



TalentFilter Technology Capabilities

EXECUTIVE SUMMARY

What is TalentFilter?

TalentDrive's proprietary SaaS recruitment technology, TalentFilter, performs customized candidate searches, uncovering quality resumes from thousands of Web locations. TalentFilter unifies thousands of paid and free resume databases in one location, providing advanced matching of quality talent for open positions. One search, One location, Thousands of Sources.

TalentFilter is a tool that will help collapse the time to hire by delivering supply (resumes) and matching to demand (jobs). TalentFilter allows Clients to log on to one website from anywhere in the world, run a single search across thousands of websites and receive resumes matching their open positions. TalentFilter matches and scores resumes via a matching system which includes a concrete match based on search terms and a conceptual match based on the concepts and requirements contained in the position description. The results are shown in one easy-to-use interface which also allows Clients to easily integrate into their normal recruiting workflow.

TalentFilter's matching described above is unmatched in the marketplace combined with the ability to search more internet sites than any other similar product. TalentFilter is also the first entirely automated SaaS product in the market. No other Software as a Service tool has the wealth of resume sources combined with the algorithmic scoring and ranking capabilities of TalentFilter.

Why TalentFilter?

There are approximately millions of resumes going on and offline every day, over 50 Million job postings a day, and over 50,000 employment websites online. These job sites contain a plethora of candidates but can be cumbersome to manage and extremely time consuming to source. With a surplus of job seekers posting resumes online due to the high unemployment rate, the issue of quantity versus quality has become a debacle for recruiters. Making use of these resources, while maintaining efficiency, is of key concern to many companies.

TalentFilter's ability to searches thousands of paid and free resume databases, using advanced matching to return only quality results to one location, helps reduce time spent on recruiting and allows recruiters to effectively leverage the wealth of online resources. By offering one unified location, recruiters are able to pinpoint talent in 90% less time.

TalentFilter enhances efficiency and productivity by consolidating qualified candidates. It offers e-mail functionality for contacting potential candidates and allows them to respond through TalentFilter, creating an organized, systematic process for sourcing talent online. The resumes generated are in a digital format that allows for sharing via email. There is little to no need to print resumes because it can be seamlessly integrated to almost any applicant tracking solution, allowing companies to “Go Green” with their recruitment process.

Also, by offering TalentFilter as a SaaS solution, users are able to schedule searches overnight or over the weekend, come back to the office and have a selection of highly qualified, matched candidates to contact for initial interviews. By simplifying the process, TalentFilter helps locate the valuable talent online while reducing the time spent logging into each online database separately. Recruiters spend less time online and still produce higher quality results by using TalentFilter, improving ROI spent on recruiting and the overall efficiency of the company’s recruitment process. The value of hiring better quality employees quicker enhances productivity and shareholder value.

TECHNOLOGY CAPABILITIES

1. U.S. Search Capabilities:

- Which sites are searchable?
TalentFilter searches all of the most popular boards including Monster, Careerbuilder, Dice and thousands more.
- Are you able to search Facebook?
We are able to search public Facebook profiles accessible via search engines. Very few profiles on Facebook qualify as having strong enough information to be scored as a resume but we have the connection available should the Facebook profile structure become more career oriented..
- Are you able to search LinkedIn?
Yes; both free and paid LinkedIn Recruiter accounts
- Are you able to search Twitter?
Yes; but similar to Facebook, profiles do not offer enough information to be scored as a resume so Twitter is not a frequently used as a source.

2. International Search Capabilities:

TalentFilter has the ability to perform international searches in most global markets. TalentDrive provides the ability to search the most international sites and is the leader in EU sources with the most agreements to EU job boards. We currently support English language resume search only.

3. How does TalentFilter manage subscription board per-user accounts?

Each user will have the ability to input their username and password for each paid board into their TalentFilter seat. Each user can also set the individual daily limit for each of their paid boards to ensure TalentFilter stays within the contractual limit per paid board.

4. Does TalentFilter allow clients to configure user groups with variable access to paid subscription accounts (e.g. subsidiaries or international teams)?

Clients are allowed to configure user groups to meet their respective business process and technology groups as long as they abide by their user agreements with their respective paid subscriptions.

5. Functional Capabilities- Duplicates and OFCCP

TalentFilter will check for duplicates from both the previous search as well as on multiple sites. The duplicate checking will be based on the first / last name and the email address on the resume.

If a duplicate record (of multiple records) is returned from across multiple sites, the record with the most recent created / updated date is kept. The record is attributed to the source from which it was found.

6. Displayed Search Results

TalentFilter will display the search results by the concrete score assigned to each resume; the conceptual score is based upon the match between the job description and the resume. The user has the ability to display results by concrete score, source, last viewed or date found.

7. Does TalentFilter offer the capability to share prospect resumes with other users who may not have regular access to TalentFilter (eg Hiring Managers) in order to assess basic qualifications?

A user can email the interesting resume to a colleague if they wish, directly through TalentFilter (eg Hiring Manager). Account groups can allow be created.