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## Fountain



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*The annual listing of 20 companies that are at the forefront of providing  
Retail solutions and transforming businesses*

# Fountain

## High-Volume Hiring Made Easy

**F**or organizations of any industry, high-volume recruiting is an arduous task and it becomes even more cumbersome when the majority of the candidates are not even qualified enough. Having said that, today's constant, and rapid evolving world, businesses such as retail—which is hurdled by frequent turnovers and onboarding a lot of employees at once requires the hiring team to up its game. But the process of high-volume hiring is so time-consuming and scattered that often retailers lose some of the most deserving and valuable candidates because the hiring team fails to keep them engaged. This goes to imply that the method of scheduling interviews with each candidate and spending an ample amount of time on underqualified candidates is antiquated. Retailers need to adopt a smarter way of recruiting, which can save time and effort greatly and also deliver positive outcomes. Here to rescue retailers and other leading brands from the tedious tasks of high-volume hiring without compromising on quality, is San Francisco-based company, Fountain. Its automated high-volume hiring solution, effectively streamlines the recruiting process of sourcing, screening, and onboarding at a considerably less amount of time than the average applicant tracking system (ATS) and in a user-friendly manner.



Sean Behr

The platform is integrated with robust data analytics allowing clients to efficiently screen through hundreds or thousands of applications quickly and easily so they can identify the candidates who meet their requirements as soon as possible. Due to its ability to accomplish recruiting without having to meet the candidates on-site, Fountain's hiring platform has proved to be the most sought after solution, especially during the current COVID-19 pandemic crisis where gatherings are strictly prohibited.

"With Fountain's solution in place, recruiters can ask candidates to record videos based on the interview questions and obtain a better idea of who they are," affirms Sean Behr, the CEO of Fountain. What is more, the hiring team or the manager does not have to schedule specific meetings to interview candidates. They can simply watch the videos at their convenience and easily find candidates who are the perfect for the job role(s) being offered. On this account, Fountain's robust solution that facilitates 'asynchronous video interviews' has emerged as a game-changer in today's rapidly evolving world where personal one-to-one

meetings have become cumbersome.

Fountain's high-volume recruiting platform's significance has been evidenced by one of its larger retail clients, who was spending 22 hours a week in the recruiting process. But once the client collaborated with Fountain's platform, the time dropped to 10 hours a week which resulted in more than 50 percent time savings.

With such unparalleled capabilities, Fountain has been able to retain 100 percent of its major clients. The company also gives clients access to help articles and videos on recruitment to strengthen their workforce. Additionally, Fountain's customer success team is always on-hand to assist clients during the onboarding phase and beyond.

With a keen focus on enabling its clients to make smarter decisions and hire more efficiently, Fountain is looking to integrate smarter data and artificial intelligence into its platform. It is also looking forward to incorporating more enterprise-friendly features into its solutions that can cater to its diverse range of client's unique requirements with ease. Geographically, Fountain is continuing to extend its footprint both in the US and globally. All-in-all, with a partner like Fountain, high-volume recruiting becomes faster and more straightforward. [CR](#)

**With Fountain's solution in place, recruiters can ask candidates to record videos based on the interview questions and obtain a better idea of who they are**

Fountain's easily customizable workflows enable its clients to tweak and conduct the hiring process online as per their specifications by requisition, be it video interviews or different skill assessment tests. This customization is extended towards languages, too. It can be modified based on the demographic of its