RMS (Resume Management System)

Product Features Overview



Recruitment Challenges

- Storing & Managing CVs/Resumes
- Identifying the Right Candidates
 - Search and Short-Listing
- Managing Applicants
- End-to-End Recruitment Time, Cost, and Quality

Challenge: Storing & Managing CVs/Resumes

- For each job posting, your hiring manager receives a large number of resumes from multiple sources.
 - How are these CVs stored and managed for efficient application short-listing and future use?
 - Are you using a centralized online database system?
 - Are you able to setup different repositories for efficient grouping of resumes?
 - Are you able to efficiently search for resumes by repository, resume source, salary range, and so on?



Challenge: Identifying the Right Candidates

- Your hiring manager receives a large number of CVs for a job posting.
 - What % of these CVs are really what you were looking for? You may receive 100+ CVs for a job posting out of which only a handful of CVs actually meet the minimum criteria.
 - How much time is spent on searching for the right candidate?
 - Are you able to use intelligent keyword search to narrow your search results?
 - Do you have a process or system that automatically ranks the job applications based on number of keyword matches and relevance?

Challenge: Managing Job Applicants

- Managing job applicants is an integral part of your recruitment process.
 - How are you managing the job applicants and their information?
 - Are you able to manage individual applicant and different updated versions of their CVs?
 - Are you retaining the applicant information in an efficient manner and attracting top talents for future job vacancies?

Challenge: End-To-End Recruitment Time, Cost, and Quality

- How efficient is your end-to-end recruitment process?
- Are you putting a lot of time reviewing the 100s of resumes that you get for each job posting?
- Are you able to quickly (and accurately) short-list the desired candidates?
- How efficient is your screening process?

Solution: Periscope RMS

 Resume Management System (RMS) allows efficient and intelligent management of resumes and applicants.



- Collect, Categorize, and Store:
 - Upload resumes in centralized DB (single file or zipped folder)
 - Use tags, notes;
 - Create repositories and store resumes in appropriate repository.



- Intelligent Search
 - Finding the right resource is easy and accurate. Use <u>ranking</u>, weight, proximity search, etc. all automated.



- Manage Applicants, Archive Resumes & More ...
 - Create candidate profiles, manage applicants, Archive.



RMS: Who Needs It?

- Large organizations with frequent recruitment activities
- Recruitment and placement services companies
- Job sites & portals
- HR firms
- Executive placement firms
- Consulting services companies

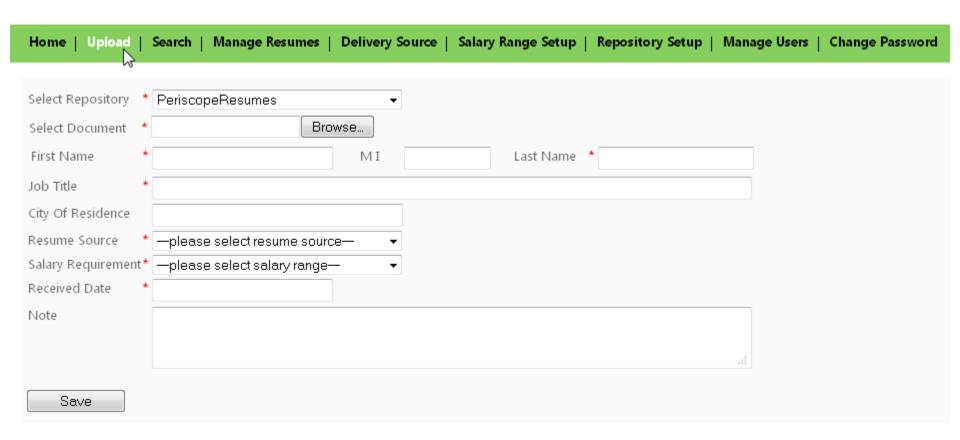


Periscope RMS: Features

- Supported document types: doc, docx, PDF, html, xls, etc.
- Multiple repositories—create your own.
- Access control role based security
- Resume Upload features:
 - Ability to support mass upload
 - Ability to add comment, tag, etc.
- Search:
 - By document type, repository, dates, etc.
 - By specific word/term and result set sorted based on number of hits, etc.
 - By location, salary requirements, etc.
- Ranked (based on number of hits and SQL-Server Full-Text intelligence) resumes for efficient search and find.
- Ability to maintain multiple versions of resumes
- Resume manager: for standard administrative tasks



RMS Screenshot 1: Upload Resumes



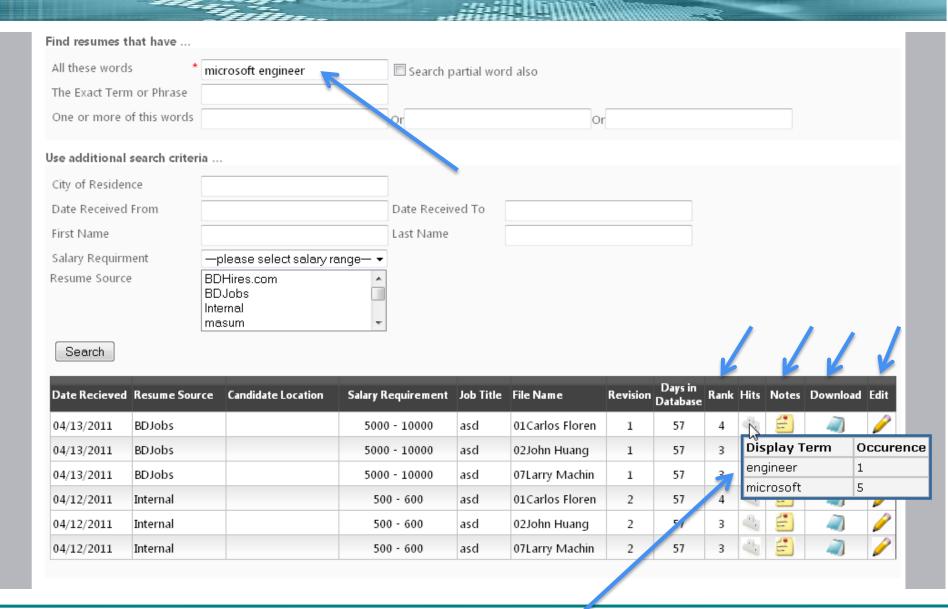


RMS Screenshot 2: Search Resumes

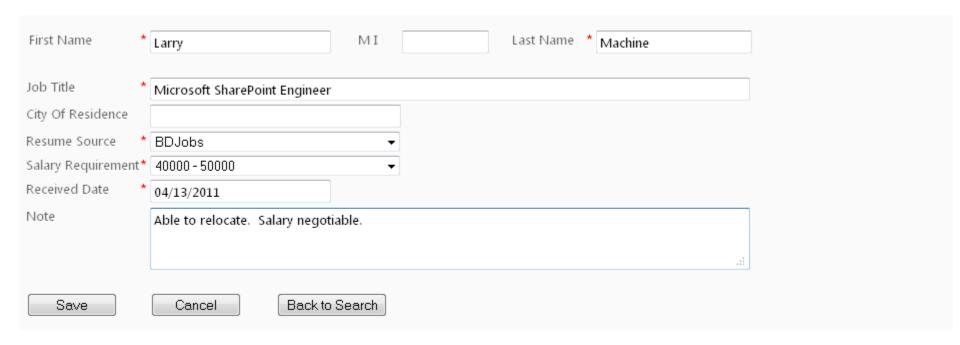
| Home Upload Search | h Manage Resumes | Delivery Source | Salary Range Setup | Repository Setup | Manage Users | Change Password |
|--|--|-------------------------------|-----------------------------|------------------|---------------|------------------|
| Select Repository * | | | | | | |
| | ☐ GeneralResume ☐ TelophaseResume | ☐ Internal_Resumes ☐ Test1 | IT Resumes ☐ All Repository | | oft_Resumes 🗏 | PeriscopeResumes |
| Find resumes that have | | | | | | |
| All these words The Exact Term or Phrase One or more of this words | Please enter at least one k | Search Or | h partial word also | Or | | |
| Use additional search criteria | | | | | | |
| City of Residence | | | | | | |
| Date Received From | | Date Rec | eived To | | | |
| First Name | | Last Nam | ne | | | |
| Salary Requirment | —please select salary | range— ▼ | | | | |
| Resume Source Search | BDHires.com BDJobs Internal masum | • | | | | |
| Search | masum | T | | | | |



RMS Screenshot 3: Resume Search Results



RMS Screenshot 4: Manage Applicant



RMS Technology:

- Microsoft .NET 3.5
- Microsoft SQL Server 2008 (with full-text search)
- IIS 6.0 or 7.0
- Inquire about our hosted solution

RMS Summary: Value Proposition

- An online database to archive and store resumes received by your corporation
- Use of intelligent search techniques to accurately short-list candidates for a job posting – in "seconds"
- Ability to upload single resume files as well as mass upload using zip file
- Reduce overall time to search and short-list desired candidates.
- Increase quality of your search and recruit process
- Reduce cost of job applicant search
- Increase overall productivity of your hiring organization
- Manage candidate relations and acquire top talents in the industry in a timely and efficient manner
- Introductory low-cost offer for product licensing:
 - <u>sales@periscope-inc.com</u>
 - sharifahmed@periscope-inc.com (+88 01731 678927, +1 646 2679820)

