

CYBER RECRUITER

The Clear Solution for YOU

Looking for a company that values accountability and honesty? Look no further...Visibility Software works harder to ensure that we deliver exactly what you need. Our straightforward approach to business makes it easy to deliver a full service solution and we feel confident that our products will exceed your expectations. Large or small, we appreciate your business! Hundreds of companies have selected Cyber Recruiter to improve their business performance. Join them to experience how you can start benefiting and see why Cyber Recruiter is the clear choice for Applicant Tracking.

Cyber Recruiter Highlights

| Flexible | Customer Focused |
|--|---|
| <ul style="list-style-type: none">• Purchase or Hosted• Multi-browser support• Flexible contract terms• Unlimited users – Professional/Enterprise | <ul style="list-style-type: none">• Robust EEO/AA/OFCCP reporting• Not licensed by user• Exclusive intelligent search capabilities• Multiple assistance methods |
| Effortless | Integrated |
| <ul style="list-style-type: none">• Intuitive workflow• Employee referral tracking• Simplified On-Boarding• Easy to learn and use | <ul style="list-style-type: none">• Free integration - HR and Payroll systems• Interfaces with background screening, web and job sourcing, and more• Add custom screens and process |

What Makes us Different

As one of the only providers offering both a purchased and hosted solution in the marketplace, we help you determine which option is best for you. This flexibility, along with our superior customer service, allows us to maintain a superior customer retention rate. Just ask one of our clients today. We have an expansive list of clients ready and willing to share their story with you. Talk to them and see how we exceed their expectations everyday, by not only providing a superior product, but with our service as well.

We invite you to learn more about us by joining a free Cyber Recruiter webinar, on any Wednesday at 2:00 EST. Visit www.cyberrecruiter.com to sign up today!



VISIBILITY SOFTWARE, LLC

Visit our website at

www.visibilitysoftware.com

CYBER RECRUITER

Manage Your Entire Recruiting Process

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

Requisition Creation and Approval: Hiring Managers and/or Recruiters create requisitions quickly and easily by using requisition templates or from scratch. Route requisitions to one or more Approvers and track all information in Cyber Recruiter without requiring the Approver to sign on to the system. Automatically post requisitions to the internet once approvals have been completed.

Receive Approvals

Applicant Routing: Route qualified applicants to Hiring Managers via Cyber Recruiter using our Smart Email technology. Smart Emails give the Hiring Manager access to all the information necessary to make an informed decision. Making it easier than ever and saving time! Rank your applicants based on their scores from application and requisition specific questions. Easily store all information online in the applicant record.

Request Interview

Interview Scheduling: Coordinate calendars, schedule interviews, receive immediate feedback from Hiring Managers and take advantage of Smart Email technology. Recruiters initiate request in Cyber Recruiter and Interviewers indicate appropriate action based on emails received through email. Emails include v-calendar attachment, Custom Interview Evaluation form and details on the applicant. In one step, the Recruiter can quickly tackle tasks expediting the entire process.

Make Offer

Offer Routing: Your organization can successfully route, ready to hire, candidates. Let our custom routing Smart Emails assist you with offer approval details. In addition, once approval is received, notify the applicant through Cyber Recruiter and include any necessary new hire documents to complete the process.

Offer Accepted

On-boarding: Once hired, Cyber Recruiter can transfer your new employee data to your HRIS/Payroll system with ease. And internal communication with the applicant has never been easier, using the Cyber Recruiter communication templates. Build your database of candidates so that you can hire and promote from within.

CYBER RECRUITER

Product Options

Not every company is similar in size, industry, budget and business need. As a result, Visibility Software offers different product levels to ensure that every client has the product that meets their needs. We competitively priced each level so that it is affordable yet still extremely robust. Speak directly to your Sales contact to gather more detailed information on each level.

Express

A Full Service Applicant Tracking Solution, designed to meet the needs of organizations who need a solid solution without the "extras" they won't use

Professional

Express with added features like , Employee Referral, Report Writer Tool, Hiring Manager Access, Advanced Parsing capabilities and more

Enterprise

Manage all subsidiaries/groups effortlessly. Perfect for the multiple entity organization

"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

| Features | Express | Professional | Enterprise |
|---|---------|--------------|------------|
| Fully functional recruiting system to manage openings and applicants. Includes all of the steps from new opening through sending an offer letter and on-boarding. | ✓ | ✓ | ✓ |
| Configurable screen layouts, content and work flow | ✓ | ✓ | ✓ |
| Career Site set up and maintenance tool | ✓ | ✓ | ✓ |
| Agency Portal | | ✓ | ✓ |
| Advanced parsing | | ✓ | ✓ |
| Ad-hoc report writer | | ✓ | ✓ |
| Advanced posting | | ✓ | ✓ |
| Hiring Manager access (unlimited) | | ✓ | ✓ |
| Employee referral tracking | | ✓ | ✓ |
| Organization/group specific setup and workflow | | | ✓ |
| Cross group reporting | | | ✓ |
| Central job board with redirects for applicants | | | ✓ |
| Central applicant pool for searching across all entities | | | ✓ |