

Features of ATS by Option				
	Hero	Plus	Pro	Notes
Low Flat Fee Monthly Charge with Annual Commitment	N/A	Yes	Yes	
Three-Month Fee per Job Posting	Yes	N/A	N/A	
Hibernate Account	Yes	N/A	N/A	For those not wanting to recustomize or seasonal recruiters or HandsOff recruiters who want to maintain their candidate database
Free Ads Included	Indeed, LinkedIn Limited, Glassdoor, ZipRecruiter, Google for Jobs, Facebook Jobs, Jobcase.com, Job.net, Oodle, Jooble, CBCJobs, Trovit, MyJobHelper	Indeed, LinkedIn Limited, Glassdoor, ZipRecruiter, Google for Jobs, Facebook Jobs, Jobcase.com, Job.net, Oodle, Jooble, CBCJobs, Trovit, MyJobHelper	Indeed, LinkedIn Limited, Glassdoor, ZipRecruiter, Google for Jobs, Facebook Jobs, Jobcase.com, Job.net, Oodle, Jooble, CBCJobs, Trovit, MyJobHelper	For many jobs the free ads should be adequate
Programmatic Recruiting Alternative to Sponsored Indeed, ZipRecruiter and many more	Yes	Yes	Yes	Many sponsored sites including Indeed, ZipRecruiter, Monster, Glassdoor, Dice & many more
Branded Ad and all emails with Company logos and Company Name	Yes	Yes	Yes	Company Branding
Social Media Posting to Company Site with One Click	Yes	Yes	Yes	LinkedIn & Facebook
Easy Integration of Jobs & Your Website Career Page	Yes	Yes	Yes	
Number of Ads at a Time	3	Unlimited	Unlimited	
Number of Users	3	Unlimited	Unlimited	
Job-specific Recruiting teams	Yes	Yes	Yes	Hero Limited to three users
Custom Job Workflow steps	No	Yes	Yes	
Automated Emails & tasks executed automatically based on change in status	No	Yes	Yes	Time Saving
Custom Emails	Yes	Yes	Yes	
Individual Emails (non-bulk) to candidates through the ATS	Yes	Yes	Yes	Allows all candidate data to be kept together in the ATS
Bulk Emails for Candidates	No	Yes	Yes	Group emails

Custom Application Questions	Yes	Yes	Yes	
Search by Workflow Status, Source, Apply Date, Rating, Resume Key Words, Custom Category, Application QuestionsBulk Search by Any	No	Yes	Yes	Time Saving
Knockout questions	Yes	Yes	Yes	Time Saving
Voting Collaboration on candidate review	Yes	Yes	Yes	
Trail of each step, email, vote kept in the ATS Discussion	Yes	Yes	Yes	Data helps in collaboration, keeping data provide legal defence if needed
Custom Interview Guides	No	Yes	Yes	Ensures legal interviewing and record keeping
Document Storage with Applicants' Records	Yes	Yes	Yes	
On-line Signatures and Onboarding Document Storage	No	No	Yes	Time saving
Standard Reporting	Yes	Yes	Yes	
Custom Reporting	No	No	Yes	
Integration with Calendarly, Background Checks, Wonderlic & Some Assessments	No	Yes	Yes	Time saving
Video Interviewing Integration	No	No	Yes	Ease of Use
Texting Candidates Capability (Extra Fee)	No	Yes	Yes	Increase in responses