

1. How do I set up the questionnaire? You do it via the Yahoo! Recruitment Center. You can create the questions you wish to ask the candidate. The questionnaire is 100% customizable, allowing you to write the questions and set the pass rate of the tool.

2. Do I have to pay for job seekers that fail my questionnaire? Not if you have candidates go through the Yahoo! HotJobs application process and create a questionnaire to pre-screen candidates—Yahoo! HotJobs will not charge you for candidates that do not pass your questionnaire.

3. Is Pay Per Candidate similar to a recruitment agency that delivers a vetted candidate, ready for hire? No. Pay Per Candidate is an automated product. When a recruiter uses the Yahoo! HotJobs application process and creates a questionnaire, Pay Per Candidate automatically pre-screens candidates for you through the questionnaire. You can also save the questionnaires as templates for use on other jobs. No background, security, or data validation is done.

4. Can I buy your Job Post product and also Pay Per Candidate? We do not sell Job Post/Job Slot concurrently with Pay Per Candidate.

5. How do I track my Applies* balance? Applies are tracked in your account. Each time an applicant is put into the applicant pool for a specific job, an Apply is deducted from the total number of Applies purchased.

6. Are all my Applies assigned to one job only? No. Applies can be allocated to any number of jobs, as long as each job has 5 Applies assigned to it.

7. What if I have Applies left in my account at the end of my contract term? Applies must be used by the end of the contract term.

8. If I select the Pay Per Candidate option that directs job seekers to my hiring site, am I charged for incomplete applications? Yahoo! HotJobs is selling you only the click-through from Yahoo! HotJobs to your recruitment site. We do not track job seekers after they leave our site. You are charged for the click, regardless of whether the job seeker completes the application on your recruitment website.

9. Do both versions of Pay Per Candidate cost the same: whether a candidate applies on the Yahoo! HotJobs site or clicks through to my career site? No. Depending on which version of Pay Per Candidate you purchase, the pricing per apply or per click-through is different.

10. How do I know how many Applies to use as a cap for each job? I don't want to eliminate qualified candidates. You can work with your Yahoo! HotJobs sales representative to discuss your hiring needs for that particular position and determine how many Applies to assign per job. If you are concerned about eliminating qualified candidates by capping your Applies, we suggest you select a higher Apply cap based on your hiring needs.

11. How much will I pay per Apply? Your Yahoo! HotJobs sales representative will be able to show you a schedule of prices based on your needs.

12. Will Pay Per Candidate integrate with my ATS? Yes, we can work with your ATS system via our Shared Apply beta product.

13. How does Pay Per Candidate work with Yahoo! HotJobs OFCCP offering? If you are using the HotJobs application process, the diversity information will be captured in the application process. If you are using the click-through to your company's hiring site, the information will not be captured, since the click-through does not trigger OFCCP reporting requirements.

* Applies = credits for a completed job-seeker application on the HotJobs website, or credits for a click-through from HotJobs to the recruiter's hiring website.