

OpenHire Overview

Optimize, Evolve, and Streamline Your Recruiting Process

Lower Costs and Increase Quality-Per-Hire

- ✔ Hire the best people as quickly and cost effectively as possible
- ✔ Cut two weeks off your hiring cycle time
- ✔ Reduce your cost per hire by 25%
- ✔ Lower your agency fees by 50%

Research indicates that online recruiting can reduce Cost-Per-Hire by as much as 80% when compared to traditional recruiting methods*. The proliferation of online job boards, corporate career sites, and email has opened a new and cost-effective channel for recruiting managers to reach talented professionals.

Recruiters can only capitalize on the Internet if they have an organized system to handle the massive influx of data from different sources, alongside resumes from traditional referral agencies. Without a system, recruiting can become a missed opportunity at best and a costly administrative nightmare at worst.

"The entire candidate selection process is 5 times as efficient with OpenHire than our previous system. Our ability to manage incoming applicants within a searchable database is phenomenal. I have heard nothing but praise from our hiring managers."

*-Tom Bagarella
Boston University*

*Source: Achieving Results With Internet Recruiting, 1998 Survey, iLogos Research

www.openhire.com

Since 1998, recruiters have used OpenHire eRecruiting to find and track premier talent from every source, while driving down hard and soft recruiting costs. OpenHire's automated system allows recruiters, hiring managers, and human resources personnel to focus on core recruiting activities while minimizing costs and administrative processing. Effective candidate tracking and reporting tools allow managers to carefully control referral agencies, reduce fees, and increase quality-per-hire.

FOCUS YOUR RECRUITING

Focus your time and resources on attracting premier talent, strategic planning, and promoting your company instead of manual administrative tasks such as posting jobs and processing resumes. OpenHire frees up recruiters by automating job posting to job boards, corporate sites, and Intranets. OpenHire automatically accepts and organizes incoming applicants from multiple sources, including referral agencies. Advanced knowledgebase search options make retrieval of candidates a quick and thorough process.

DRIVE BOTTOM LINE SAVINGS

Centralize your recruiting operation within one system that reduces data entry, eliminates processing service fees, and controls agency fees. OpenHire's proprietary technology integrates with email, fax, online job boards, corporate job sites, and internal Intranets, eliminating costs normally associated with importing resumes into a database. Recruiters do not have to pay someone to hand-key resumes into a database. Additionally, OpenHire does not incur a processing service fee to import resumes into the system, regardless of the source. By screening candidates that come from referral agencies, recruiters also avoid paying for candidates already in their knowledgebase.

INCREASE STRATEGIC BUSINESS INTELLIGENCE

Gain valuable insight into resource allocation, EEOC compliance, and overall ROI from your recruiting process. OpenHire's array of real-time reports serves as a powerful recruiting business intelligence tool to quickly evaluate every source of job candidates and plan effective recruiting strategies. Each report provides hard data to provide 360-degree support to the recruiting process, including vendor negotiations, resource allocation, management reporting, and EEOC compliance auditing.

STREAMLINE WORKFLOW

OpenHire provides a central source to store information that supports candidate evaluations. The system, is accessible any time and anywhere, and integrates with most HRIS systems. OpenHire is accessible to recruiters and hiring managers from the road or at corporate headquarters. Each step of the recruiting and candidate evaluation cycle runs uninterrupted by travel schedules and remote office locations – recruiter feedback is always available to each team member for reference when making final candidate decisions. If a candidate accepts a job offer, OpenHire automatically transfers their personal data to your corporate HRIS system, resulting in a fully integrated closed-loop recruiting process.

OpenHire in Action

Key Advantages of OpenHire

- ✔ Integration to all job boards: auto post, auto collection, and auto response
- ✔ Ability to post and edit job openings from OpenHire to corporate career sites
- ✔ Advanced referral management system with integration to corporate Intranet sites
- ✔ Intelligent search and retrieval of resumes
- ✔ Comprehensive EEO and management reporting
- ✔ Integration to most human resource and payroll applications
- ✔ Screening agency referrals for candidates already in the knowledge-base
- ✔ User interface that is easy to learn and use
- ✔ Rapid implementation, often less than one month
- ✔ Secure and reliable hosted application delivery
- ✔ Supported by a highly competent staff available 24x7x365

"After implementing OpenHire, NetIQ's average quarterly spend on agencies fell by 87%. Overall, our Cost Per Hire fell from \$7900 to \$2550, a 67% reduction. This operational cost reduction directly impacted our company's bottom line."

*~ Lisa McDougald,
NetIQ Corporation*

AUTO POST AUTO COLLECT (APAC)

OpenHire is the ONLY recruiting management with the ability to seamlessly integrate with all major sources of resumes. This is achieved through the OpenHire APAC Browser, powered by patent-pending technology, that allows you to automatically push your jobs listings and pull candidates resumes not only to your company's internet and intranet sites, but also to fee, free and niche internet job boards, all with one click in real-time!

CANDIDATE QUALIFICATION ENGINE (CQE)

CQE makes job candidate evaluation faster and more consistent. Recruiters can customize an unlimited number of job-specific questions and weighted answers for each position available. Applicants answer the questions while applying or interviewing for a position, and CQE automatically scores their answers. Recruiters can then select

REQUISITION APPROVAL PROCESS (RAP)

With RAP, recruiters can automate their job requisition approval process by ensuring that requisitions receive approval from required individuals before release. RAP is an email-based process that can be utilized by anyone in the company.

OFFER APPROVAL PROCESS (OAP)

OpenHire's OAP facilitates the job offer approval process by ensuring offers are properly reviewed before being sent to the job candidate. The offer process can be completely automated through email – including offer letter generation.

TRAINING & SUPPORT

OpenHire offers its clients on-site training, web-based training, and implementation. Live customer support is available toll-free over extended business hours. Extensive support materials are also provided.

Location	Telephone	Fax
U.S. toll free	+1 (336) 201.5100 +1 (866) 329.3363	+1 (336) 201.514
Canada	+1 (416) 868.6625	+1 (416) 868.9905
Germany	+49 (0) 40.45.000.823	+49 (0) 40.45.000.873



SilkRoad technology, inc., is a leading developer of content management and web collaboration application solutions that offer the ease of use, scalability, performance and total cost of ownership required by enterprises and service providers. SilkRoad technology innovative solutions provide web content management, network camera management, human resources and team collaboration application suites. SilkRoad technology is headquartered in Winston-Salem, NC with offices in Burlington, MA; Chicago, IL; Toronto, Canada, and Hamburg, Germany. For more information is available by visiting <http://www.silkroadtech.com> or by calling toll free at 866.329.3363 or internationally at 336.201.5100