

NEW RETAIL COUNCIL OF CANADA PROGRAM *NO COST* FOR RETAILERS THROUGHOUT 2020

Talent Exchange is helping employees from Disrupted companies find opportunities
with Hiring companies rapidly

Talent Exchange

powered by eightfold.ai

A COVID-19 response initiative

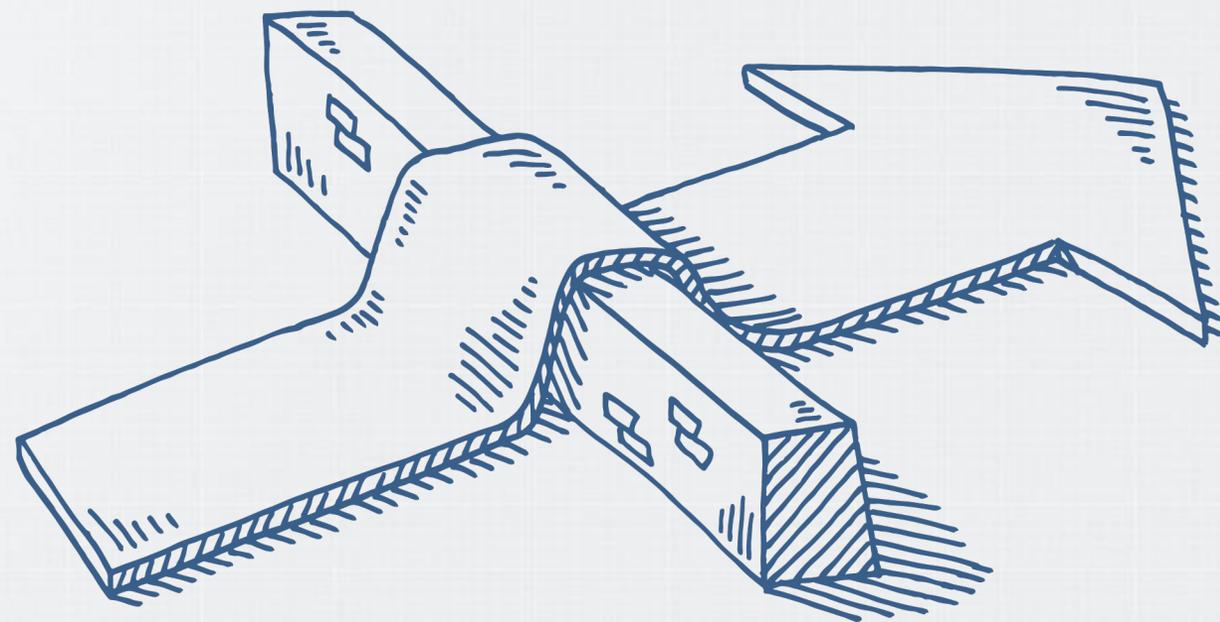
**A platform that matches people to
the right jobs in companies that
are hiring**



COVID-19 has created an unprecedented worker **supply and demand mismatch**. While some sectors are forced to significantly reduce their efforts, temporarily laying off or releasing workers, others are faced with unprecedented demand that current hiring markets and processes cannot meet.

Right now, **we need a platform that matches people to the right jobs in companies that are hiring**. It needs to understand skills and job requirements — and it needs to scale fast. Talent Exchange powered by eightfold.ai in partnership with Retail Council of Canada and supported by McKinsey & Company, is delivering such a platform to help meet these needs.

The program is free to RCC members until year-end 2020!



Talent Exchange is helping employees from Disrupted companies find opportunities with Hiring companies rapidly

Disrupted companies



Companies that are temporarily laying off or outplacing employees and supplying talent to the marketplace

Employees



Employees looking for temporary or permanent opportunities

Hiring companies



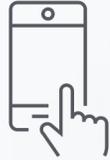
Companies looking to hire employees rapidly

Talent Exchange

How it works: The Talent Exchange rapidly matches supply and demand of employees

1

Identify supply



Disrupted companies recommend all **employees they are temporarily laying off or outplacing to utilize tool**

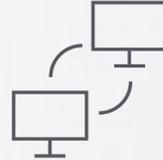
Interested employees consent to participate and complete short form about background, experience and preferences

Establish demand

Hiring companies complete short form regarding new employee needs by location (e.g., type of role, years of experience doing a particular activity)

2

Match



Create targeted marketplace to match urgent hiring needs with available **talent across organizations**

Matching algorithm **continuously connects supply and demand** based on location, preferences and experience

3

Communicate match



Hiring companies log into system to **access potential employee “matches”**

Hiring company reviews potential matches, engages, assesses, and **hires or temporarily onboards employee to meet demand**

What the platform will NOT do

Make recommendations on individual capabilities

Share compensation information in either direction

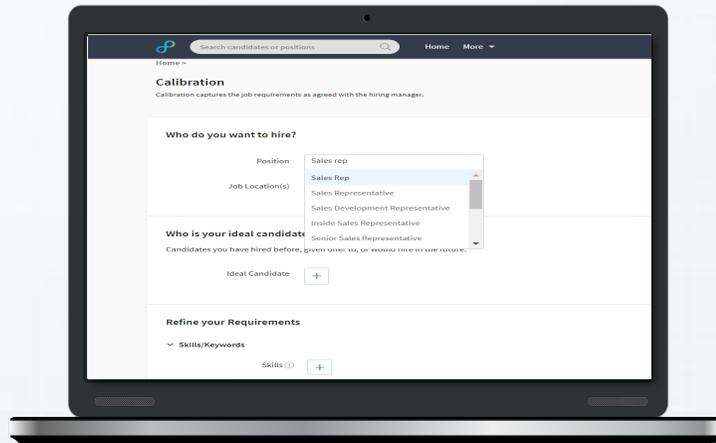
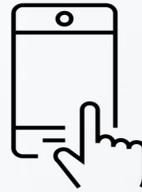
Conduct core HR functions for non-temp employees including hiring, onboarding or payment

Provide advice on legal conditions, employment status, requirements, etc.

The participating organizations follow an intuitive process to seamlessly link jobs to people

1

Identify supply and establish demand

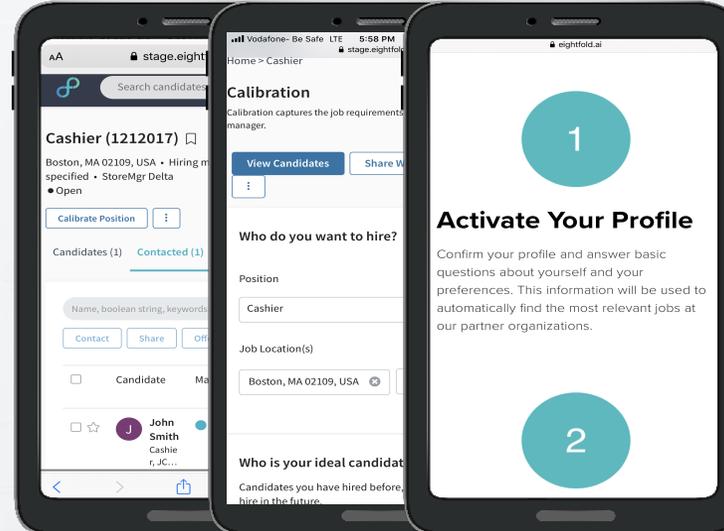
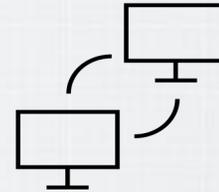


Which organizations have seen a business decline, resulting in temporary or permanent layoffs? Which companies have increased demand that their current hiring channels cannot meet?

RETAILCOUNCIL.ORG

2

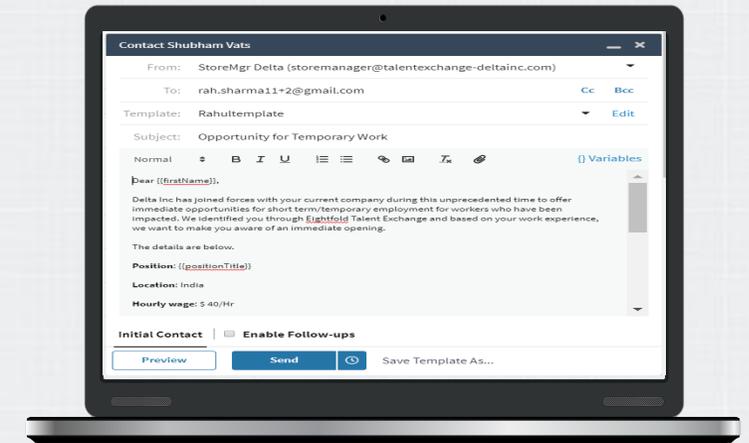
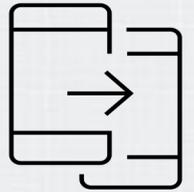
Match



How can we match impacted employees with the right experience to available opportunities?

3

Communicate match



How do I hire rapidly to match my needs?

The Talent Exchange serves as a job matching platform but does not perform traditional HR functions

What the talent marketplace...

...is



- Platform for matching companies' hiring needs to available talent
- Employment source for full-time, part-time, or temporary workers
- Platform to help alleviate the economic burden placed on companies and workers due to COVID-19
- Intended for all frontline institutions in need of talent redeployment regardless of industry

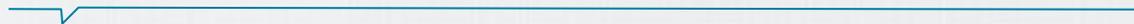
...is not



- End-to-end HR platform
 - Will not do background or drug tests
 - Will not perform onboarding tasks such as training or orientation
- Platform for gig/shift workers
- Payment tool
- Provide legal advice on terms of employment

Functionality may expand over time but at its core, the marketplace is meant to be a quick-to-market platform that matches available talent to urgent hiring needs

Hiring companies



Hiring employers will match with candidates through a simple process to enable rapid recruiting



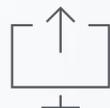
STEP 1: Commit to platform and establish need

Confirm participation and agree to platform's terms and conditions

Determine # of open positions by:

- Location
- Role

Confirm role requirements (shift availability, age minimum, duration of role, etc.)



STEP 2: Complete online form or upload file

Upload job position details into tool by completing a short online form or uploading .csv file



STEP 3: Review matches

Review list of available candidates that match identified needs



STEP 4: Make hiring decisions

Communicate with candidates, make hiring decisions, and extend offers leveraging Eightfold.ai platform or own ATS



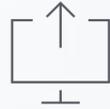
STEP 5: Onboard

Onboard new employees

To be completed prior to platform use

Process to be repeated as match list is refreshed in real-time

Create position profile by completing simple online form or uploading job information in bulk



STEP 1: Commit to platform and establish need

STEP 2: Complete online form or upload file

STEP 3: Review matches

STEP 4: Make hiring decisions

STEP 5: Onboard



Option 1: Online form:

Enter essential role information (e.g., position, job location, skills)

Search candidates or positions Home More

Home >

Calibration

Calibration captures the job requirements as agreed with the hiring manager.

Who do you want to hire?

Position: Sales rep

Job Location(s): Sales Rep

Who is your ideal candidate?

Candidates you have hired before, given offer to, or would hire in the future.

Senior Sales Representative

Ideal Candidate: +

Refine your Requirements

Skills/Keywords

Skills: +



Home ProgramMgr

< Back to Dashboard

Upload Employee Data

Please follow these instructions: 1. Download the .CSV template 2. Enter your data in the template 3. Save and upload the file below

Select files to upload or drag & drop files (CSV)

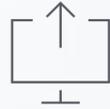
Select Files

Tag: Tag these profiles (Default: Import/Your Name)

Import History

Get Help

Review matches through an easy-to-use interface that filters candidates by match score



STEP 1: Commit to platform and establish need

STEP 2: Complete online form or upload

STEP 3: Review matches

STEP 4: Make hiring decisions

STEP 5: Onboard

1 Filtering criteria:

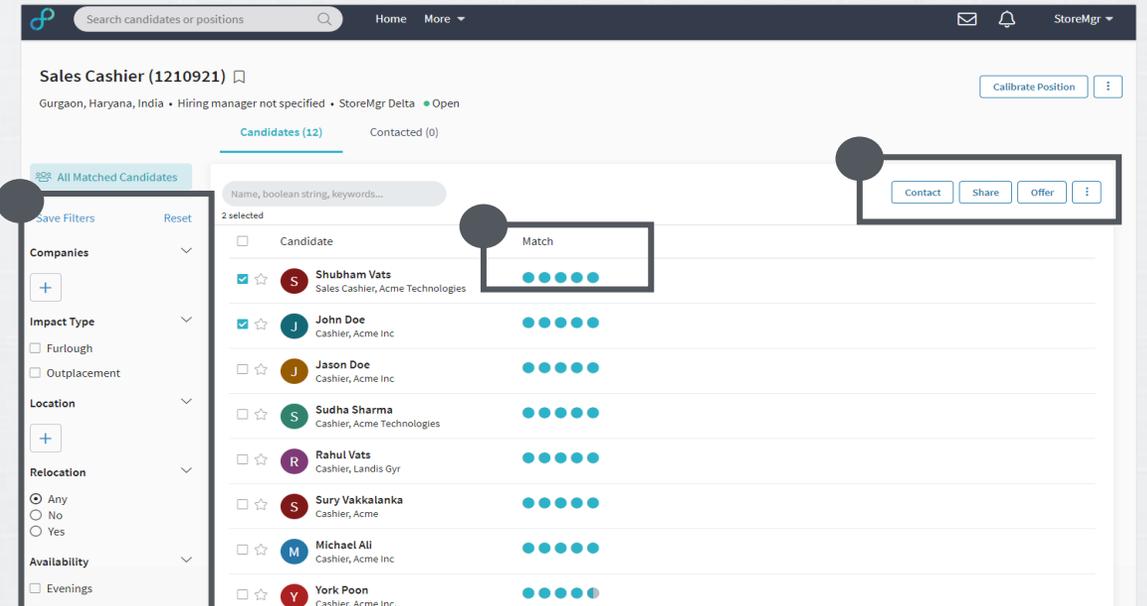
Ability to filter on various parameters for candidates (e.g., location, availability, skills, prior role, and willingness to relocate)

2 Candidate match score:

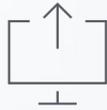
Available labor that matches identified needs (list refreshed in real-time); including match score

3 Outreach options:

Reach out to all matches or individual candidates, or export the list



Hiring employers will match with candidates through a simple process



STEP 1: Commit to platform and establish need

STEP 2: Complete online form or upload file

STEP 3: Review matches

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Individual candidate view

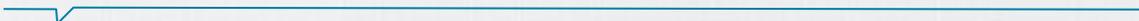
Double-click on candidates to understand matching skillsets

Prepopulated contact templates:

Decide to 'contact', 'share' or send an 'offer' with automated email templates

The screenshot displays the hiring platform interface. At the top, there is a search bar and navigation links. The main content area shows a job listing for 'Sales Cashier (1210921)' with details like location and hiring manager. Below this, there is a table of candidates with columns for 'Candidate' and 'Match'. The candidates listed are Shubham Vats, Sudha Sharma, and Rahul Vats. To the right, an email template is shown for 'Contact Shubham Vats', with fields for 'From', 'To', 'Subject', and 'Body'. The body text includes a personalized greeting and details about the job opportunity.

Disrupted companies



Companies faced with furloughs and outplacements can help their employees find new opportunities through the platform



Step 1: Commit to platform

Confirm participation and agree to platform's terms and conditions

Identify company leads responsible for program launch and communication



Step 2: Establish labor supply

Determine list of employees to invite the platform, including estimated timeframes for loaning

Optional: Indicate companies you do not want your employees to match with through the tool



Step 3: Invite employees

Recommend tool to impacted employees and provide link via email, text, or a letter

OR

Upload employees to be included and relevant information in a standard template (via CSV upload)



Step 4: Review matches and stay in touch

Review reports to understand percentage of employees who have matched and companies to which they matched

Optional: Stay in touch with your outplaced employees through the tool's pre-populated email functionality

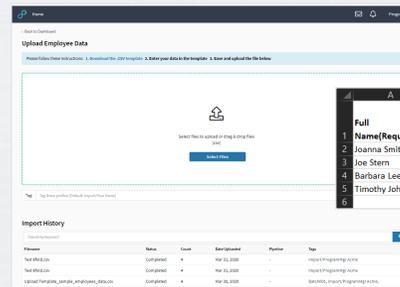
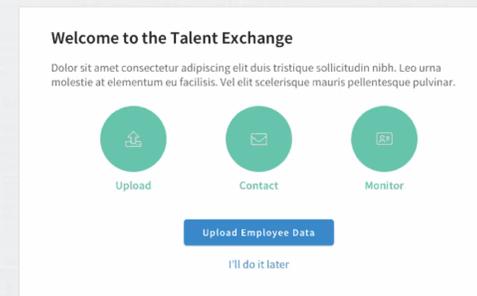
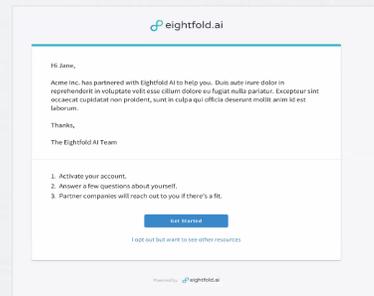
To be completed prior to platform use

Employers with impacted employees can invite their workers to join the talent exchange



Recommend tool to displaced employees and **provide link**

Bulk upload impacted employee information by using upload template available for download on the platform (optional)



Sample bulk upload template

	A	B	C	D	E	F	G	H	I	J	K	L	
Full	Name(Required)	First Name	Last Name	Email (Required)	Phone Number	Location/Address	Employee Title	Employee Department	Skills	Furloughed/Outplaced	Furlough Start Date (YY.MM.DD)	Furlough End Date (YY.MM.DD)	Cr
1	Joanna Smith	Joanna	Smith	joannasmith@acme.com	1408232323	San Jose, CA, USA	Cashier	Pharmacy	Customer Service, POS systems	Outplaced	20.03.24	20.06.01	Y
2	Joe Stern	Joe	Stern	joestern@acme.com	14082322923	San Jose, CA, USA	Bartender	Services	Empathy, Merchandising	Outplaced			N
3	Barbara Lee	Barbara	Lee	barbaralee@acme.com	14082882833	Milpitas, CA, USA	Warehouse Manager	Paper	Time Management	Furloughed	20.03.29	20.06.01	N
4	Timothy Johnson	Timothy	Johnson	timothyjohnson@acme.com	14089868822	Campbell, CA, USA	Executive Assistant	Finance	Logistics, Attention to Detail	Outplaced			N

Disrupted companies will be able to review matches and stay in touch with their furloughed employees



Step 1: Commit to platform

Step 2: Establish labor supply

Step 3: Invite employees

Step 4: Review matches and stay in touch

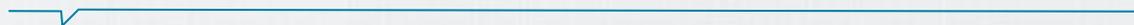
Review list of outplaced employees who have been matched with hiring employer

Optional: Stay in touch with your outplaced employees through the tool's pre-populated email functionality

The screenshot shows the 'Talent Exchange Dashboard' with a navigation bar at the top containing 'Home', 'ProgramMgr', and notification icons. Below the dashboard title, there are tabs for 'Engage' and 'Analytics'. A sidebar on the left lists filters: Role, Department, Location, Impact Type, and Tags. The main content area displays a table with 4 employees. A 'Contact' button is circled in red in the top right corner of the table area.

Candidate	Role	Department	Impact Type	Uploaded at
<input type="checkbox"/> Timothy Johnson	Executive Assistant	Finance	Outplaced	Mar 31, 2020
<input type="checkbox"/> Barbara Lee	Waitress	Paper	Furloughed 2029-03-20 - 2001-06-20	Mar 31, 2020
<input type="checkbox"/> Joanna Smith	Receptionist	Pharmacy	Furloughed 2024-03-20 - 2001-06-20	Mar 31, 2020
<input type="checkbox"/> Joe Stern	Cleaner	Services	Outplaced	Mar 31, 2020

Employees



We built the employee experience with simplicity in mind



STEP 1: Accept invitation to participate

Receive invitation from current employer and opt in to participate

STEP 2: Complete online profile

Complete simple (<5 min) profile with basic information and job preferences such as:

- Current position and employer
- Location
- Interested position (e.g., cashier, stocker, backroom)
- Availability and type (e.g., nights, weekends, part-time, temporary)

STEP 3: Match with hiring employers

No action needed by employee

Platform matches employers with candidates who match desired criteria

Platform matches candidates who meet companies' criteria; it is possible a candidate may not match

STEP 4: Receive and accept offer

Obtain an offer from a hiring employer and accept desired role with one click

Some hiring employers will require supplemental information prior to final offer

Three immediate next steps for interested companies

1

Confirm interest: reply to email with confirmation of your desire to participate and consent for your email address to be shared with Eightfold

2

Sign legal agreement: Eightfold will reach out with basic legal agreement for signature

3

Onboard to platform: you will be assigned a dedicated solutions engineer who will guide you through the process and ensure your needs are met



Reach out to learn more and join by contacting Talent_Exchange@mckinsey.com