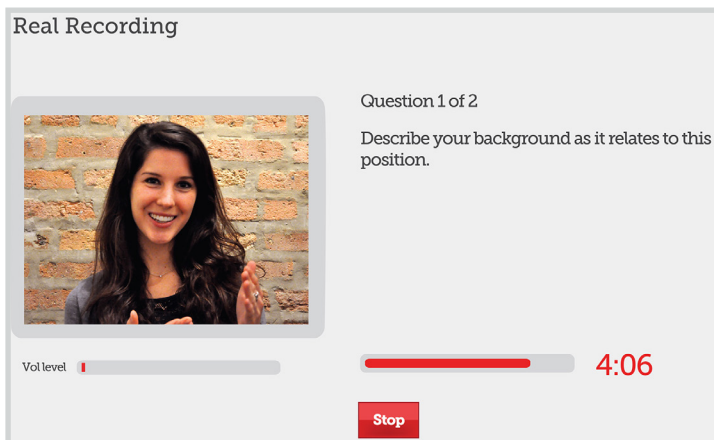


## Find the best teachers. Build the brightest futures.

### What is RIVS?

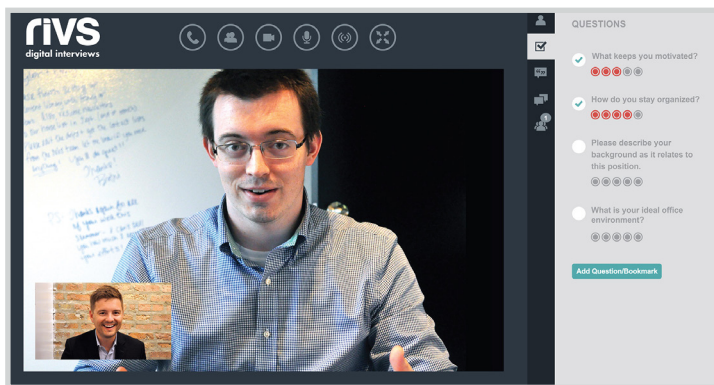
RIVS connects school districts to quality candidates through digital interviews. Video and voice interviews reveal key candidate communication and personality skills earlier on in the selection process, helping you to discover top talent, while reducing time to hire and costs associated with interviewing.

### One-way Interviews



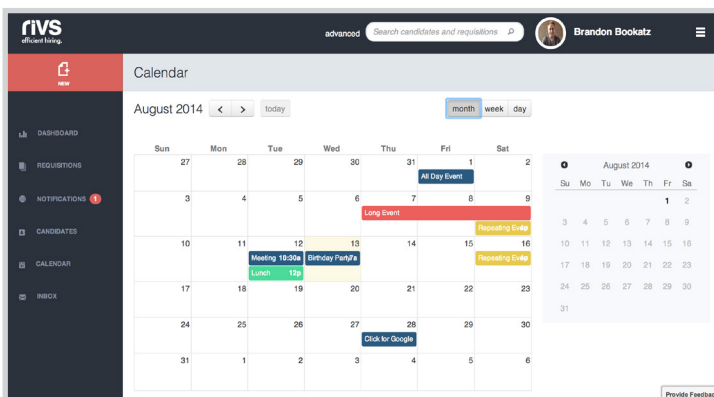
**Receive Prerecorded One-Way Video Interviews**  
Review candidate responses to predetermined interview questions on your own time from any computer, tablet or mobile device. Score and rank each candidate response to better identify quality candidates.

### Live Video Interviews



**Conduct Live Interviews**  
Connect with candidates from any location without the hassle of downloading software. Record, store and share interviews with anyone, at any time in your district.

### The Scheduler



**Schedule Interviews**  
Based on predetermined availability, eliminate back and forth scheduling to connect with candidates quickly. The Scheduler syncs with Outlook, Google Calendar and iCalendar.

“Talent is the most important change in every organization. Without the best talent, we aren’t going to be able to move ahead. Using RIVS’ technology helps us with that.”

- **Shirene Douglas, Metro Nashville Public Schools**

## Why Choose RIVS?

### Save Valuable Resources

- Reduce the number of phone screens conducted or eliminate phone screens entirely by asking pre-recorded questions through one-way video interviews.
- Give back valuable time to administrators by allowing them to review one-way interviews on their own schedule.
- Allow candidates to self-schedule their live interviews based on administrators’ availability using the RIVS scheduling tool.
- Reduce time to hire and costs associated with your current hiring process.
- Using the RIVS dashboard you gain visibility and transparency into your interviewing process. Pull metrics based on total number of completed interviews, interviews reviewed and candidates scored.

### Optimize Candidate Experience

- Engage candidates immediately by giving them the opportunity to showcase their personality and communication skills.
- Allow candidates to complete interviews at their convenience.
- Customize to represent your district’s brand and mission.

### Identify Top Talent

- Identify top candidates earlier on in the screening process and gain valuable insights into key personality traits and communication skills.
- Expand your talent pool nationally by connecting with candidates through live video interviews anywhere, any time.
- Create a collaborative hiring process to select the best quality teachers, support staff and personnel by sharing candidate profiles within your district.

### K-12 Integration Partners

- AppliTrack
- Searchsoft
- RIVS operates with an open API, which allows us to easily integrate with other Applicant Tracking Systems.

Districts receive hands on client training and 24/7 customer support.

## RIVS is the preferred K-12 Digital Interviewing Platform by:

