



ENGAGE

THE POWERFUL NEW PLATFORM
THAT'S CHANGING THE WAY
HIRERS AND RECRUITMENT
AGENCIES WORK

THE FIRST UNIVERSAL SOLUTION

Engage was conceived to provide everything that a recruiter needs ...and to change the habits of the recruitment industry

Successful recruitment agencies are often run by talented individuals who are skilled in business development and spotting the right candidates, but rarely have time to dedicate to the operational aspects of their business.

Engage is the first end to end solution to significantly reduce, and in some cases do away with, the requirement to spend time on operational and administrative tasks. It releases recruiters to focus on winning new business and sourcing the best candidates.

Other recruitment solutions carry-out a limited number of tasks within the overall recruitment process and service only one type of user in the supply chain. Engage is a simple to use, holistic solution that coordinates all groups in the staffing supply chain. End-hirers, recruitment agencies, payroll companies and workers all enjoy an improvement in the recruitment process.

GDPR COMPLIANCE

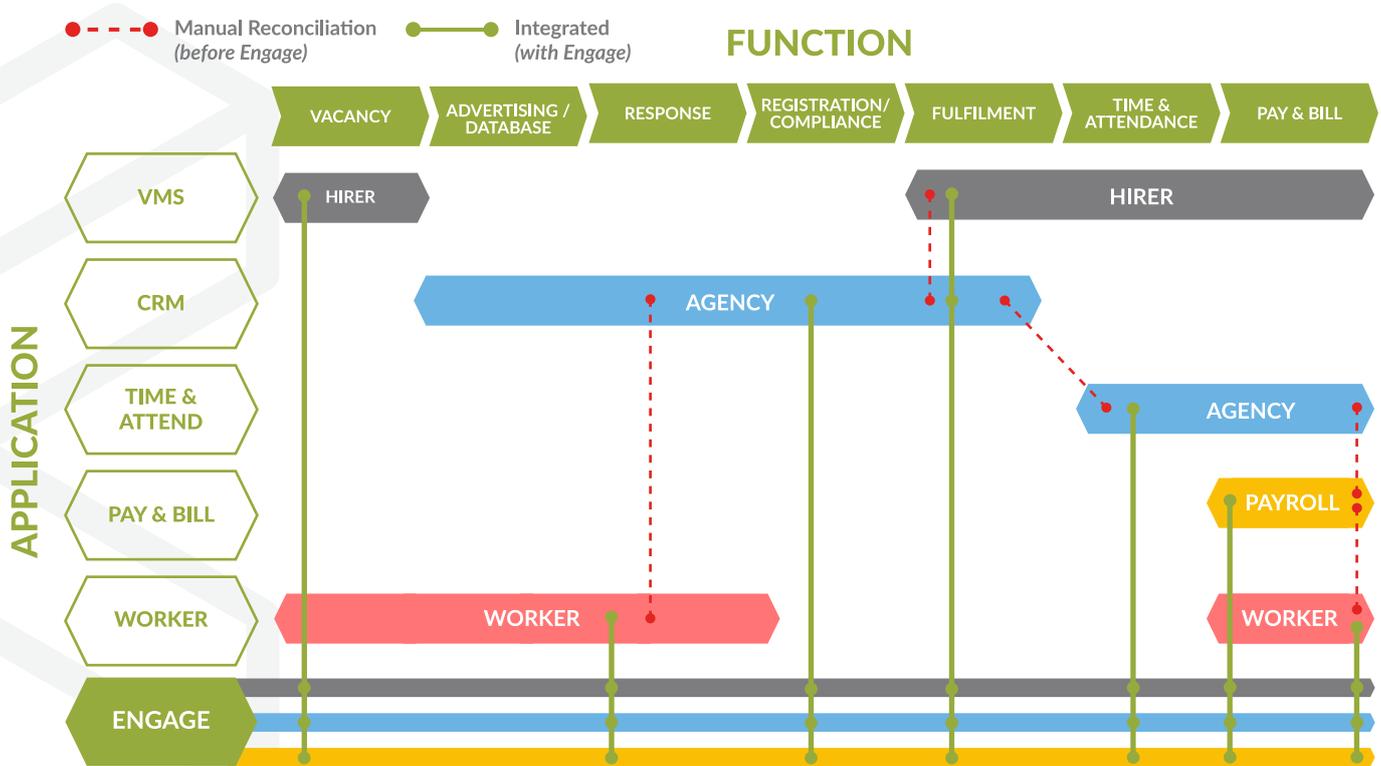
Engage offers the opportunity to centralise candidate information in one all-purpose GDPR compliant application. It captures legal basis for processing (including consent management) and manages data subject rights all with a detailed audited process.

ENGAGE MANAGES THE ENTIRE RECRUITMENT PROCESS FOR ALL GROUPS IN THE SUPPLY CHAIN



Without Engage manual data transfer and reconciliation is required between teams within an organisation (such as procurement and on-site management) and also between organisations including end hirer, agency and outsource payroll provider.

The duplication of administration and significant number of errors results in higher costs, inefficiency and delay.



With Engage, information flows seamlessly through the recruitment process steps and between all users at each stage of the process. In many cases no other applications are needed, but Engage can also integrate with most legacy systems if required.

THREE PRACTICAL WAYS TO GIVE YOUR BUSINESS THE ENGAGE ADVANTAGE:

1. Grow your business

with the Engage Vendor Management Solution (VMS): offer the Engage VMS to clients at no additional charge. This provides them with an advanced vacancy management and fulfilment platform with no software licence fees. Operating on the same recruitment platform as their agency provides ensures efficiency for both.

2. Consolidate your technology stack

and do away with software licence fees: the Engage back office solution replaces current applications:

- a. Pay & Bill
- b. Time & Attendance
- c. Compliance software

3. Improve CRM by linking to Engage:

- a. Engage has a flexible API and interfaces well with other applications. Bespoke integrations are also available.
- b. Linking with Engage achieve more efficient data collection.

ENGAGE OFFERS BOTH SOLUTIONS AND NEW BUSINESS OPPORTUNITIES

Many agencies have actively promoted Engage to their clients, providing the agency with protection against the threat of any imposed Managed Service Provider (MSP) solution.

Engage's innovative solution allows agencies to demonstrate service and thought leadership to end hirer clients:

Efficiency:

- Engage eradicates the duplication of worker administration that is common across the industry.
- Engage puts the hiring managers and the authorised agencies on a single platform, putting an end to the need to translate outputs between applications.
- It provides an automated hiring/worker registration process.
- The compliance reporting process is automated (tax status, right to work ID etc.)
- GDPR compliant including consent management and data subject rights.
- Workers submit hours to a timesheet portal which acts as a single point for invoice issuance and payment to all supplying recruitment agencies.
- End hirers spend less time collecting and verifying agency invoices.
- Engage eliminates the problem of unallocated invoices.



Control & visibility

- Engage provides a controlled environment for end hirer staff to submit vacancies for approval by management and fulfilment by recruiters, streamlining the labour hiring process.
- Engage provides an end hirer using multiple agencies with visibility of volumes of agency staff they have contracted by each site location, hiring manager and supplying agency.
- Agencies who aren't authorised by end hirer procurement management will be excluded from supply, blocking use of unlicensed providers and maintaining standards of staffing.
- Engage provides complete transparency through all layers of the process from vacancy creation through to invoicing. It allows agencies to maintain close ties with site staff and easily demonstrate to the client that they are relevant, suitably experienced and qualified.
- All employment, tax and immigration compliance documentation is gathered and accessible on each worker's file. Previously, this information was collected by several parties, for each and every assignment. Engage collects the information and makes it accessible to the parties that have a legal need for it, under strict worker agreement.
- Every vacancy and invoice is tracked, together with applicable commercial terms and purchase orders on a live basis, via a secure cloud based platform accessible from any internet connected device.

Cost reduction:

- End hirers enjoy the service for free as Engage is typically funded by the agency and this strengthens the relationship between the two.
- Agencies benefit from industry leading software allowing them to operate more efficiently, serve clients better and win more business.



Easy implementation:

- Most recruitment software solutions involve significant set-up costs and ongoing licence fees. Engage requires no capex investment and can be trialled on a pilot basis if desired.
- There is little or no requirement for management input from client IT or operations for implementation.
- Engage is priced on a low, flat transactional cost per worker, per week. These costs are typically eclipsed by the savings derived from supply chain efficiency improvements.
- End hirers, agencies, workers and payrolls all agree to the same overall contract with Engage and they maintain their own direct commercial relationships, without interference.

Engage ensures security of participant's data and fully meets data protection legislation. Secure and robust hosting on Amazon Web Services protects against data loss and provides excellent service availability.

The Engage team has experience from end hirer and agency perspectives and will work with you to implement a solution tailored to your needs and that of your hirer clients. The Engage end to end solution allows agencies of any size to compete with network competitors on an equal basis.

"Engage provides the visibility we have been missing in our frenetic agency supply"

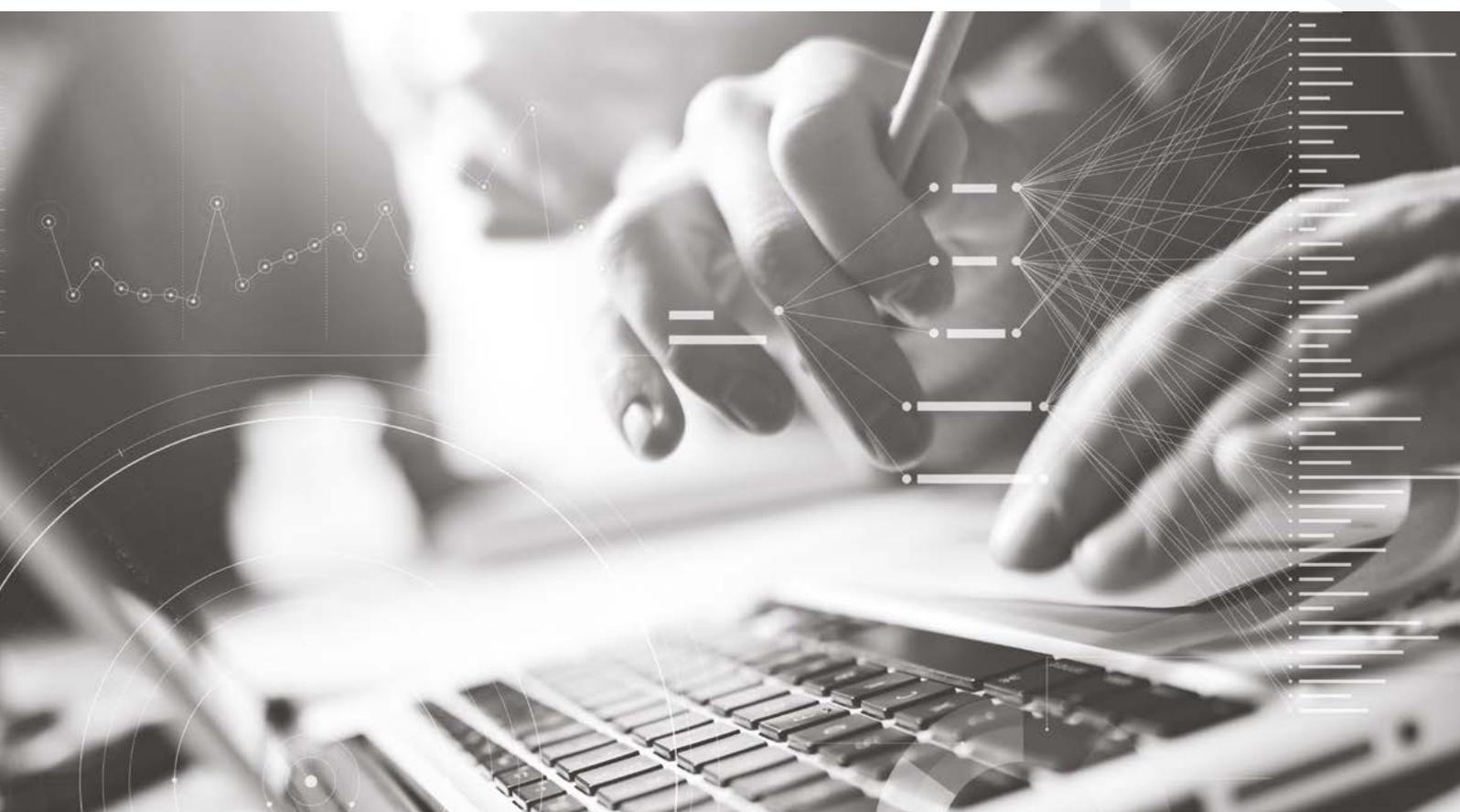
Bilfinger (end-hirer)

"You have just made my life so much easier"

Apleona (end-hirer)

"Thanks to Engage, Premier Group is now able to run a much lighter back office affording us the ability to focus more on the sales front. Using the Engage VMS system we have been able to tie in our existing clients on longer terms as well as winning new business."

Premier Group (agency)



ENGAGE VERSUS CONVENTIONAL VMS

Use of VMS is growing, with the Freelancer and Contractor Service Association (FCSA) predicting that all medium to large hirers will make use of VMS in the next 12 to 36 months. Hirers have identified that the improved visibility of placements and commercial detail is an opportunity to lower costs and eliminate fraud.

But the conventional Managed Service Provider (MSP) and Master Vendor led VMS structures are often unpopular with supplier recruitment agencies as they result in:

- Communication and contractual barriers
- Imposition of aggressive cost cutting
- Poor supply quality
- Standardised terms and administration
- Reduced agency margin
- Agency paying for wasted resourcing

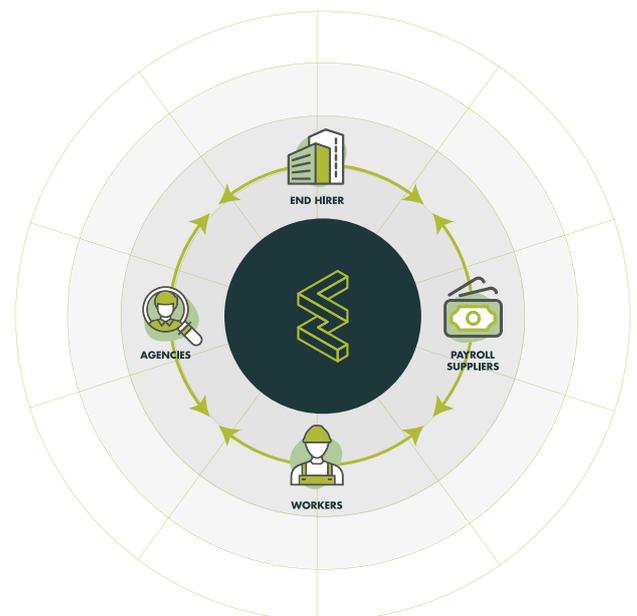
Conversely, with Engage users enjoy:

- Universal cost savings
- Commercially neutral with no controlling Master Vendor
- Quality of supply
- Direct contractual relationships
- No duplication of administration
- Complete transparency of costs and compliance

CONVENTIONAL VMS SUPPLY CHAIN



ENGAGE MODEL



BACK OFFICE SOLUTIONS

Current solutions

Engage back office solutions provide registration, compliance, time & attendance, pay and bill. This frees up the agency to focus on winning new clients and sourcing excellent candidates. Traditional back office solutions have significant weaknesses:

- They require significant capex investment and IT integration.
- They will not interoperate with other recruitment applications that are being used by end hirers or other roster agencies in the supply chain.

The Benefits of Engage

Engage will reduce back-office costs, resulting in increased margins, specifically it:

- Replaces manual finance, payroll and compliance processes with a seamless software function.
- Provides pay & bill, timesheet management, compliance documentation, credit control and management reporting in a single integrated platform.
- Replaces current pay & bill, compliance and other software, legacy hardware and ancillary office costs.

The low transaction fee pricing structure and cloud-based platform encourages low risk trial by agencies. Engage replaces more expensive licence-based competitor applications and provides broader functionality, uniquely encompassing all parties in the supply chain. But it has also been developed with suitable APIs to allow it to be used alongside major legacy applications if the end hirer or agency is dependent on those.

Many of the current back office solutions currently in use have outdated design and interface, adapted to support access on mobile devices. The current Engage platform has been developed entirely within the last three years and therefore incorporates the latest responsive design and best practice usability.



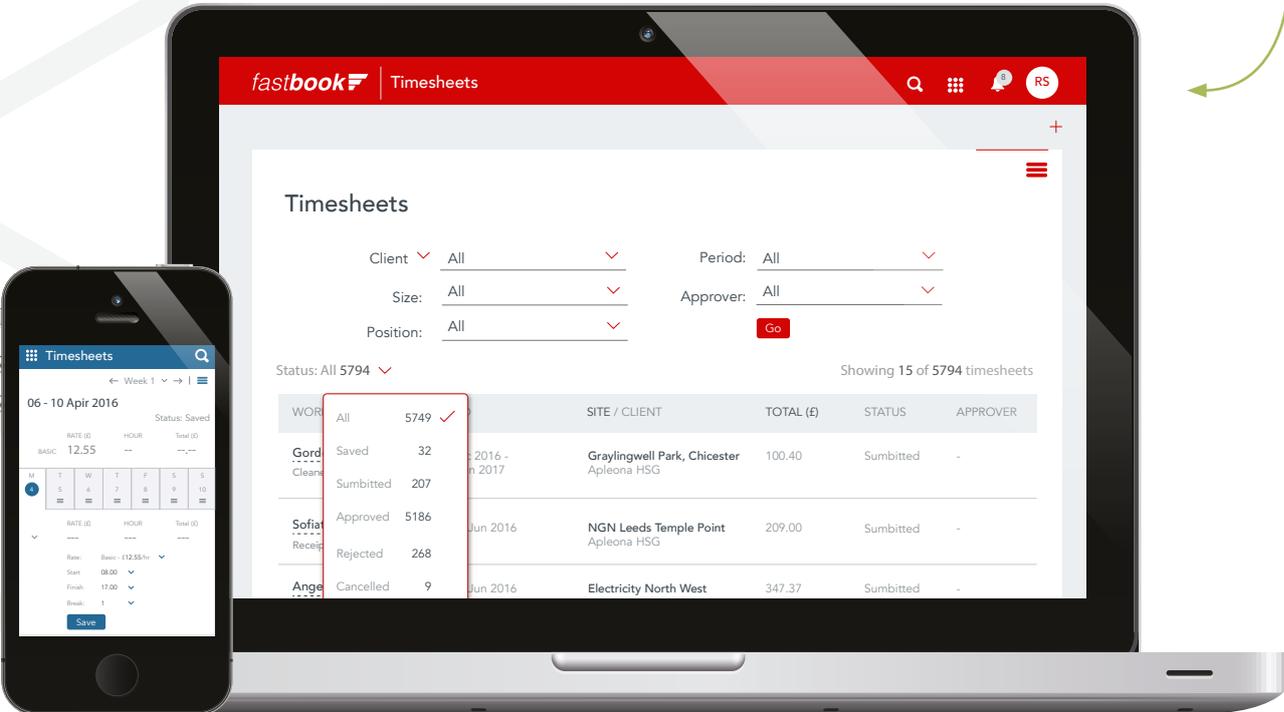
EASY TO USE, ANYWHERE

Your brand identity

Engage screens are presented with your company logo and branding as standard

Optimised for mobile

Easy to access and work with anywhere



CASE STUDY:

PRS

Phoenix Resourcing Services Ltd (PRS) is a leading UK recruitment agency specialising in facilities management and technical candidates. Established in 1999, they operate from offices in Southampton, London, Birmingham, Manchester and Glasgow.

Objective

Engage was chosen by the board of PRS to provide an extensive back office solution, to be implemented across their UK network of offices. The objective was to reduce overheads, improve efficiency and deliver a better service to candidates and clients. In addition, PRS was keen to leverage the Engage VMS to secure new end hirer clients.

Services delivered

Engage replaced the payroll and compliance functions. This allowed PRS to operate their entire back office with only a Financial Director, Financial Controller and Operations Director.

Engage provided an automated timesheet function, migrating PRS away from a paper based Time & Attendance system to an automated, online solution that integrates directly with the Engage payroll processing and worker payment backend. All PRS staff and executive payroll was also moved onto Engage.

Registration, compliance and other administration tasks previously undertaken by PRS Recruitment Consultants was entirely replaced by the Engage platform and service layer.

The Engage platform replaces the PRS subscription based pay and bill software.

Outcomes

1) Cost reduction

PRS achieved an operating overhead cost reduction of £330,000 pa and enjoyed software subscription savings of approximately £40,000 pa. PRS have also enjoyed significant improvement in employment and tax compliance scores. The business have an improved capability for client account management and new business development. The business has grown to over 750 temporary workers on site.

2) New business and increased market share within the facilities management

PRS introduced the Engage VMS to their end hirer clients, moving them onto a shared, end to end, supply chain platform and providing an improved service at no extra cost. New clients have been won purely in the basis of the zero cost VMS platform.



Our whole organisation is forward facing now. We've significantly reduced our administration across the board... and produced higher profits.

PRS



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