

ENTERPRISE TALENT REFERRAL INFRASTRUCTURE

Great People Know Great People.

Transforming Employee Networks Into Verified Referral Pipelines

Enterprise hiring teams spend 15%–25% on external headhunters while employee referral portals sit at <10% participation due to forgotten logins and link-sharing friction. VOUCHIR provides an automated, non-invasive distribution layer that connects corporate open roles to verified professional networks with instant milestone reward vouchers.

THE STATUS QUO (MANUAL SOURCING)

- 15%–25% agency fee per hire (\$20k–\$40k fee burden).
- <10% employee referral participation rate.
- Cluttered portals requiring multiple manual forms.
- Zero real-time attribution or reward transparency.
- Candidates get lost in ATS applicant black holes.

THE VOUCHIR ADVOCACY ENGINE

- Zero headhunter fees: Save \$180,000+ per 10 hires.
- 1-Click Slack / Teams bot distribution.
- Verified candidate endorsements with 5-star ratings.
- Instant Amazon digital voucher PDF dispatch via Zoho SSL.
- 90-Day cryptographic candidate deduplication.

3x**Qualified Applicants**

Peers only refer engineers and leaders they personally endorse and vouch for.

40%**Lower Cost Per Hire**

Substantially avoids recruitment agency bounties on critical technical roles.

60s**Referral Submission Loop**

Zero-login candidate intake portal with instant certificate & voucher dispatch.

CORE WORKPLACE FEATURE | SLACK & TEAMS AUTOMATED CARDS

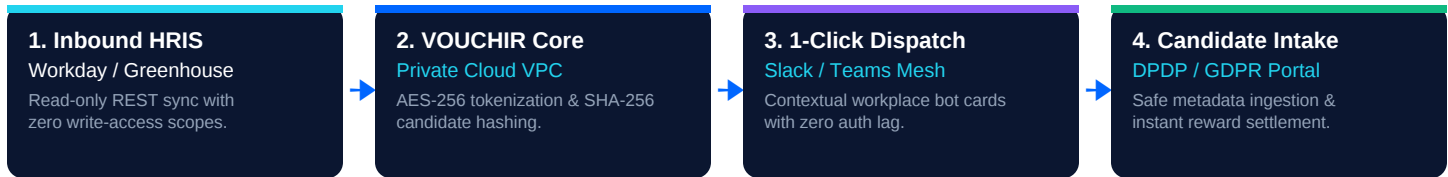
1-Click Closed-Loop Syndication to LinkedIn

When an engineering manager opens a requisition in Workday, VOUCHIR matches the role to relevant internal teams. Advocates receive a contextual workplace notification card with a pre-written, authentic LinkedIn post and a cryptographic referral token. One click broadcasts the opportunity directly to the employee's personal network without logging into any portal.

SYSTEM ARCHITECTURE & SECURITY GOVERNANCE

Enterprise Deployment Models & Data Isolation

Zero-Trust Private Cloud Overlay with Read-Only HRIS Ingestion



ZERO SYSTEM RISK

Non-Invasive Overlay

- **Read-Only Connectivity**
Communicates strictly via read-only REST APIs and inbound ATS webhooks.
- **No Database Replacement**
Does not alter, write to, or migrate existing employee HRIS master records.
- **Turnkey ATS Support**
Native pre-built connectors for Workday, Greenhouse, Lever, and SAP SuccessFactors.
- **Automated Sync**
Real-time webhook events or scheduled 15-minute polling intervals.

DEDICATED VPC CONTAINERS

Zero-Trust Private Cloud

- **Single-Tenant Isolation**
Deployable inside customer AWS VPC, Azure VNet, or GCP Cloud Run cluster.
- **Containerized Mesh**
Packaged with Docker Compose and Kubernetes Helm charts for rapid GitOps rollout.
- **Non-Root Execution**
Strict least-privilege containers running without root capabilities.
- **No Shared Infrastructure**
Customer data, tokens, and audit ledgers never touch multi-tenant pools.

STATUTORY COMPLIANCE

Cryptographic Security

- **TLS 1.3 & AES-256**
Full encryption in transit and Fernet symmetric encryption at rest.
- **DPDP Act 2023 & GDPR**
Mandatory consent checkboxes and candidate data minimization compliance.
- **90-Day Collision Lock**
Prevents duplicate reward payouts through SHA-256 candidate email deduplication.
- **Audit Provenance Ledger**
Immutable tokens linking candidate submissions to employee reward payouts.

■ CISO Governance Guarantee: Zero Binary Storage & Full Attribution Auditability

Resumes are parsed client-side in browser memory with 0 MB backend disk bloat. Complete SOC 2 Type II audit pack available on request.

PREDICTABLE INVESTMENT. QUANTIFIABLE RETURNS.

Transparent Enterprise Pricing & Cost Avoidance

Fixed SaaS Subscriptions Without Placement Commissions

PILOT / GROWTH

\$2,500 / month

■ 1,75,000 / mo billed annually

● Up to 1,000 Employees

- ✓ Public career feed sync
- ✓ 1-Click Slack & Teams dispatch
- ✓ LinkedIn preview generator
- ✓ Standard attribution ledger
- ✓ Standard email support
- ✓ 30-Day Zero-Risk Trial

RECOMMENDED FOR ENTERPRISE

ENTERPRISE SCALE

\$4,500 / month

■ 3,25,000 / mo billed annually

● Up to 5,000 Employees

- ✓ Full authenticated ATS webhooks
- ✓ Automated voucher worker (Zoho)
- ✓ 90-Day candidate collision lock
- ✓ Multi-currency support (USD / INR)
- ✓ Department role segmentation
- ✓ Dedicated Slack channel support

PRIVATE CLOUD VPC

Custom / annual contract

Tailored for Global Enterprises

● Unlimited Advocates

- ✓ Dedicated single-tenant VPC
- ✓ Customer-managed AWS/Azure keys
- ✓ Custom ATS custom payload parsers
- ✓ 99.99% enterprise uptime SLA
- ✓ Quarterly security penetration audit
- ✓ 24/7 dedicated solutions engineer

THE VOUCHIR HEADCOUNT ROI EQUATION

How modernizing internal employee referral velocity eliminates external agency fee leakage:

AGENCY HEADHUNTER FEE

\$240,000 / yr

12 technical hires @ \$20k fee (18% avg)

VOUCHIR ENTERPRISE LICENSE

\$54,000 / yr

Enterprise Scale tier (\$4,500/mo fixed)

NET RECRUITING SAVINGS

+\$186,000 / yr

Just 3 internal hires offset entire license

Ready to Modernize Your Hiring Mesh? Launch the Sandbox or Request a Pilot:

Live Sandbox: <https://www.getvouchir.com/dashboard> | Executive Inquiries: contact@getvouchir.com