

zensuite™

Zenhire's™ all-inclusive recruiting and staffing solution features Zensuite™ (powered by Thematrix™), a fully-integrated bundle of interoperable applications, all accessible through a single online dashboard that enables recruiters to manage their entire workflow process more easily and efficiently than ever before.

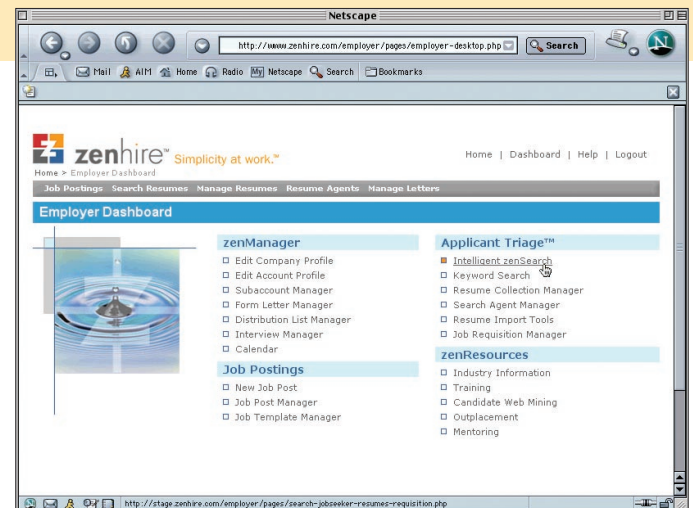
Thematrix is a patent pending natural language processing software originally developed for and used by US Government intelligent Agencies. Unlike recall measures that only tell you how much relevant information was returned, Thematrix measures precisely how much of the returned information is relevant against the total amount of information returned.

Zensuite includes everything you need to locate qualified candidates and to optimize your interaction with candidates and co-workers all the way to the point of hiring.

FEATURES AND BENEFITS

Resume Sourcing and Management

- Zensuite's patent pending Applicant Triage™ functionality, powered by Thematrix™, imports resumes from multiple sources, filters them against your criteria, and delivers to you only those candidates who most closely match your requirements... substantially reducing the number of unqualified applicants HR practitioners must consider in order to find the right candidate for the job. This increased efficiency cuts the cost of reviewing resumes by as much as 40%.
- Zensuite's component applications and services are seamlessly integrated with one another so that an applicant can be handled as a single "record" from your desktop. Once the applicant has been selected as a candidate, he or she can be "marshalled" through the hiring process faster and tracked accurately to eliminate the chance of being lost due to process discontinuity.
- Zensuite applications have all been developed in an open architecture environment with HR-XML to facilitate seamless integration with other databases and applications. Databases that store resumes downloaded from job boards, received from external agencies, submitted directly to your organization, or containing the resumes of your current employees can be imported into Zensuite. You can easily take advantage of your internal talent pool and interact effortlessly with applications used by other HR practitioners across the entire hiring continuum.
- Recruiters can manage and view resumes in multiple formats including online, email, paper, and fax.
- You can search multiple free and paid-premium resume databases simultaneously through the Zensuite employer dashboard.



The Zensuite Employer Dashboard enables recruiters to efficiently manage their entire hiring workflow.

Job postings and requisitions

- Zensuite's simple job posting feature allows employers to post not only to their own corporate Web sites, but also to their intranets and to multiple free and paid job boards with the click of a mouse.
- You can create, edit, store, or delete job descriptions easily with easy-to-use templates.
- A complete, at-a-glance view of all current job postings, posting history and number of applicants responded.
- Zensuite's "Job Blast" feature enables you to push your job posting out to selected job seekers that match your job search criteria.
- Advanced screening technology will automatically analyze the resumes of all applicants who respond to your job postings and deliver qualified candidates by rank according to their "match" with your job requisition.

Metrics

All Zensuite applications support detailed reporting on all the industry HR metrics in use today. Zenhire's application documents all commentary for the history of the resume for easy review and reporting. By eliminating the need for manual preparation of reports, you'll save time and ensure the accuracy of your reporting.

Regulatory Compliance

All of Zenhire's products and services are compliant or designed to facilitate automated compliance with prevailing federal and state regulations in accordance with the Partnership for Compliance Assistance Program (PCAP). All applicants are recorded and date stamped for regulatory reporting.

Scaleability

Because Zenhire requires no investment in hardware or software, your usage of our products and services can grow without the need for increasing your fixed-expense overhead. As a result, your costs will always be matched to the scale of your recruiting and hiring activities.

Automated Work Flow Management

- Zensuite's tracking function allows you to stay on top of all interaction with candidates from the sourcing process to the hire. You can auto-communicate with candidates and easily keep a record of all notes associated with a given candidate's resume.
- An integrated calendar function can auto-schedule interviews and other recruiting-related events.
- You can manage all your requisitions in your own "Requisition Library" by type, division, department, or any other designation.
- Zensuite's customized interview guides can focus your interviewing techniques to save you and your staff valuable time.
- Zensuite also offers a full array of online pre-employment screening and assessment tools including psychometric testing, skills assessment, and background checking.

Corporate Career Site Hosting

Employers can easily incorporate Zensuite functionality into their own Web sites to create a dynamic "careers" page with advantages for their organization and for interested job seekers as well:

- A complete online application process enables job seekers to upload an existing resume to your Web site, or to create one with Zensuite's resume wizard.
- A simple job posting feature allows employers to post not only to their own Web sites, but to online job boards or to a company intranet as well.
- Job seekers visiting your Web site can easily search for open positions within your organization by business unit, division, location, or job category. They can even set up "alerts" that will notify them when a new position becomes available that matches their skills and interests.
- Applicant resumes can be automatically directed to your own private database within the Zensuite management system, or they can be directed to an already existing applicant tracking system.
- The Zensuite hosting environment also captures pertinent data to ensure EEO compliance.

Job Seeker Services

Zenhire also enables job seekers to post their resumes on our private database, accessible only to Zenhire customers, and to search through a database of jobs posted by Zenhire customers as well.



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