



Visma EasyCruit - Video application

Appendix 1.25 Service Description

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Video application functionality - description of the commercial solution

General description and added value

The additional video application functionality allows customers to offer job applicants a tool to stand out from other applicants so that they can increase their chances of being noticed by employers. The combination of video and audio allows the customer to evaluate their applicants in a much easier and faster way, because they can hear the applicant's voice, in-tone and language usage and assess the chosen background. And certain features that appear on video simply cannot be put on formula.

Main features

- Recording videos directly from a browser or device
- Uploading pre-recorded videos
- Direct submission of videos during the application process
- Flexible configuration of your own video questions on the application form.

Advantages

- **A picture can paint a thousand words.** How does the applicant sound and appear? Does the applicant sound angry, excited or nervous? The intonation of the voice leads you on your way. Does the applicant have the correct language? You will become wiser at the applicant's educational level by listening to them.
- **Selected background:** This can reveal a lot about your applicant.
- **Things that cannot be put on formula:** Some properties of video appear that simply cannot be put on formula. A special spark or energy, or an enthusiasm for just that particular job.
- **Save time:** You will know within a few seconds whether the applicant in question is the right candidate. But beware: Be open to people who may not be like you. You will find that a diverse and inclusive workforce may be exactly what your business needs.
- **Look beyond the mere qualifications:** Be open to judging people based on their passion, the way they describe what the job means to them, and based on their history. You may be surprised to find that the best candidates often do not have the qualifications you set for the job.
- **Technology does not discriminate:** All videos do the same for an applicant's abilities and personality.
- **An easy comparison:** All applicants answer the same questions so you can easily compare the applications.
- **Using video applications** can make the application process easier and help you avoid costly mistakes.

How does it work

The video application functionality is an on-demand paid supplementary feature. Query and activation is done through Visma.

After activation, you can configure your own video queries as part of the 'add-on queries' feature, allowing for easy configuration and activation in the application process.

We also offer an instructional video that gives applicants tips on how to record their video (e.g., how to sit, what not to wear, where to record the video, background, etc.). This can be of great help to customers so they can help applicants overcome their potential fear of recording a video.

Invoicing

Use of Viseo application is invoiced as subscription, see the Agreement.

Termination

Agreement for use of Video Application may be terminated by both Parties in accordance with Appendix 9 Terms – Visma EasyCruit. A termination will take effect from the end of a calendar month.