

Applicant Tracking System
Fraud, Security, Safety, and Trust Enhancements

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Enhancement Tracking Number	Description
ATS-2025-001	Limit applicants to certain GeoIP (basic on job country, or high risk countries)
ATS-2025-002	Block IP Addresses or blocks of IP Addresses from applying
ATS-2025-003	Support a Coss-ATS industry IOC IP/email block list
ATS-2025-004	Ability to stream ATS (login, email, transactional) event logs to common SIEM's / SIEM formats
ATS-2025-005	Ability to flag / notify clients when applicants based on high velocity login or application submission
ATS-2025-006	Allow for uploading of headshot (require by default)
ATS-2025-007	Allow for upload of photo ID (require by default)
ATS-2025-008	Allow for comparison of photo ID to headshot (require by default)
ATS-2025-009	Ability to search and alert on job descriptions that are on platforms not specific pushed to via the ATS.
ATS-2025-010	Support 2MFA for all users, (require by default)
ATS-2025-011	Ability to red flag applicant where their email, phone, IP address isn't the same country
ATS-2025-012	Ability to detect, alert and block on referral codes being misused
ATS-2025-013	Ability to detect, alert and block on referral employee information being misused
ATS-2025-014	Ability to support CAPTCHA before submission (require by default)
ATS-2025-015	Ability to have support Red Flag indicators
ATS-2025-016	Ability to support a ATS developed or client development AI LLM to detect fraudulent applications
ATS-2025-017	All logs (see #004 above) include IP address whether from login, transaction actions, email (pull from SMTP headers) tracking, etc.

ATS-2025-018	Have Red Flags alerts where IP address is known (industry) AUP violator or email domain
ATS-2025-019	Ability to scan attachments and any included URLs through tools like VirusTotal
ATS-2025-020	Ability to check the submitted resume looking for partial duplicate resume content across applicants/jobs.