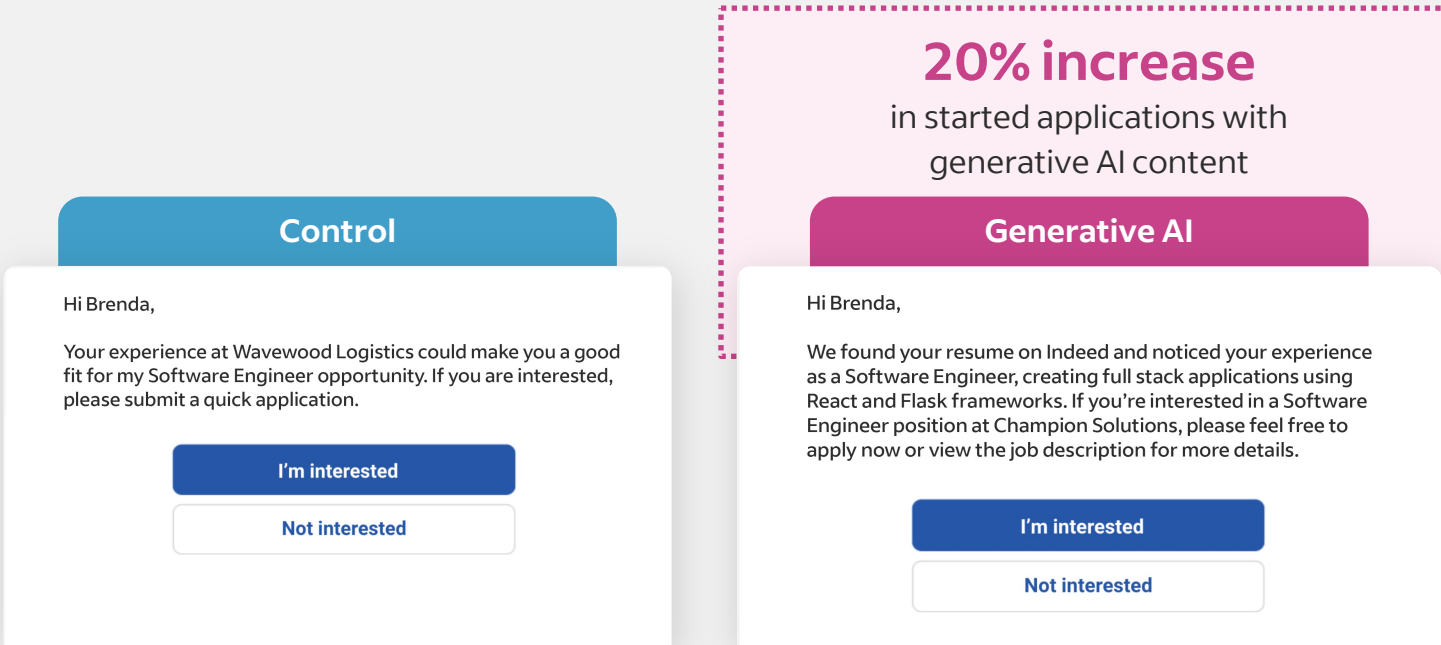
Development center In-person Math Tutoring: 1 year (Preferred)

Hiring multiple candidates

Our AI-powered matching engine fuels solutions across Indeed to connect employers and job seekers



AI and ML optimize the automated sourcing experience on Indeed



Source: Indeed data (worldwide)

Our three-part strategy

01

Broad Reach

Reach all employers, small and large, and have their jobs on Indeed

02

Best Matching

Deliver quality candidates for all jobs to make hires by understanding job requirements

03

Faster Connections

Tools to help you screen, message, schedule and interview to make hiring faster

**Speed to respond
leads to more hires**

Outreach within
4 hours

95%

more likely to lead to a hire

Source: Indeed data (worldwide)



Enabling more same-day connections on Indeed



Video



Phone to Phone



Click to Call



Messaging

Built-in messaging drives faster connections between employers and job seekers on Indeed

The image shows a screenshot of an Indeed job profile for Janett Smith, a Customer Service Representative in Austin, TX. The profile includes a summary of matching and unknown qualifications, applicant questions with answers, and a resume. Overlaid on the profile is a messaging interface for Janett Smith, showing a conversation where the user expresses interest and sends an interview request. The interface includes buttons for 'Invite to interview', 'Message', and 'Call', as well as a 'Write a message to Janett Smith' input field and a 'Send' button.

<2 hours
Job seeker response time

Source: *Median job seeker response time, Indeed data (worldwide)*

Evaluation for Janett Smith
Your evaluation will not be shared with candidates. View and edit it later on Indeed.

Recommended interview guide (Optional)
Evaluate candidates on these relevant skills based on your job.

1 of 3
Background Unfit 1 2 3 4 5 Excellent

Tell me about a time when you had an extremely challenging goal. What action did you take?

Notes
Talked about handling annual company-wide promotion activity and how they were able to hit revenue goal.

2 of 3
Drive for results Unfit 1 2 3 4 5 Excellent

[Notes snippet for easy preview - max 2 lines] Talked about handling annual company-wide promotion activity and how ...

3 of 3
Organizational skills Unfit 1 2 3 4 5 Excellent

[Notes snippet for easy preview - max 2 lines] Talked about

Would you recommend moving forward with the candidate?
The candidate will not see your decision.

Yes Maybe No

Auto-saved

Done

Resume
Janette Savage
Kirkland, WA
Willing to relocate to Portland, OR or San Francisco, CA.
Eligible to work for any company in the U.S.

Work Experience
Customer Service Representative
Waveood - San Francisco, CA
December 2015 to Present
Handle customer inquiries, complaints, billing questions and payment extensions/service requests. Calm angry callers, repair trust, locate resources for problem resolution and design best-option solutions. Interface daily with internal partners in accounting, field services, new business, operations...

Client services
Champion Solutions - Kirkland, WA
June 2013 to November 2015

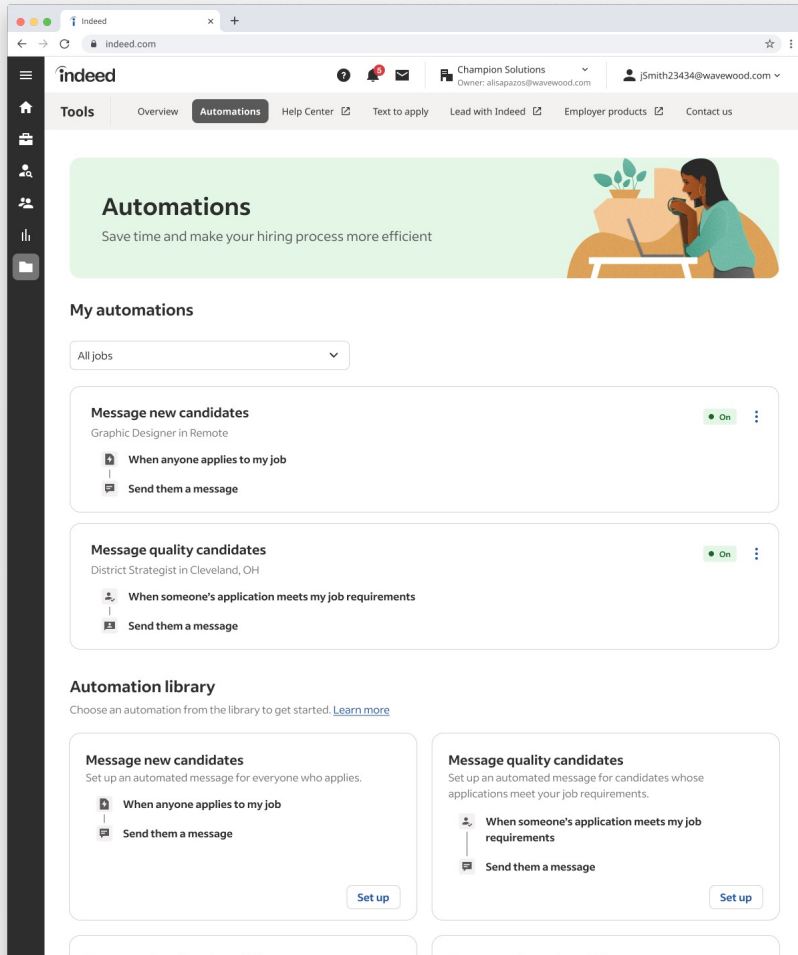
- Handled incoming calls from policyholders.
- Responded to inquiries.
- Resolved problems and correcting policy errors.
- Provided quotes and executed online policy changes for auto, home and excess liability.

Education

On-platform virtual interviews accelerate connection, evaluation, and hiring

- 8M interviews on Indeed last year¹
- Average time to hire is **44% faster** for employers who interview on Indeed²
- **74%** positive ratings for Job Seekers

Source: 1 Indeed data (worldwide); 2 Indeed data (worldwide)



Automated messaging saves time and enables faster outreach

20X


growth in connections facilitated by automation this year

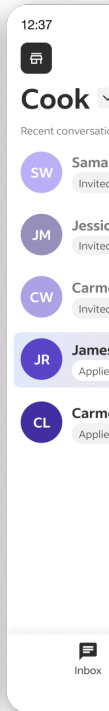
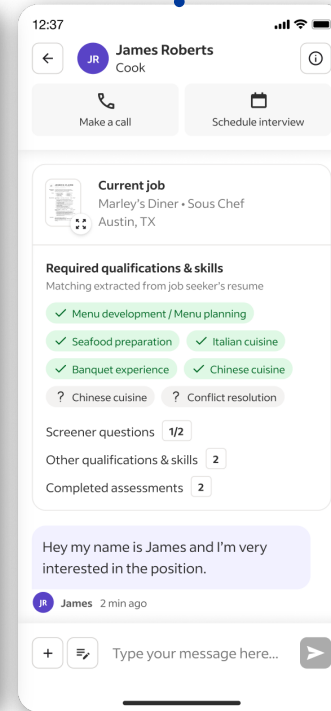
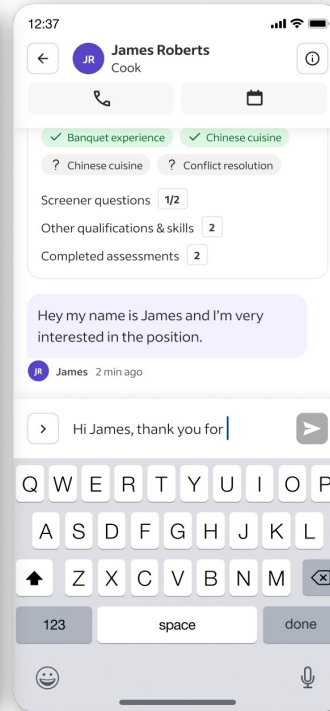
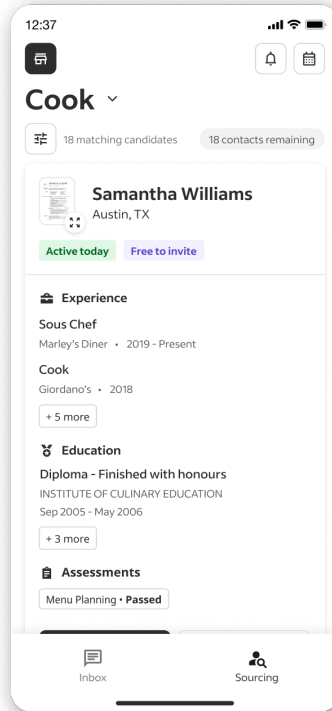
Source: Indeed data (worldwide), January 2024 compared to January 2023. Connections facilitated by automation: Automated messages leading to positive two-way interactions between employers and job seekers on Indeed.

Our employer mobile app facilitates faster connections

- iOS app rating of **4.8**¹
- Employers receiving push notifications connect with job seekers **20% faster**²
- Employer user growth **tripled** in first 6 months³

Source: ¹ As of February 2024; ² Indeed data (worldwide); ³ Indeed data, May 2023 – October 2023

 Indeed Connect
James Roberts applied to your job and sent you a message.



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Faster Connections

Tools to help you screen, message, schedule and interview to make hiring faster

By 2030, we will help
100M people get hired

Key takeaways

- **01** By scaling our reach, we strive to be the **primary hiring partner** for all employers
- **02** Our **AI and automation solutions** address employer hiring challenges and simplify the hiring process
- **03** We help employers get **matched to the best candidates** among millions of job seekers in our active marketplace
- **04** Scale and depth of our data fuels the matching engine, **driving better and faster connections** between job seekers and employers