

The Simple Solution to Web Based Recruiting

Cyber Recruiter helps Recruiters, Hiring Managers, Approvers, and Applicants manage and communicate during the recruiting process to help get open positions filled faster and more efficiently. This 100% web-based tool streamlines the entire recruiting process and can be configured to meet your specific recruiting needs. Cyber Recruiter can be implemented quickly, so you can start getting your open positions filled faster. This highly configurable, paperless, process oriented system that can be maintained in-house or hosted by us is the perfect recruiting solution for your company.

Cyber Recruiter Benefits:

- Career page that **matches** your existing **company website's** look and feel
- **Seamless integration** of an online application with your corporate website to gather applicant information that is vital to your recruiting process, this includes **position specific screening questions**
- **Automatic posting** of all open positions to your company's career page, as well as the ability to upload openings to leading **online job boards**, like Monster.com and HotJobs.com
- Flexible **resume search capability** using multiple criteria
- Simplified **interview scheduling**, with built in mechanisms for **gathering immediate candidate-related feedback** in a timely, process oriented manner
- Ability to allow employees to update their resume information and **track all employee referrals**
- **Automated email responses** during crucial points in the recruiting process
- Empower your users to **manage content** and easily configure the layout and display to meet your specific requirements
- **Interfaces** with a background checking company as well as with many existing **in-house HR systems**
- Can be **implemented** with ease and **maintained in-house** or **hosted** by us

Client Feedback

"Cyber Recruiter has been a big win for everyone involved - our Recruiters, our Hiring Managers, our Employees, and most importantly our Applicants."

- The Logistics Company



Cyber Recruiter is more than just a database for tracking information

It can help you find, keep track of and manage your applicants easier than ever before. Let Cyber Recruiter lessen the burden on your recruiting staff and hiring managers. Please join us for a live webinar to learn more and to see Cyber Recruiter in action.



Manage your Entire Recruiting Process with Cyber Recruiter

Recruiting Departments have to juggle multiple processes. Cyber Recruiter eases that burden by helping you manage the entire recruiting process more efficiently:

- Create, approve, maintain and report on requisitions
- Upload requisition information to recruiting websites and your company's career site without rekeying
- Efficiently search, find, compare and store qualified applicants and resumes
- Attach applicants to appropriate open requisitions and route to a recruiter's virtual inbox or to hiring managers for review
- Seamlessly integrate an online application with your corporate website and allow applicants to update their information online
- Schedule applicant for interviews and gather immediate feedback regarding the candidate interview
- Score applicants based on criteria that is important to your organization and use that score to help determine the best candidate
- Extend offers to qualified applicants and assist in on-boarding process
- Allow existing employees to update their resumes, apply for open positions, and manage referrals
- Generate reports on each step of the process to measure results and gain efficiencies using our built in report writing tool

The top screenshot shows the 'Inbox' view of the Cyber Recruiter application. It displays a list of 40 applicants with columns for Applicant, Overall Status, and Desired Salary. The bottom screenshot shows a detailed view for Michael Adamski, including his overall status and a table of assigned requisitions.

Applicant	Overall Status	Desired Salary
Abrams, Lori		75-85
Adamski, Michael	Offer Accepted	105-115
Ahmad, Kiran	Background Check Not Clear	35-45
Albright, Lyle	Offer Rejected	35-45
Allen, Kimberly	No Match	35-45
asdfasdf, asdfasdf	Web Applicant	
Brown, Mary	Web Applicant	
Crosby, Victor	Hired	35-45
Cullen, William	Web Applicant	
Ellis, Joe	Web Applicant	

Requisition (Assign Date)	Status (Date)
2004CCK-11:Admin Assistant/Corp (12/22/2004)	Offer Accepted (11/30/2005)
2004CCK-16:Administrative Assistant-III (6/9/2006)	Web Applicant (6/9/2006)
2005A-71:Water Resources Engineer (6/12/2006)	Manager Not Interested (6/12/2006)
2006-4:Software Engineer (8/18/2006)	Web Applicant (8/18/2006)
BBC0-011:Sr. Healthcare Analyst (5/2/2004)	Offer Accepted (11/30/2005)
BBD0-047:Capital Planning Manager (12/22/2004)	Offer Accepted (11/30/2005)
BBD0-053:Analyst/Trainer (5/17/2004)	Offer Accepted (11/30/2005)



Find the Right Applicants Quickly and Easily

For any recruiter, the greatest challenge is sifting through hundreds or even thousands of résumés to determine which applicants are potential candidates for open requisitions. With Cyber Recruiter, you can quickly and accurately search and organize résumés:

- Perform full résumé text searching
- Save common searches for easy one-click access in the future
- Search batches of résumés by degree, major, position desired or skills defined in your skills tables
- Route résumés with one click to pertinent hiring managers or other recruiters
- Choose to search for only recent applicants instead of every applicant in your database
- Build your own applicant database by converting resumes you already have on file into Cyber Recruiter using our advanced parsing feature
- Allow existing employees to apply for and refer friends to open positions

Configure Cyber Recruiter to Fit your Needs

Each organization implements different policies and each recruiter has different habits and needs. Cyber Recruiter is designed from top to bottom with the notion of always remaining flexible, offering many options for configuring your work environment. Using Cyber Recruiter does not require you to change your existing recruiting processes. Rather, this solution will adapt to the procedures you already have in place.

Successful Implementation and Maximization

Because it is configurable by you, Cyber Recruiter is easy to set up and start using right away. The implementation process includes assistance with the installation of the software, software set up, career site implementation or modification, user and administrator training, testing and data conversion. This entire process typically takes just 75 days to complete.

Our trained and certified staff takes extreme pride in providing personal, first class training and implementation services. We know that the purchase of software goes well beyond the cost of the package. We are confident in our ability to offer and implement the best employee-focused solutions and services available anywhere to ultimately help you reach your company's specific goals faster.

Our proven implementation methodology has won outstanding praise from our clients. We understand that most recruiting organizations can't stop business as usual for several weeks to implement our software. Therefore, we work with you to establish a timeline that works around your schedule and your workload. We break out the implementation process into multiple 2-3 hour working sessions that are conducted online. This allows you to add this project to your already busy schedule. Our team is prepared to support you through every step of the process to ensure a complete level of comfort for you and your team.

Client Feedback

"Our implementation went very smoothly. We have had an excellent experience working with your team!"

-Kelly Sakal, SPARTA



CYBER RECRUITER

www.cyberrecruiter.com

World Class Technical Support

The world class support you receive from Visibility Software doesn't stop once your software has been implemented. Our combined years of experience cover all phases of the software process from implementation and data conversion to technical support and professional services. Our vast experience in the world of HR means we have faced many of the same challenges you have. We know how important it is to do the research to find the right solution to solve your business challenge within your budget. The Visibility Software technical support and consultant team is one of the best in the industry.

Included in your purchase of Cyber Recruiter annual support are all software upgrades and enhancements, as well as live technical support when you need it. We provide new releases to you twice per year at no additional cost and base the enhancements we include in these releases largely on your feedback. Your feedback is so important to us, that we even have an online feedback mechanism built into the product. Technical support is available via phone, web, email, and online product documentation. You'll never be without the support you need with Cyber Recruiter.



Industry Standard Technical Requirements to Maintain your System In-house

Cyber Recruiter is a 100% web-based recruiting solution that takes advantage of the proven technologies of Microsoft SQL Server 2000, HTML, .NET, and Active Server Page technology to provide a stable, efficient recruiting solution. Cyber Recruiter can be configured on two different servers (one web server and one SQL Server), or can be installed exclusively on one server. System requirements include:

- Windows 2000 or 2003 Server with IIS 5.0 or higher
- Microsoft Internet Explorer 5.5 or higher
- Microsoft SQL 2000 or SQL 2005
- Less than 20MB of drive space on web server
- Minimum of 100MB database on SQL server

Don't have the Resources to Maintain a System in your own Environment?

We can host the software for you. By running the Cyber Recruiter application on our servers, you can save time and money on IT infrastructure and human resources and still take advantage of all that the product has to offer. The benefits of licensing our hosted solution include:

- Software upgrades are handled by us, not your IT staff
- No in-house servers to purchase or maintain
- Additional external software licenses are not required
- Ease budget restraints by paying quarterly, instead of in one lump sum



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Integrate with your Existing HR Systems

To protect the investment you've already made in technology, Cyber Recruiter can be easily integrated with your existing in-house HR applications. This seamless integration can save valuable time by assisting with on-boarding and eliminating the need for duplicate entry into multiple systems. From HR information systems to payroll/accounting software to background screening services, the possibilities for integration are endless. We currently have integration options between Cyber Recruiter and ABRA HRMS, Ascentis HROffice, Deltek (GCS Premier, Costpoint, Vision), Great Plains, ADP and HR XML. Don't see the system you work with listed here? Not to worry. With client and the HR vendor support, we will work to develop the integration at no additional cost.

Our Strategic Business Partnerships Increase our Capabilities

To fully realize the capabilities of Cyber Recruiter, we offer optional components available from our partners. These options include:

- **eQuest:** The world's largest job-posting distribution company, eQuest is a global company with one of the most recognized and admired brands in the human resource industry. Every day, they manage the flow of job-posting transactions to more than 1,000 unique job boards; reaching more than 200 countries and territories worldwide and delivering over 100 million job requisitions annually.
- **Kroll:** Provides comprehensive background screening services including pre-employment background checks, employee drug testing, physical exams, Form I-9 employment verifications, and more.
- **TalentHook:** A revolutionary resume search tool that allows you to simultaneously search hundreds of Internet resume sources—in a matter of seconds. By automatically sifting through the payboards, freeboards, and independent sites across the open web, TalentHook saves the Internet recruiter countless hours of wasted time.

About Visibility Software, the maker of Cyber Recruiter

Visibility Software LLC was founded in 1999 as a provider of add-on products that could help "fill the gaps" in existing products available on the market. The company then evolved to offer many new human resources, add on products, and interfaces. Visibility Software is now a leading provider of employee-based software, offering proven, cost-effective software solutions and services that address the core recruiting and training management needs of organizations in a variety of industries.

Our products allow you to not only find the best candidates quickly and efficiently but can also help you to manage the training requirements of the employees you already have accurately (Cyber Train). Since we know that integration is important to ensure that all systems communicate with each other, we have designed many simple and effective interfaces and links to eliminate that concern.

