Nomination: 5533

First-Mover Advantage: PandoLogic Revolutionizes Talent Acquisition With True AI

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

PandoLogic

Additional Contacts

I would also like to have others receive emails about the disposition of our entries.

Page: Entry Information

Entry Title

First-Mover Advantage: PandoLogic Revolutionizes Talent Acquisition With True AI

Category

D01 - D08 Solution Provider > D07 - Talent Acquisition & Retention Solution Provider of the Year

Solution Provider Submission Format

Written Answers

a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required

PandoLogic is the leading recruitment marketing and conversational AI platform in North America. Serving the world's most recognizable brands, PandoLogic utilizes advanced AI technology to transform the future of recruiting. PandoLogic's flagship product, pandoIQ, is an AI-enabled talent acquisition platform that empowers employers to reach the right candidates on the right sites for the right price. Making more than 7,000 micro-decisions per minute, pandoIQ automates and optimizes the complexities of job placements at scale and precision levels previously unattainable.

In September 2021, Veritone announced the acquisition of PandoLogic to create leading AI + Human Capital Management SaaS solutions for Intelligent recruiting. As consistently validated by market surveys, finding qualified employees is a significant growth and operational problem for organizations, regardless of industry, size, and market segmentation. PandoLogic enables companies to recruit and hire quickly, at scale, and with personalized precision. The company's digital-first AI-based approach ensures productive collaboration across job candidates, hiring managers, and recruiters. More than 150 million job seekers have already benefited from PandoLogic's solutions. Veritone's acquisition of PandoLogic is a significant advance in adopting AI across the HCM industry and unlocks new growth and development opportunities from which PandoLogic's clients benefit.

b. Outline the organization's achievements since the beginning of 2020 that you wish to bring to the judges' attention (up to 250 words). Required

Delivering a positive employee experience is a top priority for PandoLogic, one that the organization takes great pride in and works to promote every day. In 2022, PandoLogic earned Great Place to Work CertificationTM. The prestigious award is based entirely on what current employees say about their experience working at PandoLogic. This year, 80 percent of PandoLogic's U.S. employees said it's a great place to work – 21 points higher than the average U.S. company. PandoLogic employees cited several factors that make the company a great workplace, including a welcoming and collegial culture, meaningful responsibility, trust in leadership, and the ability to take off work whenever necessary.

In today's job market, companies need solutions that make it possible to recruit intelligently and hire quickly. PandoLogic's AI-enabled talent acquisition platform makes it possible. pandoIQ from PandoLogic was named the Best HCM or Talent Management Solution of 2021 as part of the annual SIIA CODiE Award for its ability to improve the performance and quality of job advertising campaigns while maximizing results and reducing resources and requirements of talent acquisition organizations.

The Globee Awards named PandoLogic's technology a winner in the 14th Annual 2021 Women World Awards for Best Technology: To Combat and Reduce the Impact of COVID-19. When the global pandemic disrupted the world as we knew it, PandoLogic met the moment to accelerate hiring, leveraging AI, for what the world needed – healthcare workers and supply chain workers, delivering better outcomes for people.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words). Required

Harnessing the power of true AI, PandoLogic revolutionizes talent acquisition for employers and candidates. Its unified vendor management platform controls, navigates, and drives the talent acquisition process while continually learning and providing feedback to reduce administrative load and enable recruiters to take a more data-centric, strategic approach to their hiring plans. PandoLogic allows talent acquisition teams to tap into quality applicant sources while maximizing their efficacy and keeping the "human" touch critical for success by uniting an employer's data with market insights.

PandoLogic is the only programmatic recruiting platform that provides unprecedented visibility into decisions made, the budget spent, and the value of outcomes it produces to make it possible to reduce talent acquisition costs and predict spending to read desired results. In addition, with PandoLogic's vast network of thousands of top recruiting sites, employers know their job is being seen by the right candidates, in the right place, at the right time.

PandoLogic continues to disrupt talent acquisition for employers of all sizes. For instance, a multinational e-commerce conglomerate leveraged PandoLogic's innovative programmatic job advertising platform to reach the right talent, at the right time, across the U.S. and Canada – extending job offers to more than 174,000 candidates and positively impacting their lives.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

The future of recruiting and job advertising, PandoLogic is at the forefront of the AI revolution, changing how employers engage, source, and hire.

To support recruiting efforts, AI has emerged as a critical component of talent acquisition technology. No longer a frivolous luxury, AI powers the strategic value by helping improve efficiencies, lifting the administrative burden, and providing better recruiter and candidate experience. According to Aptitude research, "63 percent of companies are investing or planning to invest in AI solutions this year compared to 42 percent in 2020." Moreover, the continued demand for talent has changed employers' perceptions of hiring. Companies everywhere are looking to create simpler processes for recruiters and candidates alike. To meet these challenges head-on, they're turning to AI-enabled technology to guide their talent acquisition teams from attraction to recruitment to hire, all within budget.

The growing economy has increased the need for highly skilled talent for highly paid knowledge worker roles – in an already ongoing skills shortage. UNLEASH's Insights Report, "The Head of Talent's Guide to Modern Talent Sourcing," finds that implementing programmatic job advertising delivers a first-mover advantage delivering on transparency to the factors that impact spend, quality, and results.

Webpage Link

https://finance.yahoo.com/news/veritone-subsidiary-pandologic-earns-great-120000546.html?guccounter=1 (https://finance.yahoo.com/news/veritone-subsidiary-pandologic-earns-great-120000546.html?guccounter=1)

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Yes

Webpage Link 2

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Webpage Link 3

https://www.globenewswire.com/news-release/2021/03/17/2194886/0/en/Aptitude%20Research-Examines-Benefits-of-Programmatic-Job-Advertising.html (https://www.globenewswire.com/news-release/2021/03/17/2194886/0/en/Aptitude%20Research-Examines-Benefits-of-Programmatic-Job-Advertising.html)

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Web Page Link 4

https://pandologic.com/recruitmentadvisor/ (https://pandologic.com/recruitmentadvisor/)

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Web Page Link 5

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Web Page Link 7

Would you like to add an additional webpage link?

No

Supporting Document

Download File (https://stevies-sage.secure-platform.com/file/13859/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxMzg1OSwiYWxsb3dDRTaWduZWRVcmwiOiJGYWxzZSIsImlnbm9jvVJxKkYA1RaN-BoerdWypV3UyemKvb3hvjSf7YsI?The%20Power%20of%20AI%20in%20Talent%20Acquisition%20Report%2003042022.pdf)

Would you like to add an additional supporting document?

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Supporting Document 2

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platform.com/file/13860/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxMzg2MCwiYWxsb3dOb3RaWduZWRVcmwiOiJGYWxzZSIsImlnbm9
UNLEASH_Report_The_Head_of_Talent_s_Guide_To_Modern_Talent_Sourcing.pdf)

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