

visibility software



MAXIMIZING YOUR ROI WITH CYBER RECRUITER

Items that Impact ROI and how Cyber Recruiter Compares

| ROI Issues/Impacts | Cyber Recruiter Solution |
|--|---|
| Cumbersome Online Forms | <ul style="list-style-type: none"> ❖ Allows for customizable requisitions with ease of resume uploads. ❖ Applicant process customized to position ❖ Minimum data entry with self service application ❖ Intuitive for users and applicants |
| Significant Resume Volume (Time wasted on low quality applicants) | <ul style="list-style-type: none"> ❖ Monitor and manage incoming resumes ❖ Scores applicants allowing prioritization of best applicants ❖ CR Inbox offers customizable views to quickly assess incoming applicants |
| Managing Paper Resumes | <ul style="list-style-type: none"> ❖ Implementation and training sets up user to ensure all applicants are in database ❖ Easily scan resumes or upload from file with Cyber Recruiter ❖ Eliminate paper Resumes |
| Difficulty Searching | <ul style="list-style-type: none"> ❖ Point and click search capability using multiple criteria ❖ Find best candidates in your database with real time results |
| Difficulty Exchanging Candidate Data | <ul style="list-style-type: none"> ❖ Email communication with Hiring Managers, Recruiters and Applicants ❖ Easily share applicants between various position ❖ Automatic reminders to Hiring Managers that are delinquent in responding feedback |
| Multiple Hiring Managers | <ul style="list-style-type: none"> ❖ Data easily tracked by empowering Hiring Managers access to system ❖ Efficiencies in fulfillment and productivity due to tracking and organization of system |
| Poor Reporting | <ul style="list-style-type: none"> ❖ Report writer created empowering users to access all data real time ❖ Easily transferred to Excel ❖ Robust Applicant, Requisition and EEO reporting to ensure compliance is achieved |

Key Impacts to your Organization

Things to consider when creating an ROI for your organization

- ❖ Consider all short term and long term impacts to your Organization and to HR independently
- ❖ Keep in mind your current time to hire, quality of hire and cost per hire
- ❖ Time to hire – the total time it takes to hire someone for a job from the time it posts to when the applicant is hired
 - Longer hire times cause lost productivity and negative ROI
 - Competition may steal candidate before you make an offer
- ❖ Quality of hire – how satisfied an organization is with an employee and an employee is with an organization
 - Good hires can enhance overall performance of organization and improve ROI
 - Poor hires can create issues within an organization creating a negative ROI
- ❖ Cost per hire – total cost associated with a position. Advertising, testing, posting, hiring, etc.
 - Higher cost create higher negative ROI
 - Insufficient use of advertising and technology can create negative ROI

Key Elements to Consider When Evaluating Recruiting Software

- ❖ Evaluation of online forms – self service applications that gather more critical more relevant applicant information
- ❖ Large resume volumes stored in one location
- ❖ Ability to search resumes more efficiently
- ❖ The ability to eliminate paper/fax resumes
- ❖ Ease of exchanging candidate information internally
- ❖ Ensuring you have captured sufficient data on applicants
- ❖ Regular communication with applicants and employees
- ❖ Implementation options to provide adequate training for your organization
- ❖ Product functionality that fits your organizations needs – don't under-buy, don't over-buy

Eliminate Bottlenecks in the Recruiting Process



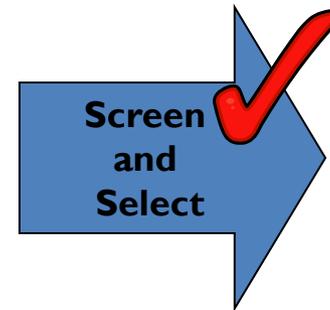
- Quickly determine the position needed
- Gain internal approval for position
- Create requisition specific to position
- Post internally and externally



- Attract better applicants with self service online forms
- Pre-qualify candidates initially by asking the right questions with Cyber Recruiter and prioritize best candidates with scoring
- Allow your existing employees to update their information to allow for hiring from within



- Communicate correctly with applicants to speed the process
- Communicate internally to quickly gain approvals, gather candidate feedback, schedule interviews, etc.
- Identify areas where exchange is more difficult and applicants are hard to search



- Identify quality candidates quickly with scoring system
- Interview or screen against requirements
- Select appropriate candidates to interview
- Interview applicants and gather management feedback immediately



- Offer approvals
- Respond to other applicants and keep them in your applicant pipeline
- Efficiently close out requisitions and tie up loose ends
- On-board new hires and gain efficiencies with form distribution
- Facilitate internal communication regarding new hire



Perform these task and more with Cyber Recruiter to save time and money