

Scout Search Firm Recruiter Frequently Asked Questions:

What's new in this Scout release?

The current Scout Ratings focus solely on the employer. The Responsiveness rating or “bones” indicate the employer’s responsiveness to candidate submissions. With this release, Scout has expanded to ratings system and added a new Performance Rating that focuses on Search Firm recruiter performance in the Scout marketplace.

Who will the new Search Firm Recruiter Performance Rating impact immediately?

Scout Connect and Bullhorn recruiters and employers will immediately have access to their ratings within the product.

Recruiters that are using PCR to access Scout will not have access to their Performance Ratings from within the product, but their ratings will be calculated and displayed to the employers in which they have submitted candidates. If they want to know their rating, they will be able to reach out to their Account Manager.

What are the benefits of Scout Ratings to employers and recruiters?

Scout ratings help employers gauge the potential success of search firm recruiters in placing candidates. Scout Ratings instill confidence in employers that Scout search firms can deliver the quality of candidates and skills they need.

Recruiters, in turn, can assess the responsiveness of employers before engaging with them. Scout Ratings assure maximum engagement by all parties and assure that the highest quality candidates will be matched with employer jobs.

What does the Search Firm Recruiter rating actually indicate?

Performance Ratings measure the quality of candidates a recruiter delivers to employers by comparing an individual recruiter’s candidate success with that of their peers. A higher rating suggests that the individual is more likely to succeed in submitting acceptable candidates than his or her peers.

Are Search Firm ratings available for temporary hires?

SFR ratings apply only to permanent jobs/direct hire activity at this time.

When and how will ratings be displayed?

Overall rating and Job Category Ratings for an individual Search Firm Recruiter will appear in the following:

- New Candidate Submission emails & Digest Email Notifications to Employers

- Employer's candidate submissions list
- On Candidate Detail for submitted candidates

Connect and Bullhorn users will see Job Category Ratings within Job Details.

Which recruiters qualify for rating?

To qualify for rating, a search firm recruiter must have a certain amount of actively disposed candidate submissions over a period of time. Actively disposed refers to a candidate that was Accepted or marked "Not Interested" for reasons excluding fee, duplicate, automatic rejection due to job closure, and expirations.

How are ratings calculated?

For each submitted candidate, Scout predicts the likelihood of him or her being accepted based on roughly 40 relevant considerations, such as employer company responsiveness, recruiter's previous success with the company, job candidate pipeline, how long the job has been posted and more.

For each recruiter, Scout compares actual acceptances to predicted ones and the corresponding ratio defines the recruiter's rating.

The system also normalizes the data to account for non-controllable factors such as whether or not a search firm is a Preferred Provider and the timing of candidate submission relative to job posting date. As a result, recruiter ratings are independent of particular situations, such as whether or not submitting to employers with whom they previously worked.

Scout employs a graduated scale to rank Search Firm Recruiters. Scout considers top performers as 3 and above using the following Rating Scale:

- 1 - Needs Improvement
- 2 - Fair
- 3 - Good
- 4 - Very Good
- 5 - Excellent

Employers who wish to provide feedback on recruiters must ~~do so~~ disposition candidates before the candidate submission and/or the job posting expires; otherwise it will be excluded from calculation of Performance Ratings.

How can a Search Firm recruiter improve his or her rating?

The best way for a Search Firm recruiter to improve their individual rating is to submit the highest quality candidates possible to employers, submit to jobs related to their specialty, and especially for those that are recommended, ensure that candidate qualifications match the employer's requirements. He or she should clearly articulate how the candidate matches the

job requirements in the submission notes and actively submit to recommended employer postings that match the qualifications of their candidates.

Are search firm recruiter ratings required?

Yes, all Search Firm Recruiters in the Scout Marketplace are rated.

How does a Search Firm Recruiter obtain a Job Category rating?

To qualify for Job Category Performance rating, a search firm recruiter must have a certain sufficient number of actively disposed candidate submissions over a period of time. If this minimum is met in more than one of Scout's Job Categories, a recruiter will have a Job Category rating in addition to an Overall rating.

Are expired candidates used in determining the Performance Rating?

No, expired candidates will not impact a recruiter's Performance Rating.

Do rejected candidates count towards the rating?

Rejected candidates will affect a recruiter's Performance Rating with the exception of those rejected for fee, and duplicate rejections due to job closure, and expirations. These WILL NOT count against the rating.

If a search firm recruiter fails to meet the minimum number of dispositioned candidates required, will they lose their rating?

Yes, if the activity falls below the required minimum number of active dispositions, "No rating" will be displayed to both the search firm recruiter and Employers to whom you submit candidates.

Does status as a Preferred Vendor impact the rating?

NO, we compare a Preferred Vendor with Peer Preferred Vendors.

Are there other factors used to calculate the search firm recruiter rating?

For each submitted candidate, we estimate the average chance of being accepted – this is the base of how we "normalize" the recruiter rating.

For each recruiter we compare actual acceptances with predicted ones.

Who sees a Recruiter's Performance Rating?

When a recruiter submits a candidate to a job in Scout, the relevant Job Category rating is displayed to the Employer, provided that the recruiter has a rating in the same category as the

job to which they've submitted. If the recruiter does not have a rating within that Job Category, their overall rating is displayed.