

EMPLOYER PORTAL

1. **Register** – fill in details, register and get validated by Graduate Surveyors. Graduate Surveyors to receive notification via GS dashboard (turn around 24 hours). Sign in process (social media, username and password etc) – automatic emails confirmation of registration and lost password etc.
2. **Source** – Publish your jobs to your companies' dashboard using the portal (everything is drop down menu or equivalent) we need to limit 'customise' fields. This is to avoid confusion and mistakes from 'human error' etc. Candidates can apply directly to the job post via the candidate portal.
 - a. Simple Interaction (few clicks to find the 'perfect candidate(s)')
 - b. Quickly find thousands of candidates in 'seconds'
 - c. Only get access to candidates who are validated and scored (hierarchical).

Create and Find Candidates Quickly

Web Data Capture



Forget Copy and Paste

Bullhorn's Accelerator allows you to easily capture information from the Web and immediately add it into Bullhorn. Using Bullhorn's free Google Chrome extension, you'll simply click the Bullhorn icon and have the option to update or add candidates, contacts, or jobs.

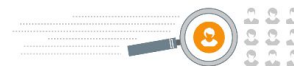
Parsing



Save Time & Reduce Errors

Increase your efficiency and reduce clicks by leveraging Bullhorn's parsing engine to extract information – no matter where you find it – to pre-populate fields in Bullhorn candidate, contact, and job records.







Candidate Search

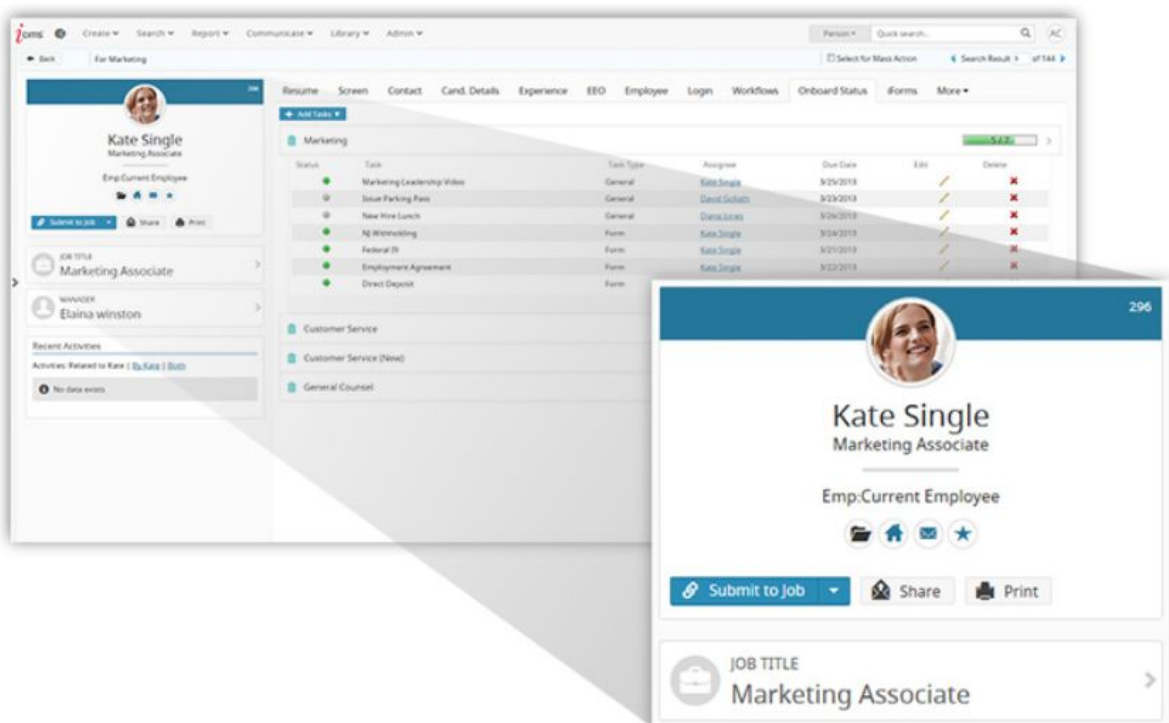
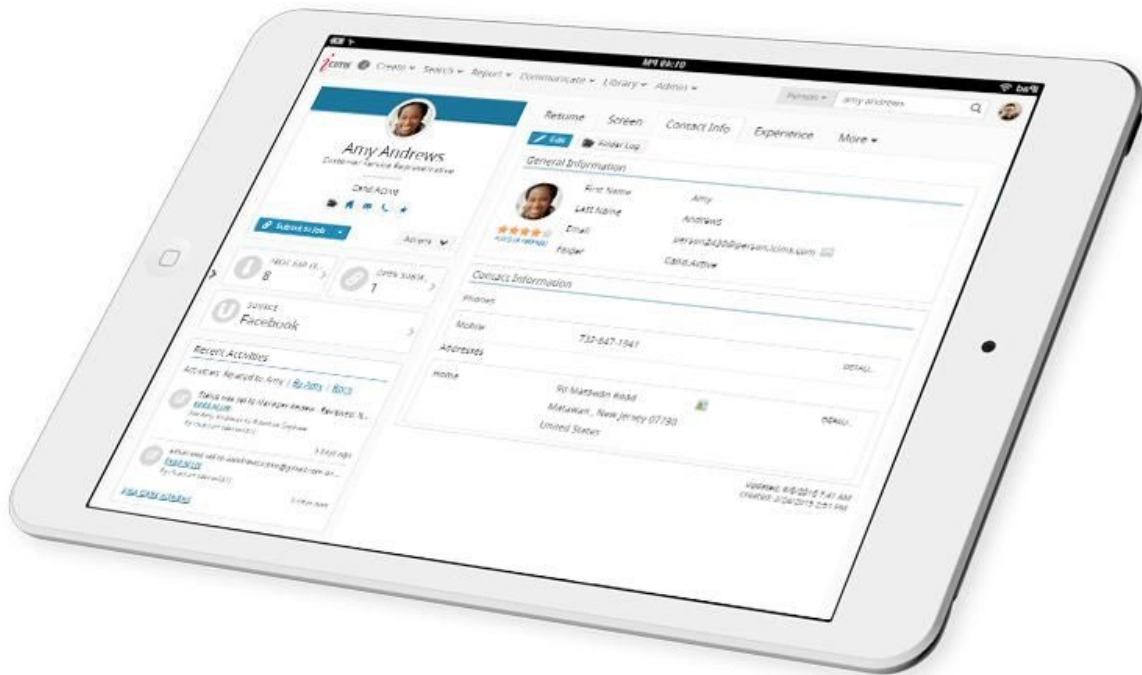


Find the Right Candidates

With Bullhorn's "fast find" search bar, Boolean logic, advanced keyword search, and prioritization of results based on relevance and recency, you can build a qualified shortlist in no time at all. Customize and configure list views and save your favorite searches for even more time savings.

People you may know

 Casmine M. Consultant 👤 Rory Cullens and 95 others Connect	 Michelle Binoy Human Resources Assistant at Doha College 👤 Ayman Maher and 37 others Connect	 Andrew Harvey Land Manager at Barratt Developments plc 👤 Louise Holt and 64 others Connect
 Chutima Franko Assistant Manager - Recruitment, Learning & 👤 Ali Mousa(Alomari) and 19 others Connect	 Carina Hassall Sustainability Consultant at Base Energy Services Ltd 👤 Tom Nicholls and 21 others Connect	 Emily Franklin Sales Account Manager at London Capital Group 👤 Richard How and 236 others Connect

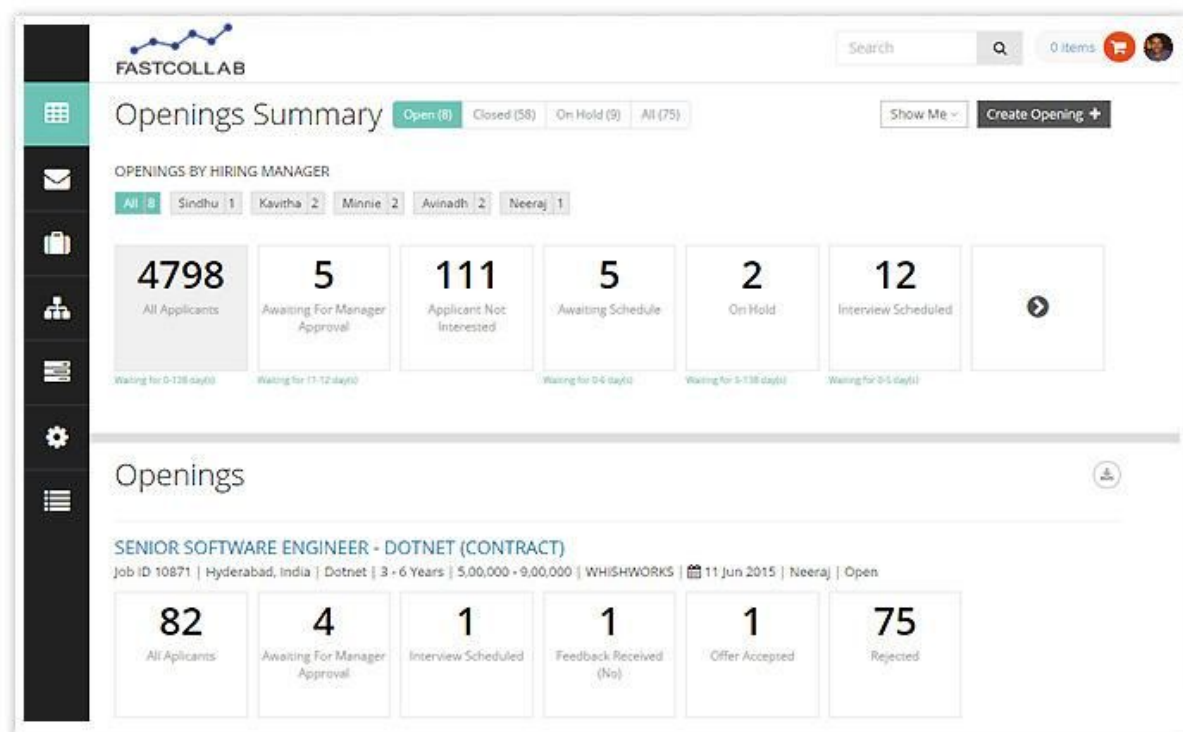
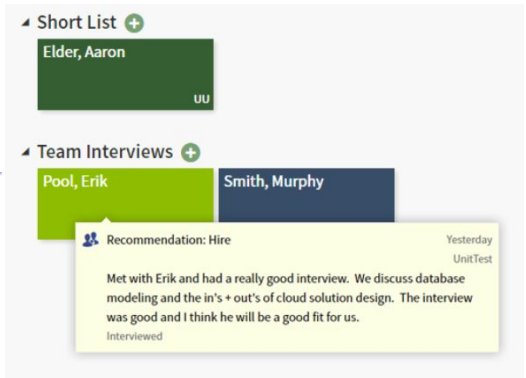
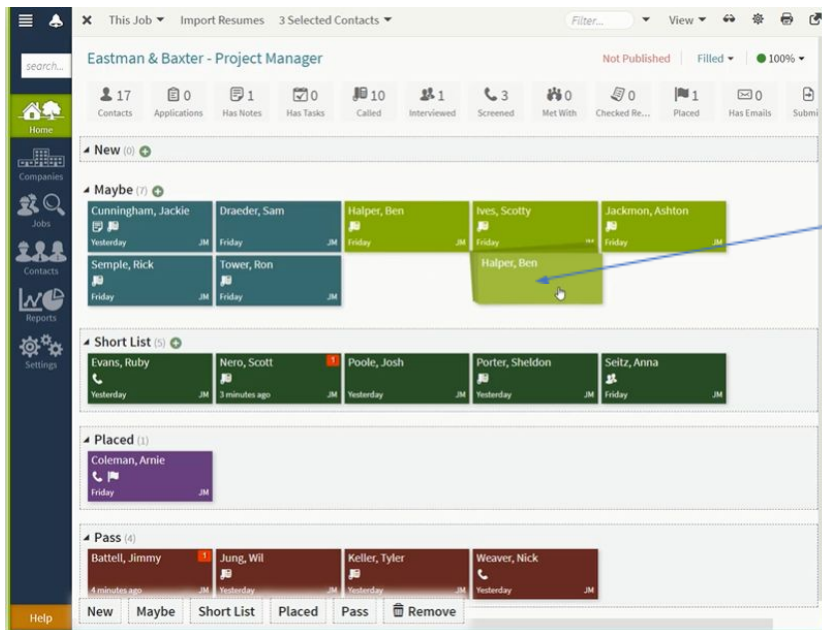


3. **Track** - Easy to navigate, functional and innovative.

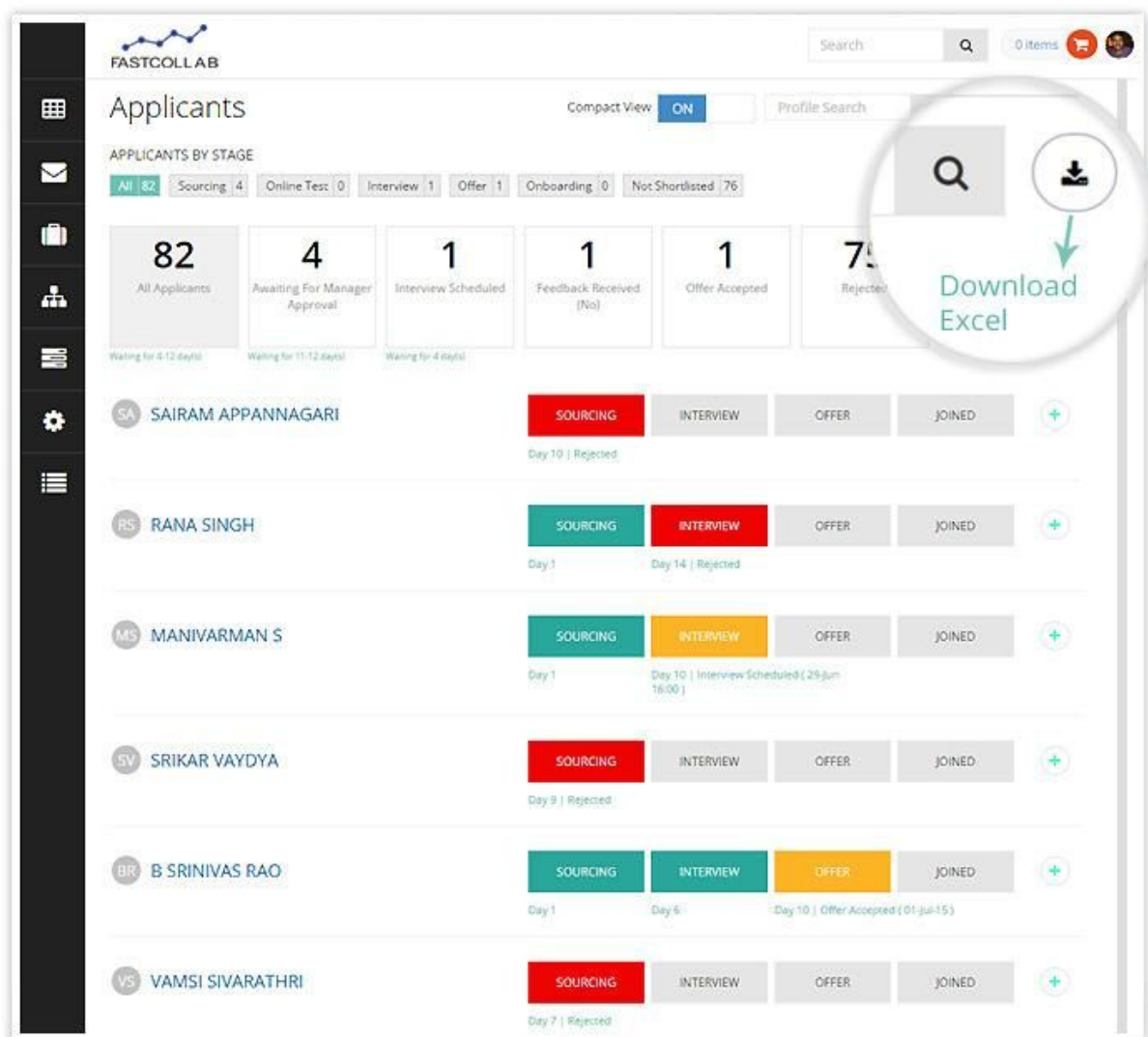
- Let's you customize activity based on what's important for your business.
- Faster, more productive, end – end, lifecycle recruiting
- All information on one tracker “User journey” – use of colours. (see above)

d. Simplicity is key!

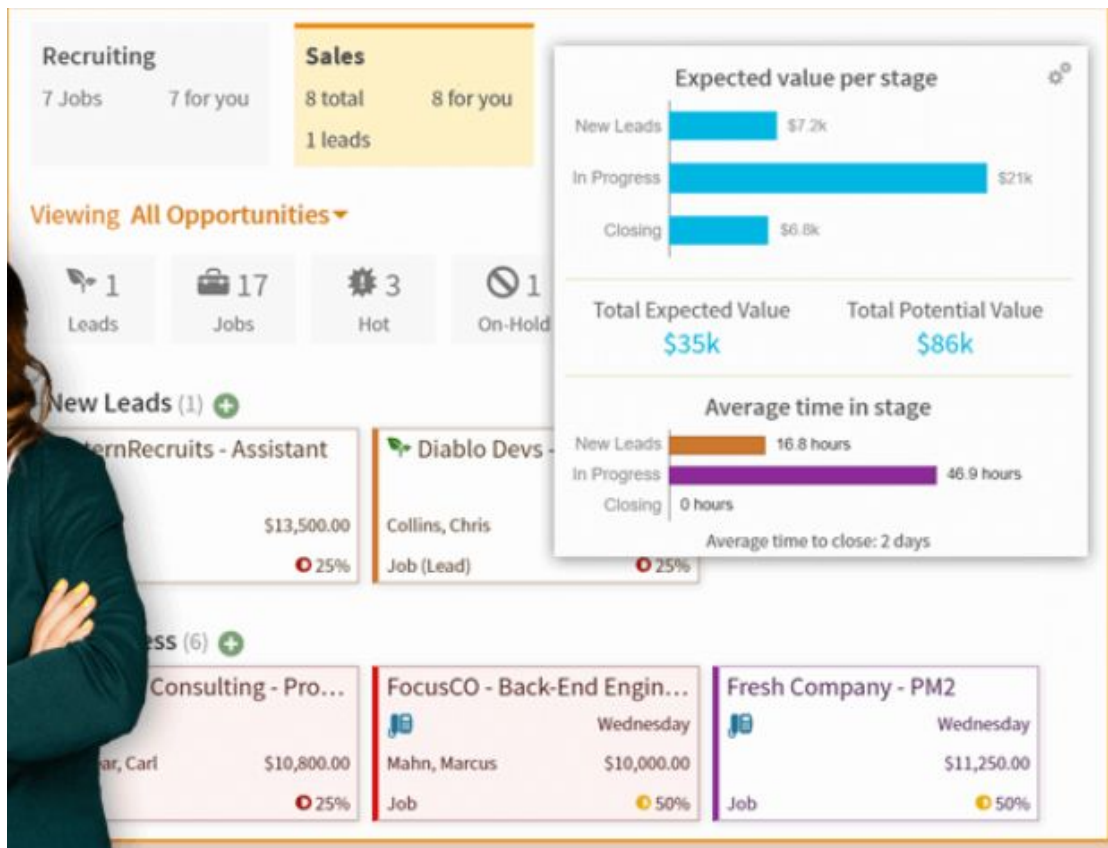
4. **Manage-** and visualise candidate pipelines through an interactive journey



<http://www.fastcollab.com/Recruitment/Applicant-Tracking-System/Analytics>



- Easy to use, functional and quality platform which is dynamic and sophisticated for both employer, candidate and Graduate Surveyors (admin)
- Easily source, shortlist and track the progress of candidates.
- Manage large number of candidates through one platform
- Record interactions, manage tasks, send emails directly, video interview from your pipeline screen.
 - Shortlist/filter/pin the most interesting candidates
 - Schedule Interview or future activities/integration with skype/other
 - Award
 - Pass
 - Hold
- Check stats via a dashboard for your entire pipeline. Daily, weekly, quarterly etc.
 - Easily print candidates profile in resume format from GS platform
 - Generate custom reports



Take Schedules Online

System will automatically take schedules from applicants and interviewers without the need for you to do it manually.

FASTCOLLAB

Manage Applicant (Sanjay B, Technical Architect (911 - Open))

Applicant Status | Screening Questions | Applicant Details | **Schedules & Interview Feedback** | History | Openings | Notes

Create Schedule | View Feedback | Actions

10 records

Schedule Date & Time	Interview Mode	Interview Status	Recommended	Interviewer	Interview Type
29-06-2015 14:00	Telephonic	Feedback Pending		Saravanan Srinivasan	in-house
25-06-2015 11:00	Telephonic	Feedback Received	Yes	Srinivas Nalam	in-house
29-06-2015 16:00	Telephonic	Schedule Bin			in-house

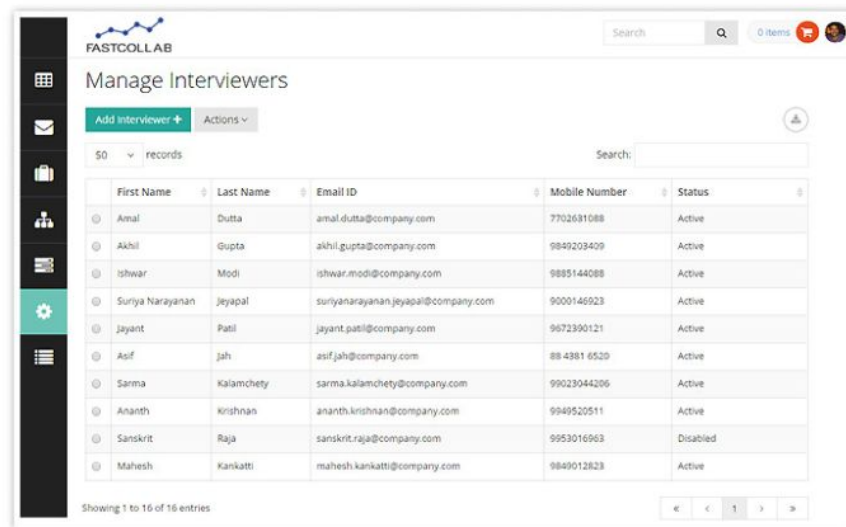
Showing 1 to 3 of 3 entries

PHONE: 9847583103
UPDATED: Today

Round 2 | Saravanan | 29-Jun 14:00

Manage interviewers seamlessly

Keep track of interviews allocated to your interviewers and feedback posted by them all at one place.



First Name	Last Name	Email ID	Mobile Number	Status
Amal	Dutta	amal.dutta@company.com	7702631088	Active
Akhil	Gupta	akhil.gupta@company.com	9849203409	Active
Ishwar	Modi	ishwar.modi@company.com	9885144088	Active
Suriya Narayanan	Jeyapal	suriyanarayanan.jeyapal@company.com	9000146923	Active
Jayant	Patil	jayant.patil@company.com	9672390121	Active
Asif	Jah	asif.jah@company.com	88-4381-6529	Active
Sarma	Kalamchety	sarma.kalamchety@company.com	99023044206	Active
Ananth	Krishnan	ananth.krishnan@company.com	9949520511	Active
Sanskrit	Raja	sanskrit.raja@company.com	9953016963	Disabled
Mahesh	Kankatti	mahesh.kankatti@company.com	9849012823	Active

<http://www.fastcollab.com/Recruitment/Applicant-Tracking-System/Manage-Interviewers>

5. **Functionality** - Easy and effective way for Graduate Surveyors to mediate the process online should needed by employer or candidate throughout the Lifecycle.

- Calculate fees and easy to use payment process (this is yet to be identified)
- Automatic email and calendar integration through Office365, Gmail.
- Able to send private message to Candidate and employer (should they be shortlisted) – we may need to think about integration with existing tools like email etc to ensure the process is sync and not seen as complete standalone product.
- Drop down menus only to help create generic forms/templates.
- Easy to view online resume.
- Mobile integration – able to use it seamlessly

Plus all the other features professional recruiting agencies and boutique staffing firms need.

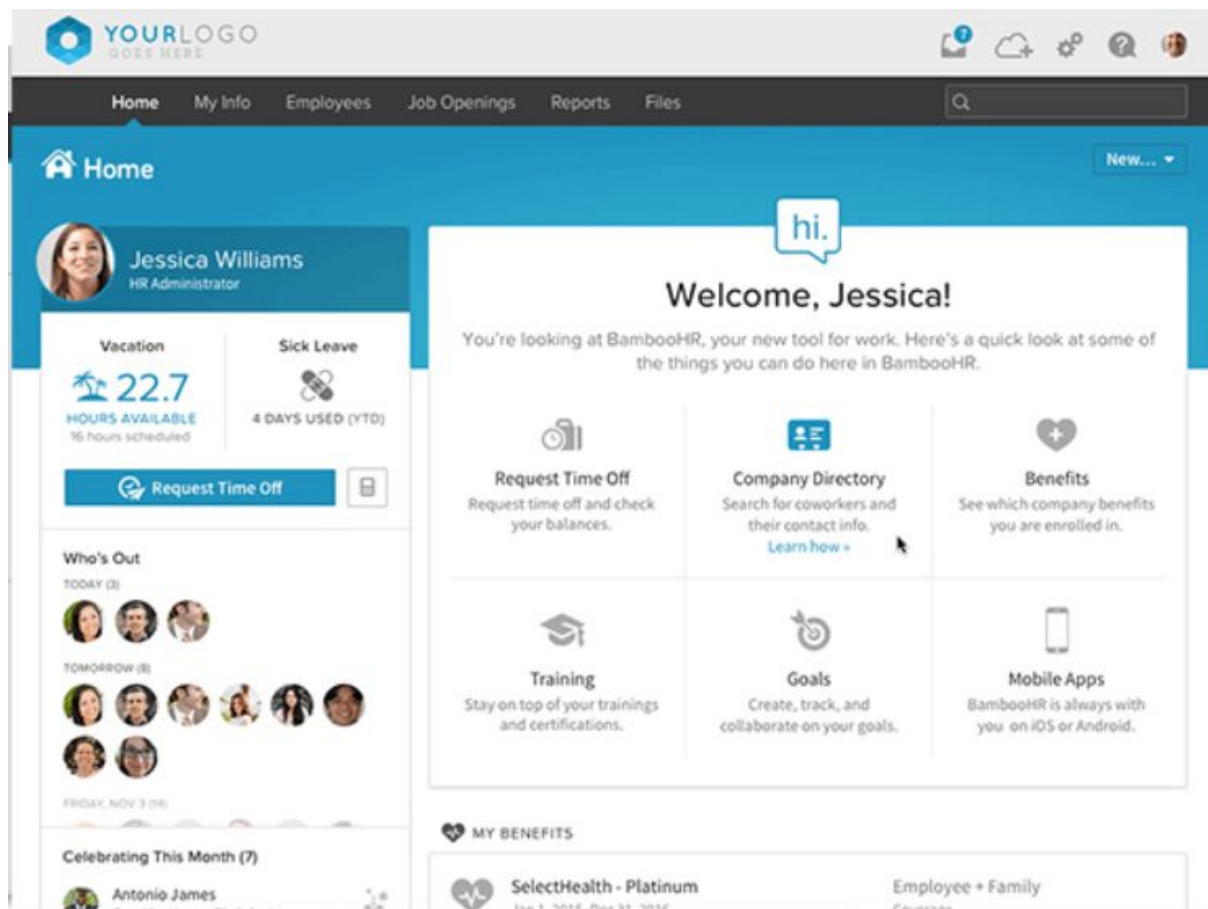


Want to learn more?

CANDIDATE PORTAL


Ultimately, **candidate management** is about balancing patience with due diligence, and technology with an appreciation for talent

1. **Register** – fill in details, register and get validated by Graduate Surveyors.
 - a. **Option** - Candidate puts in their visa details/passport details/etc which ensures they are eligible for international opportunities? Or if they are eligible then the employer can ask them at a later date and this can be uploaded after (integration with third party compliance systems?)
2. **Apply** – Apply for opportunities within the global market
 - a. Type of role
 - b. Type of employer
 - c. Location
3. **Scoring** – Candidates are ranked based on their ability and skill set. They can use different services on the Graduate Surveyors website to increase their score




GRADUATE SURVEYORS ADMIN PORTAL

1. **Analyse and monitor/Mediate** – Ability to go into any transaction and understand where either employer or candidate is within the process. Able to send messages to one another.
2. **Reporting** – Create reports to see trends/transactions/costs/where candidates are coming from/geography/Demographic/generating most activity/revenue etc.




Charlotte Danielle Abbott

HR Administrator

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Time Off

Accrual Level Start Date: 08/08/2011

Vacation




2.6

DAYS AVAILABLE

0.4 days scheduled

Vacation Full Time

Bereavement




-1

DAYS AVAILABLE

Manually Updated Balance

Sick




0

HOURS AVAILABLE

16 hours scheduled

Manually Updated Balance

Flexible PTO



0 DAYS USED (YTD)

History

Vacation ▾

2016 ▾

Show: [Earned/Used](#) | [Requests](#)

Date	Description	Submitted ▾	Status	(-)
09/29/2016 - 09/29/2016	Vacation See Comments (0)	09/09/2016	Denied (Jennifer Caldwell 09/09/2016)	-0.88
08/12/2016 - 08/12/2016	Vacation See Comments (1)	07/27/2016	Denied (Olivia Sterling 09/09/2016)	-0.88
06/28/2016 - 06/28/2016	Vacation See Comments (0)	06/27/2016	Approved (Jennifer Caldwell 06/27/2016)	-0.88

#1

Full Time

HR

Western States

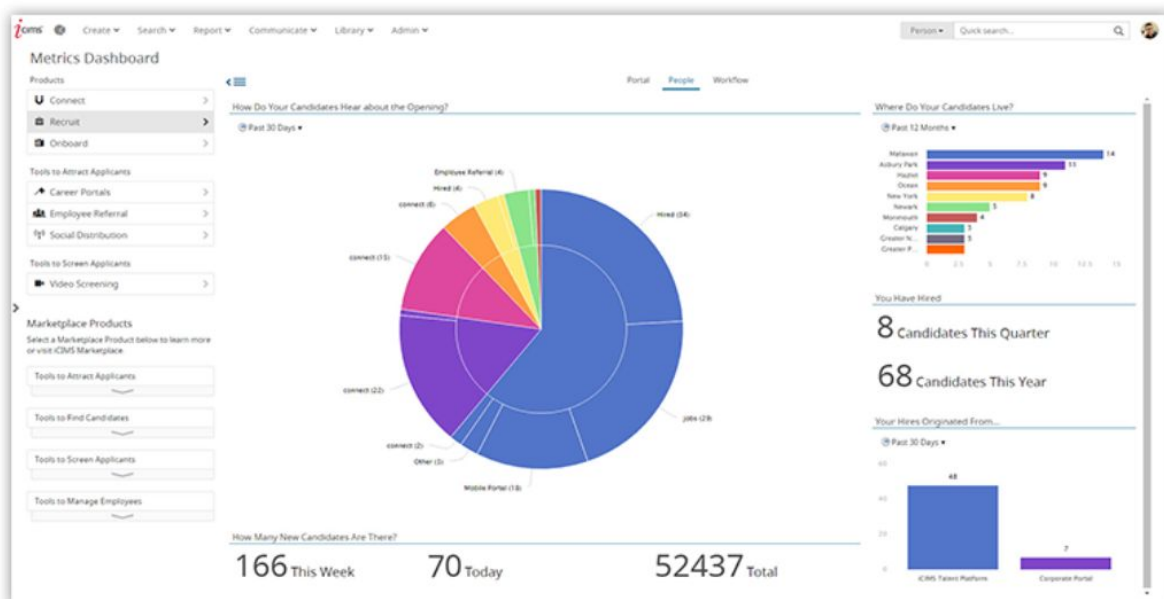
San Francisco, Calif...

Manager

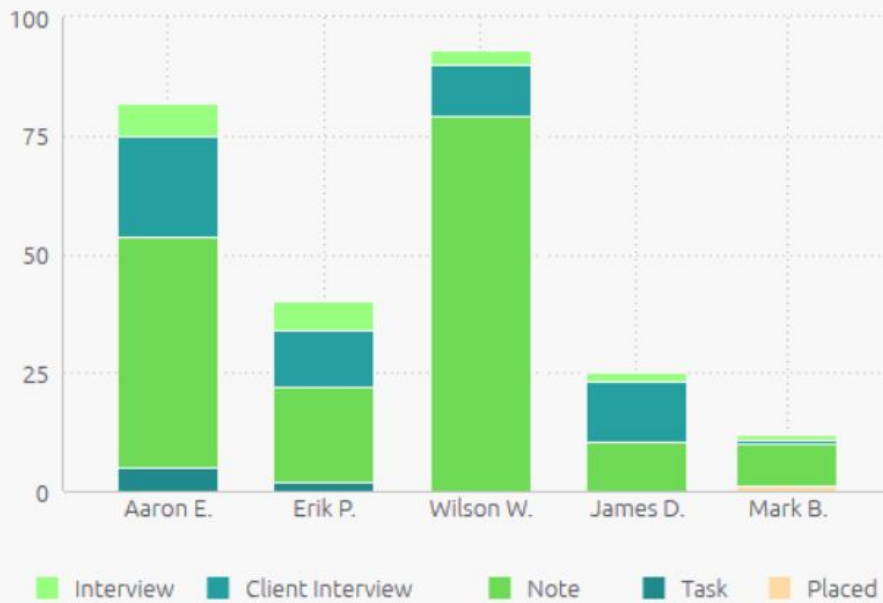
Jennifer Caldwell

VP of Human Resources

Direct Reports



Activity by User



bamboo PAYROLL™

Home
Employees
Payroll
Reports
Tools

Home
Today
Reminders

Run Payroll
Run a new Payroll using the Power Grid

Run 1-Step Payroll
Run a new 1-Step payroll using default values

Payroll Calculators
"What if" calculators for gross to net, gross up, 401k and more

HR Library
Comprehensive, easy-to-understand HR benefits guidelines, news and information

Reports
Access your payroll reports library

Workers Comp
Get an instant quote for pay as your go Workers Comp

REMINDERS

- Collect W4 Paperwork 2 weeks overdue
- Add \$500.00 to Wendy's check 2 weeks overdue
- Add 401k
- Issue new laptop to John
- Send out company picnic info
- ACA Training
- Update benefit deduction information
- + Add a Reminder | All Reminders »

RECENT REPORTS

- Payroll: 343
- Payroll Checks Stub(s) (395) 06/02/2015
- Payroll Reports (341) 06/20/2013
- Payroll Checks Stub(s) (387) 12/12/2014
- User Payroll Report(s) (276) 09/27/2012
- Payroll Reports (276) 09/27/2012
- User Payroll Report(s) (264) 12/30/2011
- All Reports »

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Powered by **adp**



Julie Elaine Johnson
Director, Demand Generation

[Request a Change](#) ⚙️

Personal **Pay Info** Job Benefits Time off Documents Notes Training More ▾

📅 **March 31, 2017 Paystub**

[View Paystub](#)

📞 801-763-1893 Ext. 6109
☎ 801-344-1998



Hire Date
Aug 28, 2011
5y - 2m - 10d

➔ Full time
🏢 Engineering
📍 Seattle, WA

Manager

👤 Daniel Hendricks
VP, Marketing

Direct Reports

👤 Alan Nguyen
👤 Jeff Hawkins
👤 Melinda Pittman
👤 Tony Fonseca
Whitney Robertson

Your Co, Inc.
For Mar 10 - Mar 26

📅 March 31, 2017

Year to date, as of March 31, 2017:

Julie Johnson

Two thousand four hundred thirty nine and 75/100

\$2,439.79

\$3,872.68 **\$1,084.35** **\$348.54**
TOTAL GROSS PAY TAXES DEDUCTIONS

\$8,929.55 (63%)
CASH IN YOUR POCKET
\$4,098.84 (28%)
TAXES
\$1,317.49 (9%)
DEDUCTIONS



Paystubs

Show **Year-to-date** ▾

Pay date	Total Gross Pay	Taxes	Deductions	Net amount	YTD Net
March 31, 2017	\$3,872.68	\$1,084.35	\$348.54	\$2,439.79	\$14,638.74
March 15, 2017	\$3,872.68	\$1,084.35	\$348.54	\$2,439.79	\$12,198.95
February 28, 2017	\$3,872.68	\$1,084.35	\$348.54	\$2,439.79	\$9,759.16
February 15, 2017	\$3,872.68	\$1,084.35	\$348.54	\$2,439.79	\$7,319.37
January 31, 2017	\$3,872.68	\$1,084.35	\$348.54	\$2,439.79	\$4,879.58
January 15, 2017	\$3,872.68	\$1,084.35	\$348.54	\$2,439.79	\$2,439.79

Direct Deposit

[+ Update Direct Deposit](#)

- 1 **\$1,000 of each check** goes to Bank of America Checking xxx-xx-1633
- 2 **100% of the remaining amount** goes to Wells Fargo Checking xxx-xx-598

📄 You'll receive a paper check with any remaining balance.

Federal W-4 Withholding ⓘ

Filing Status: **Single** Exemptions: **1**

Additional Withholding: **\$50.00** \$ %

Colorado State W-4 Withholding ⓘ

Filing Status: **Single** Exemptions: **1**

Additional Withholding: **\$0.00** \$ %

FOR CONSIDERATION (TBC)

MODERN RECRUITING SOFTWARE FOR PROFESSIONAL RECRUITERS

Premium recruiting software with amazing support, transparent pricing at an industry-leading value.

How would you like to pay?

Annually

Monthly

SAVE UP TO 22%!

Do you need a data migration?

Nope

Yes

ESSENTIALS

\$55

PER USER/MONTH

Paid Annually

For small business hiring.
Post jobs and hire candidates.

Unlimited Jobs

Visual, drag & drop workflows

Track Candidates & Activities

Branded Candidate Portal

Free Job posting & Syndication

Resume Parsing

SCHEDULE A DEMO

PROFESSIONAL

\$69

PER USER/MONTH

Paid Annually

Best for professional recruiters.
The recruiting tools you need.

Everything in Starter plus...

Recruiting CRM Opportunity Tracking

Mobile Recruiting Apps

Microsoft Outlook Client

Sourcing Chrome Extension

Premium Job Board Integration

Candidate Submittals

Advanced Reporting

Hiring Manager Access

Advanced Security & more...

START FREE TRIAL

BUSINESS PREMIUM

\$89

PER USER/MONTH

Paid Annually

For businesses with enhanced
customization and compliance needs.

Everything in Professional plus...

Advanced Opportunity Tracking

Custom Opportunity types and groups

Candidate-centric Workflows

Customizable Placement Forms

Calculated Fields

Two Factor Authentication

Password Policy Enforcement


Increased customization limits

Custom Security Roles

IP-based Access Rules


Advanced access and data auditing

SCHEDULE DEMO




Reasonably priced with friendly terms

Simple doesn't stop with the software. We offer our software the way we would want to buy it. Straightforward and discounted for commitment and volume.



Fast, secure and reliable

We don't play games with your data. Our system runs on Windows Azure, one of the largest, most secure, and fault-tolerant cloud services out there.



Transparent and honest

Our contracts and terms are as clear, concise, and straightforward as we can make them.

Features as per plan

	Essentials	Professional	Business Premium
Recruiting CRM + Applicant Tracking (ATS)	✓	✓	✓
Employment Search Workflow ②			✓
Crelate Visualizations ②	✓	✓	✓
Job Management ②	✓	✓	✓
Task and activity tracking ②	✓	✓	✓
Customizable recruiting workflow	✓	✓	✓
Full-text + Boolean Search ②	✓	✓	✓
Resume Parsing	✓	✓	✓
Mobile Recruiting – iPhone, iPad + Android apps		✓	✓
Hiring Manager and Interviewer Access ②		✓	✓
Candidate Submittals / Sendouts ②		✓	✓
Recruiting Reports and Analytics	Basic	✓	✓
Number of open positions	Unlimited	Unlimited	Unlimited



Applicant Tracking

Manage large volumes of applicants with a full overview from Sourcing to Hiring.



Manage Hiring Team

Manage your Hiring team effortlessly. Add team members and assign job openings.



Manage Interviewers

Invite in-house Interviewers, manage efficiently and assign interviews online.



Interview Scheduling

Receive schedules from applicants online. No manual intervention, saves huge time.



Social Recruiting

Post job openings automatically on top Social Media platforms in just one click.



Online Assessments

Conduct online tests during drives. Set your own questions, passmark & duration.



Career Website

No time to update your Career Page? Embed our Career Widget in your website.



Analytics

Real-time analytics for insights into your recruiting efforts. Export reports.



Post Jobs on Social networks and track the applicants too

Post jobs on Facebook, LinkedIn and Twitter to ensure a broader reach for your job openings. Track the social media source for the resumes received.

Go Social! Attract top talent through social media recruiting

Use social media for recruitment and broadcast jobs across social media channels to significantly increase your reach in hiring top quality professionals.



Comprehensive Onboard Training

No matter what Crelate subscription you choose, we will provide you with personalized training that is recorded for you to reference in the future. In addition, every customer gets a one-on-one follow up consultation to ensure a successful solution implementation.

During your quick start training, you and our onboarding team will work together to set up basic workflows, activities, templates and settings.

Our Professional level subscriptions also include more robust training designed to further customize Crelate to your needs. We plan time to walk you through all aspects of the system and to have 1:1 Q&A sessions after you have had a chance to actually use the systems.

Quick Start Training includes

- A personalized training session that is recorded for your future use
- A 1:1 follow-up success review

Pro Start Training includes

- Two tailored training session that are recorded for your team's future use
- A 1:1 follow-up success review

Additional optional training services include

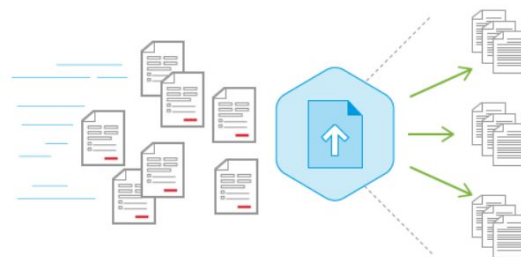
- On-site training
- Tailored training documentation
- Additional training sessions

Electronic New Hire Document Automation

When Speed Is Everything, Your Onboarding Process Shouldn't Slow You Down

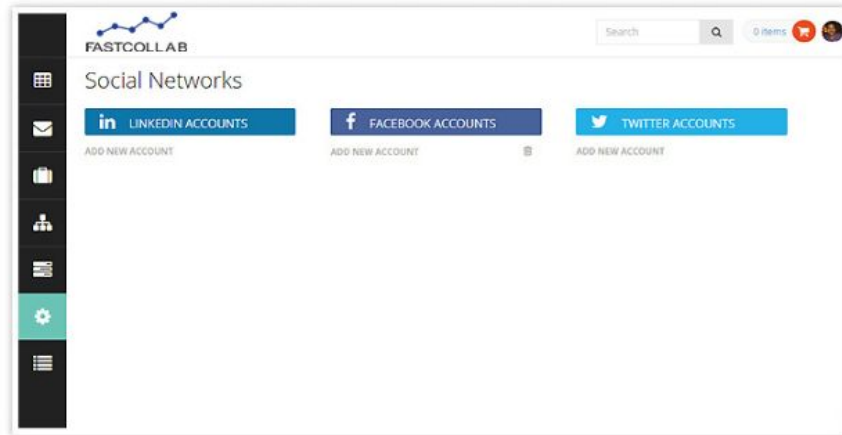
Bullhorn Onboarding software offers you control over your entire onboarding process through electronic document management and tracking.

The Bullhorn Onboarding tab within the Bullhorn ATS allows recruiters to send and track documents without interrupting their workflow. New documents are easy to upload and customize, and you can send them to your candidates early so that they can be ready to start as soon as they are placed. Create as many forms as your clients demand, automatically populate forms with placement and candidate data, and provide a secure login to a portal for electronic signatures and easy completion.



Promote jobs on multiple social networks in one click

Connect your company's and recruiters' social accounts to promote jobs across multiple social platforms in just one click. System automatically posts jobs on all connected accounts.



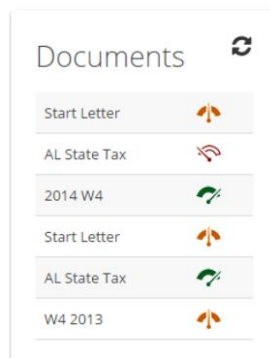
Onboarding Process Tracking

A Centralized Onboarding View

Bullhorn Onboarding software centralizes all of the steps in the onboarding process through a secure online portal. This allows anyone in your firm with access to see exactly where a new hire is in the onboarding process.

By tracking the progress of each placement's documents online, you can receive quick notifications about outstanding paperwork and easily send electronic reminders to candidates.

Ready to learn more about how Bullhorn Onboarding software can reduce your time to start while improving your relationships?



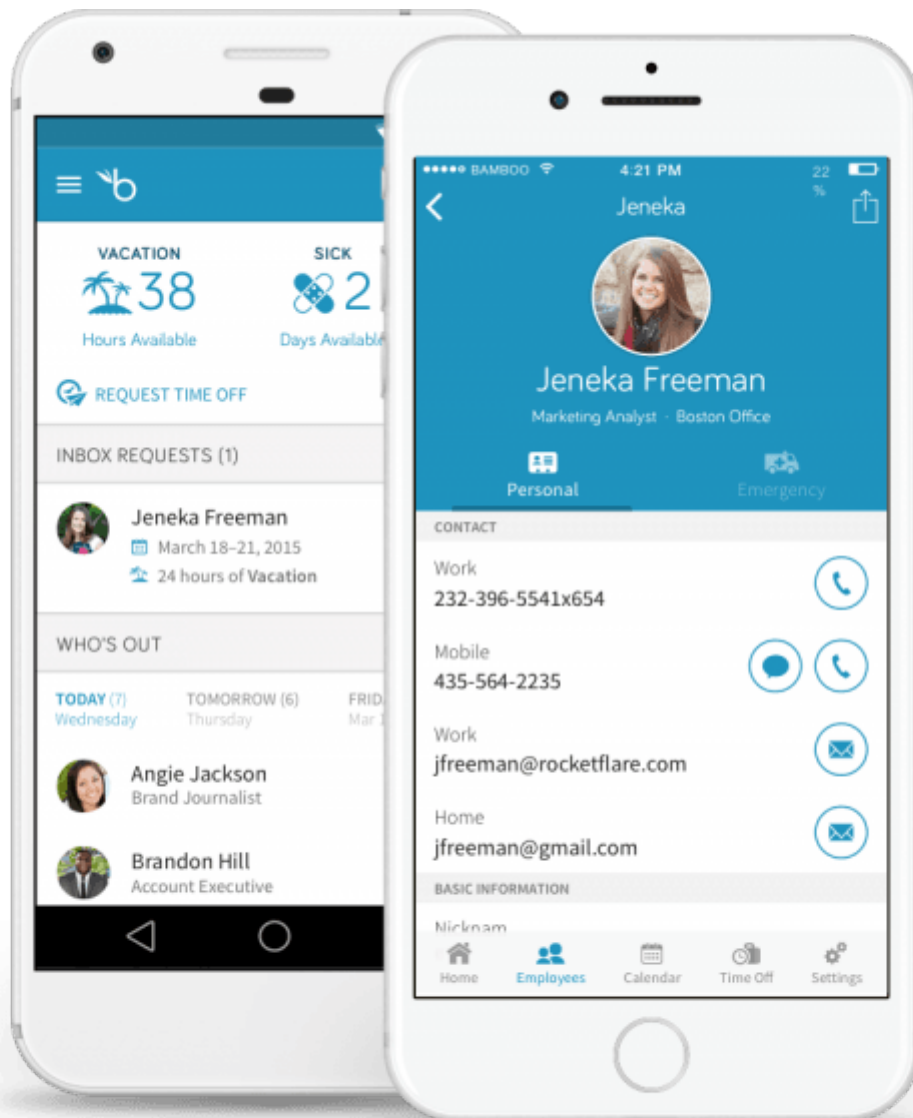
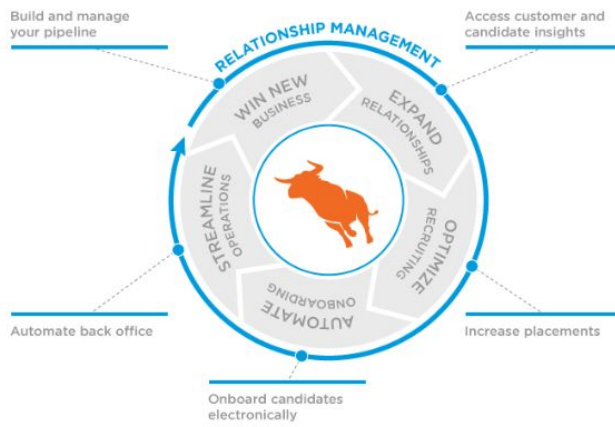
With Bullhorn's SSAE 16 Type II security audits, you and your candidates can be confident that sensitive personal data is handled properly

A Great Experience for Your Candidates

Recruiting is a competitive field, and you want to retain the best candidates. With Bullhorn Onboarding, you can ensure that your contractors enjoy the best candidate experience possible.

Bullhorn Onboarding software provides you with a customized online portal where your candidates can electronically sign and submit new hire paperwork, eliminating the need for them to print, scan, fax, or make a last-minute trip to your office.

Candidates receive electronic reminders if forms are incomplete, ensuring that their paperwork is entered on time.



Questions?

1. Where is all the data saved (cloud?), do I need to get employer/candidate to sign up to privacy statement/loss of data/NDA?
 - a. Can I sell or share peoples data?

All data should be stored in a sextupily redundant storage configuration up on Microsoft Windows Azure or equivalent. In addition, all data should be backed up in full every night and stored at an equally redundant offsite location or similar. Finally, the entire environment should be mirrored in a separate data center in the event of a prolonged Microsoft data center outage."

2. Can I create the platform to have an API inc case the client wants to lease the back end for his own use?
3. Do I need any insurances or policies in place before launching?
4. Do I require approval from clients/candidates/logos used from employers/brands/other?
5. What happens if the website is hacked?
6. We need to stop candidate and employer from leaving the site and ensuring the transaction is completed on Graduate Surveyors platform
7. I suggest that MSBC arrange live demos with each ERM provider to better understand the current and future capabilities within the market.
8. The platform should be able to scale up and open for future Bolt-ons or future expansion
9. Do you recommend AWS servers/cloud?
10. What type of bolt ons do I need? Payment, Document verification, visualisations etc
11. The website should be responsive and fast from all devices and locations
12. What happens if the website crashes is the data backed up?
13. Do I need to Integrate with job boards? **Social Media** (this seems to be important) etc?
14. Importing and exporting information from GS data base can I do this. if so, via excel or other?

The must have

Phase 1 - Front page: (purpose register peoples interest, tell them about our business, value and benefits)

- 1) Use existing website and retrofit design (any examples previous designs)
 - a) find your perfect surveyor
 - i) candidate or employer register your interest - get an email with a welcome
 - (1) links to our social pages
 - (2) notifications
 - (3) updates
 - ii) there name is added to a database back end - name, email, etc
- 2) Create a short corporate video or explanation journey on what we do and who we are
- 3) Maybe we can start offering some of the services highlighted in the initial website - payment gateway/standard shop/ - this way we can register their interest
- 4) Upload a few of my articles
- 5) Add testimonials
- 6) add people we've worked with (employers
- 7) add featured on

- 8) add navigation tab and social media pages
- 9) has to be mobile friendly

Phase 2 - prototype

login portal and registration