



WHY YOU DON'T WANT A FREE VIDEO INTERVIEWING SOLUTION

Free isn't all it's cracked up to be

You know the saying, "you get what you pay for?"

That's why you don't want a free solution when it comes to interviewing candidates in a professional environment. While some free solutions may seem reliable, you cannot rely on them to work every time according to company standards, and you certainly won't enjoy calling them for support five minutes into a scheduled interview.

IN 2015, APPROXIMATELY 60% OF HIRING MANAGERS AND RECRUITERS USED A VIDEO INTERVIEWING PLATFORM.

Skype, WebEx and other free meeting software with video integration are great solutions in their own ways, but they were not designed with professional video interviewing in mind. When large organizations seek out new talent, it's important to show the best side of the company, which means keeping the environment very professional and brand-focused, something a free solution simply can't offer.

Here, we'll examine several reasons to switch from a free solution to a paid solution designed for recruiters and hiring managers to interview candidates quickly, easily and with reduced travel costs and environmental footprint.

SHOW THE CANDIDATE WHO YOU ARE

When you join a Skype meeting, you'll be presented with basic live chat features as well as a Skype logo staring you in the face. Wouldn't you rather see your company's logo?

With personalized meeting rooms and custom invitations, paid video interviewing solutions like GreenJobInterview keep the candidate experience completely branded with a specific color scheme, logo and resources that scream your company's name, keeping it top-of-mind with every candidate who enters the room. When the meeting ends, they'll even be redirected to a custom page of your choice, such as a survey, corporate landing page or resources page.

LIMIT TECHNICAL DIFFICULTIES

Nobody wants to spend two hours on the phone with Microsoft when Skype doesn't work, and you shouldn't have to. Paying for a video interviewing platform gives you the greatest gift of all - service. When you have a problem with your webcam or just have a quick question, you can easily reach out to your designated account representative, who will help answer all of your questions about video interviewing and make sure you and your candidates are ready to go because we know you don't have time to waste. Plus, limit technical difficulties even more with GreenJobInterview's browser-based software that doesn't require special permissions to download like most free and some paid applications.



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GreenJobInterview is known for its exceptional customer service and live Success Checks prior to every interview. Participants can schedule a quick Success Check with a representative who will walk them through the process, offer tips for having a great video interview, and most importantly, check that all technology is working properly before an interview.

Don't have a webcam? Don't worry. When you opt in, we'll ship a webcam directly to you and/or your candidate(s) before completing a tech check.

Wait, it gets better. If you want to request that your incoming interviewees get Success Checks, all you have to do is click a button and they'll receive the information in a custom branded email. All the applicant has to do is check the GreenJobInterview schedule and pick a time that works for them, and you don't have to worry about a thing. Piece of cake.



KEEP YOUR APPLICANT TRACKING SOFTWARE IN THE LOOP

If you use an applicant tracking system (ATS) or other human capital management software, all of your candidate information is stored separately from a free video interviewing solution. That means more time wasted switching between programs, and you never know when human error will put a kink in the process.

With a paid solution like GreenJobInterview, your ATS is integrated into the platform, so you can easily pick an applicant and schedule an interview in just a few clicks.

UTILIZE VIDEO RECORDINGS

With a free video chat software, you don't have the luxury of pre-recording your candidates' interviews and reviewing them later, but with a paid solution you do. GreenJob One-Way allows applicants to record answers to your questions and upload them within your desired timeline so that you can easily watch, share and rate candidates with hiring managers. You can even record your own video greetings, messages or other content and send to candidates within the platform, keeping the process extremely functional and personal.

A free platform simply won't offer you these exclusive perks that are ideal for quickly wading through candidates. For larger organizations with an extensive amount of applicants to wade through, GreenJob One-Way can be an incredible tool to narrow down your applicant pool.



TRAINING FIRST

Thanks to GreenJobInterview's best-in-class service guarantee, you receive live one-on-one, group, on-site or virtual training customized to your organization's standards when you invest in a paid platform. Unfortunately, no free platform is going to spend the time training you and your team, so you have to invest the time to learn the ins-and-outs all on your own.



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Features	GreenJobInterview	Free Platform
Branded Platform	✓	
Live Success Check	✓	
Easy Customized Scheduling	✓	
ATS Integration	✓	
Completely Web-Based	✓	
No Software Downloads	✓	
On-Demand Recording Option	✓	
EEOC & OFCCP Compliant	✓	
Consolidated Monthly Billing & Reporting	✓	
User and Data Confidentiality	✓	
Personal Interactive Training	✓	
Webcam Fulfillment	✓	

SECURITY IS KEY

As a business, keeping data safe and secure is the first priority. When you use a paid video solution like GreenJobInterview, you have piece of mind that your candidates' information is safe and your company's data will never be shared or sold. "Free" simply doesn't give you the same guarantee that your candidate information, company data and video recordings are safe and confidential.

NO DOWNLOADS NECESSARY

With many free and even some paid solutions, you have to download an application to your machine, which is troublesome for many companies that require special authorization for software downloads, but GreenJobInterview is completely browser-based. No install, no set up, no problems. As long as you and the interviewee have an internet connection or have a connected mobile device, you're ready to chat.

FEDERAL REQUIREMENTS

According to The Equal Employment Opportunity Commission and Office of Federal Contract Compliance Programs, federal compliance requirements state that you must store interviewing data and applicant data for up to three years. GreenJobInterview stores these records for at least three years, something that a free video platform will not and cannot do on its own.

70% OF EMPLOYEES WANT TO WORK FOR DIGITALLY MATURE COMPANIES.

The next time you schedule and participate in an interview using a free video solution, consider these key features you could be missing out on. Video interviewing is here to stay as it continues to increase in popularity - show your candidates that you're not only on the bandwagon, you're way ahead of it with a more advanced solution that shows them your company's true colors.

