


electronic Recruiting & Staffing Management Solution

eRSMS: Reduces your time to hire and improves your bottom line.

Today's demanding and complex contracting and staffing environment requires a human capital management solution that enables rapid and cost-effective recruiting and staffing. eRSMS will automate your staffing process, and provide you with the competitive edge you have been looking for. By reducing your time-to-hire and increasing recruiter effectiveness, eRSMS will add to your bottom-line.



eRSMS was created by recruiting experts to provide a true end-to-end solution to accelerate the staffing process. This powerful, easy-to-use solution streamlines and automates every step of the recruiting and hiring process by providing staffing professionals with the tools they need to hone in on qualified applicants fast. The result is reduced recruiting time and costs, and improved accuracy. You will be able to locate the candidates you need quickly, minimizing lost opportunities while maximizing productivity.

Powerful, easy-to-use, Web-based solution

eRSMS harnesses the power of the Internet to give you more recruiting options than ever before. Recruiters can maximize placement potential by quickly posting job openings to both internal and external Web-sites simultaneously. Applicants utilize the online application form to apply for openings and upload their resumes. As candidates apply for positions, recruiters receive real-time notification. This keeps the staffing process moving, reduces lag-time and ultimately results in more rapid position fulfillment.

Centralized access to applicant information facilitates Equal Employment Opportunity Commission (EEOC) and Office of Federal Contract Compliance Programs (OFCCP) requirements, and it provides all recruiters access to up-to-date candidate information.

Online features include:

- Application and resume submission
- Documented applicant flow for EEOC and OFCCP reporting processes
- Job posting/editing for internal and external Web-sites
- Automatic e-mail acknowledgements/notifications as applicants apply for positions
- Searchable Skills Database
- Ad-hoc reporting capabilities
- EEOC and OFCCP data captures

Centralized Skills Database with extensive search capabilities, optimizes time-to-hire

In addition to capturing external applicant information, eRSMS also provides an interface for employees to submit their resumes and to keep them up-to-date. The Skills Database captures information from both internal and external candidates. This enables recruiters to search and extract specific skills and work histories regarding your current employees and from external applicants. Including internal employees in the Skills Database increases your applicant pool and enhances

your ability to retain or redeploy employees as needed. eRSMS's Skills

Database has extensive search capabilities on a diverse range of criteria, which enables various staffing professionals to query the database at the same time. Having eRSMS available to multiple recruiters simultaneously increases efficiency and improves time to hire. The Skills Database responds rapidly and comprehensively to queries even when made against large volumes of data.

Simplifies meeting government reporting requirements

eRSMS streamlines and automates the entire recruiting process, and contains a central repository of all vital staffing data. Couple easy, secure access to all vital staffing data with eRSMS's flexible ad hoc reporting capabilities, and the time and effort required to fulfill EEOC and OFCCP reporting requirements is greatly reduced. By capturing and documenting the complete staffing cycle for every applicant, eRSMS eliminates the paper trail, saves time, and increases reporting accuracy.

eRSMS reduces lost opportunities by enabling recruiters to respond quickly to requests

Give your bottom line a boost by adding additional contractors or temporary employees to your revenue stream by improving the efficiency of your recruiting and staffing team. eRSMS can make this a reality by providing your team with the necessary tools to quickly and efficiently target the most qualified candidates.

eRSMS significantly reduces time to hire by:

- Empowering recruiters to immediately post openings to both internal and external Web-sites
- Automatically notifying recruiters when applicants apply for job postings
- Facilitating easy loading of new applicants and internal candidate's resumes into the skills database
- Providing recruiters powerful, easy to use search capabilities
- Tracking the entire recruiting and staffing process electronically which eliminates the paper trail resulting in time and cost savings

Simple to use

Recruiting professionals designed eRSMS with maximum functionality and ease-of-use as the key objectives. Graphical user interfaces, drop-down menus, and built-in help features make eRSMS intuitive and user-friendly. Search features in eRSMS are flexible and quick so you can locate the best applicant for a job and expediently produce ad hoc reports. With minimal training of your recruiters and managers, eRSMS can go to work for you. Our professionals will work with you to ensure success.

Industry standard architecture for seamless integration

eRSMS was developed using industry standard cross- platform technologies, including Enterprise Java Beans, Java Server Pages, relational database, and Secure Socket Layer (SSL) to ensure the privacy of sensitive employee data. Industry standard technology assures eRSMS will easily integrate with your existing human resource and accounting applications. Our commitment to platform independence protects your hardware and software investments, and it helps ensure a smooth migration to new software releases.

eRSMS: reduces time to hire by streamlining the recruiting and staffing process

To learn more about how eRSMS can increase the effectiveness and improve the efficiency of your recruiting and staffing team, contact PM Consultants & Associates at 954-962-9864 or visit us online at <http://www.pmca-us.com>



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