

HireVue + Integrate

Welcome to HireVue, an on-demand video interviewing platform designed to allow candidates to showcase their skills and help recruiters identify the best candidate to fill a position. We recognize that interviewing can be stressful, and for some candidates this may be their first time experiencing an online video interview. To ensure your best performance and to reduce any potential stress we suggest the following:

TIPS FOR YOUR HIREVUE INTERVIEW



PRACTICE

Once you have completed the initial set-up process, you will have the opportunity to answer some sample interview questions. We highly recommend that you practice answering at least 2-3 questions. These practice questions will help you familiarize yourself with the HireVue platform. Practice questions are not seen by anyone else other than you and are not stored anywhere in the system. Take your time and practice until you feel ready to proceed with the on-demand interview.



ASK FOR THE QUESTIONS IN ADVANCE

We encourage employers to provide you with the interview questions that will be asked during your HireVue interview in advance, but employers are not required to do so. If you have not received the interview questions in advance, but feel you need the questions before you will be able to take the HireVue on-demand interview, you should contact your recruiter or employer contact and request them. You may present your request to the employer as an accommodation.*



TECHNICAL SUPPORT

If you experience technical difficulties or have general questions about the HireVue Platform, please contact HireVue Customer Support. We have staff ready to assist you 24 hours a day / 7 days a week at 1-800-655-4106. You can also find answers to frequently asked questions in our [Candidate Help Center](#).



DISCLOSURE AND ACCOMMODATION

If you feel that your disability precludes you from being able to engage in an on-demand video interview, we suggest that you contact your recruiter or employer contact and request an accommodation. The Company may offer you a formal face-to-face interview or an alternate method of assessment.

** If you present your request as an accommodation, you should be prepared to disclose that you have a disability and follow the company's accommodation request process.*

ABOUT DISCLOSURE

The decision to disclose an autism diagnosis to a potential employer is a personal one. This decision is best made after talking with someone who knows you well and is familiar with the dynamics of the employment world e.g., a trusted advisor, parent or career counselor. We recommend you contact your recruiting point of contact early on in the process and before your interview. An email or a phone call sharing your diagnosis, along with some insight into how your autism impacts you in the interview process, and the accommodations you are seeking is appropriate.

For additional information on disclosure, please see the following websites:

<https://askjan.org/topics/Disability-Disclosure.cfm>

The foregoing is general guidance only. Each individual's situation is different and unique. Integrate/HireVue are not responsible for your decision to disclose or not to disclose.