

Terumo Medical Corporation Automates Recruitment with Highly-Configurable nowHIRE Applicant Tracking System

Streamlining Applicant Processes Pay Off in OFCCP Compliance, Reduced Time-to-Fill and Improved Metrics Tracking and Reporting



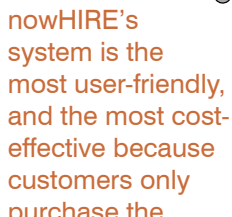
Terumo Medical Corporation is a global medical manufacturer of over 1,500 products. Founded in 1972, the company's activities include manufacturing, exporting, importing, marketing and sales of medical products and devices. Headquartered in Somerset, New Jersey, Terumo has 660 employees.

nowHIRE's system ensures companies are OFCCP compliant, reduces their time to fill, and tracks the performance of their recruitment team through metrics obtained by running detailed reports.

Like many companies founded before the advent of automated applicant tracking systems, Terumo's HR staff was still manually tracking applicants received for open positions, which was labor-intensive and compromised data integrity. Staffers were spending approximately 16 hours per week tracking applicants—time they could be using to fill positions instead. Entering data did not bring value to the company, but filling positions fast and effectively did, so it made good business sense to invest in an applicant tracking system (ATS).

Terumo requested presentations from a number of vendors, but most of them required purchase of the total system, which had many features and components that Terumo didn't need. One vendor stood out for a number of reasons: nowHIRE. Theirs was the most user-friendly system, and the most cost-effective because customers only purchase the functionality they need. They were also very responsive to any questions that Terumo had. Marsha Greene-Jones, Terumo's vice president of HR, was impressed.

"Their responses to our requests during the investigation stage were great. And the information materials they presented were very professional." nowHIRE demonstrated the system several times, and gave decision-makers references—something other companies did not offer to do. ***"One of nowHire's selling points was that they are very customer-oriented; the other vendors did not list this as their focus or goal. And nowHire has lived up to their word; we never wait more than 24 hours to get a call back."***



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STREAMLINED PROCESSES PAY OFF

nowHIRE's configurable ATS has created streamlined and efficient processes for Terumo. The system ensures they are OFCCP compliant, reduces time to fill, and tracks the performance of the recruitment team through metrics obtained by running reports.

"It fully automated our internal recruitment process, which was previously a paper-driven process," Greene-Jones says. ***"In addition, because the process was fully automated, managers receive an e-mail notification any time one of their associates applies for an internal job, which enhances internal communication. It also allows us to provide associates with automated e-mail notifications as to the status of their application."***

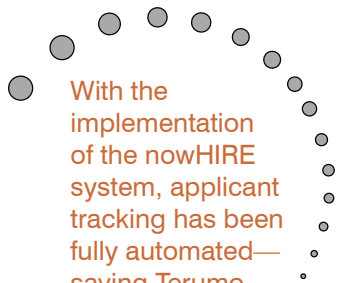
With the implementation of nowHIRE, the tracking of applicants has been fully automated—saving Terumo over \$60,000 annually. They are now also able to produce the applicant flow report for their annual AAP within a few seconds, which previously took days to prepare.

EXPANDING ON CURRENT SUCCESS

Greene-Jones plans to expand nowHIRE's functionality to:

- fully automate their recruitment process via online requisition approval,
- automatic posting to selected job boards from the requisition tab,
- automatic job postings to required sites for AAP (Affirmative Action Plan) compliance,
- linking nowHIRE with their payroll system so that new hire information is automatically fed from nowHire into the payroll system, and
- manage their recruitment costs via the cost per hire module.

nowHIRE's interaction with Terumo has advanced to a strategic role as the value of nowHIRE's offerings becomes more evident. ***"Our partnership with nowHIRE evolved from a vendor relationship to a true partnership where we maintain regular contact with founder Joseph Impastato to discuss how nowHIRE's products can provide solutions to our recruiting issues."***



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nowHIRE: A COMPLETE ATS APPROACH



Since 1998, nowHIRE has been a premier provider of applicant tracking systems for companies of every size and in every vertical imaginable. Their industry-defining solutions feature fully integrated, Web-based recruiting and applicant tracking software modules that allow companies to configure the software to their specific recruiting needs – whether it be for hourly, salaried, internal, contingent, recruitment-based or any combination thereof. nowHire's solutions provide an easier, faster, better way to approach talent acquisition to give companies what they call **Zoom**—the competitive edge.



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