

## Fourth Recruit Battle Card

Listed below is a product overview and comparison review on Jazz HR. Jazz HR is a web-based platform that offers applicant tracking. **Fourth Recruit's competitive advantage is our integration with hospitality specific technology and services, like Hot Schedules and inventory management.**

Key Feature Comparison	Fourth Recruit	Jazz HR
<b>Customized recruiting workflow options</b>		
Add, remove, and reorder applicant statuses	✓	✓
Filter applicants by status	✓	✓
Set custom job roles	✓	✓
Set custom meeting locations when scheduling interviews	✓	✓
Automated messaging including TBNT emails, send an offer letter, etc.	✓	✓
25+ user permission options	✓	✗
Job requisition approval workflow	✓	✓
Offer letter approval workflow	✓	✓
<b>Customization options</b>		
Customized pre-screening questions	✓	✓
Custom in-app color scheme and logo options	✓	✗
Branded career page options	✓	✗
Message Templates (offer letter, job description, etc.)	✓	✓
<b>Integration options</b>		
Hot Schedules and inventory management integrations	✓	✗
HR & Payroll	✓	✗
Pre-employment assessments	✓	✓
Background checks	✓	✓
Automated reference checks	✓	✓
Video interviewing	✓	✓
Social media integration	✓	✓
Open API access	✓	✓

## Know Your Competitor

<b>Customization options</b>	Jazz HR does not have customized capabilities such as: detailed reporting options, individually branded career pages, custom in-app color scheme and logo options. They do offer white label services, but the go-to market timing does not currently beat ours (up and running in as little as 4 weeks).
<b>Robust Feature Set</b>	Jazz HR does not provide full ATS functionality for lower level plan options.
<b>Ease of Use</b>	Many users of Jazz HR have reported that there is a significant learning curve to the software, with little training or support.