MRV Banks is a fast-growing premium bank servicing local consumers and small businesses in Missouri. The bank has deep roots in the community and is committed to delivering a personal, local banking experience. Quality is important in every aspect of the business, starting with hiring.

**High Quality Applicants**
MRV Banks is a fast-growing company with more than 300 investors in the Mississippi River Valley region. In the first half of 2019 the company grew from 35 to 44 employees across five locations. Finding and hiring the right employee for each open position is a key success factor for MRV Banks. With steady growth and continuous demand, hiring became difficult and time consuming. MRV Banks turned to ApplicantStack to solve three critical issues.

“We needed to reach more well-qualified applicants, get fewer unqualified applicants, and reduce the administrative time spent per job opening,” says Lydia Sumner, MRV Banks Director of Human Resources.

ApplicantStack makes it easy to create and post job descriptions to popular job boards, social media and internal sites. This helps hiring managers reach a higher volume of qualified candidates in a shorter period of time. Applicants are automatically scored according to rules set by MRV Banks, helping them screen candidates before they are considered for an interview.

Knock-out questions are included in their questionnaire to eliminate candidates based on specific requirements of MRV Banks. The candidate view in ApplicantStack...
With ApplicantStack, employers create applications and questionnaires that all applicants complete. Each questionnaire has rules associated that assign a score to answers, making it easy to review at a glance. ApplicantStack also streamlines interview scheduling, interview feedback and selection. All interactions during the hiring process are preserved for auditing and review.

As an administrator, Sumner has single sign-on access to all functions of the system streamlining HR workflows and saving time and effort.

“These tools help us find and keep the best talent while improving our efficiency,” says Sumner. “That combination fuels our growth and supports our commitment to delivering premium banking services.”

**EEOC Compliance**

As the company approaches 50 employees it becomes increasingly important to document hiring history and protocol. ApplicantStack maintains a record of all applications, their history and communications.

“ApplicantStack applies the same prescreening rules to all applicants and the scoring is transparent to auditors, proving our commitment to fair hiring and equal opportunity,” says Sumner.

**HR Management Connection**

ApplicantStack is part of a larger HR ecosystem at MRV Banks, including HUB and TimeWorksPlus. This integrated system provides an employee portal for new hire onboarding, timekeeping, paystubs, company directory, and employee engagement.

With ApplicantStack, we now easily post to multiple job boards and automatically prescreen applicants based on a required application and questionnaire.

—Lydia Sumner

For more information call your workforce management provider 888.223.3450

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