

# Hiring Automation & Applicant Selection

Recruit and Select the Best Applicants using Workflow to Automate every step

## Symphony Advantages:

- Advanced Posting, Recruiting, Screening, Searching, Interview, and Selection Management
- On-Line Employment Applications for ALL Jobs
- Hiring Automation & Approvals: Job Requisition, Posting, Recommendation-to-Hire, and Employee Actions
- Advanced Group and Role-based Security for Data, Files, and Documents
- Job Fair Screening Technology
- Create-your-own Screening Questionnaires & Interview Scoring forms
- Pre-Screening Technology: Hiring Managers won't waste time on applicants that don't meet minimum certification or other criteria
- Advanced Multi-variable Screening Technology Lets YOU define your Screening processes
- Distance-Mapping: Organize Applicants by proximity; and Applicants find jobs closest to them
- HR-Optimized Document Management and Scanning Technology
- Ad hoc and Standardized Reporting
- Advanced Integration with: Screening and Profiling systems; Job boards, and Career Sites; Third-party Background check systems; HRMS, Finance, Sub Management systems
- Paperless Paperwork: Digital Onboarding uses SmartForms to pre-fill and automate your new-hire process
- US Government E-SIGN2000 compliant Electronic Signatures
- Optimized for Applicants: Easy to Apply, Auto-alerts for jobs that match their preferences



## Why you should start using Symphony now!

- **Improve Hiring Practices:** WinOcular reduces workloads, saves time, and manages every step
- **Save Money:** Significantly reduce expenses on supplies like paper, folders, staples, toner, & paper clips
- **Reduce paper handling:** *Greater than 70%* reduction in filing tasks (100% if you go Paperless!)
- **HR-Optimized** document scanning and management technology
- **Organize and Improve the Workplace:** Less labor, a tidier work space = better work environment
- **Go Green:** Environmentally, it's the right thing to do!

# WinOcular Technology Advantages

## Advanced Workflow Options:

All business processes can be automated with WinOcular Workflow technology

Examples:

- Non-standard data-gathering,
- Finance and payroll department operations and approvals flow,
- Advanced interfacing with Finance/HRMS systems,
- Multi-departmental approvals,
- Custom solutions are our specialty

## Professional Integration:

More than just an export of data upon hire, WinOcular can fully integrate into your business processes.

Examples:

- Position Control automation
- Automatic flow of process and data with third-party Finance and HRMS systems to create a single, automated hiring workflow. (Integrates processes from multiple systems into a single comprehensive hiring workflow)
- SOAP, XML, ASCII, SQL Views
- Fully automated integrations with auto-scheduled Data Import and Export

## Hosted and On-site Implementations

- WinOcular can be hosted by CCR, Inc. (Default implementation)
- Hosted on your own servers
- Hosted by a Third-Party

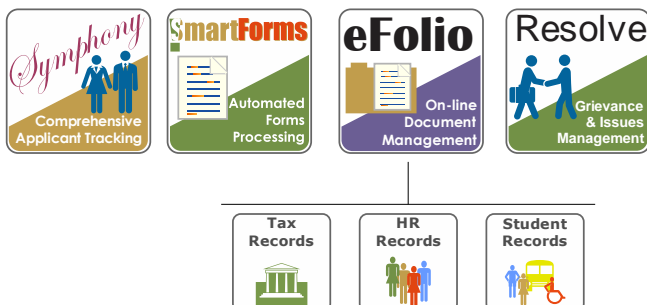
## MS SQL and Oracle Integration:

WinOcular Technology is scaleable and can run on both Microsoft SQL and Oracle SQL platforms

## Tailored Solutions:

The WinOcular team has a long and successful history of developing custom software solutions for Fortune 500 companies and School Districts throughout North America. If you need a Document Management or Mission-Critical Web Application for your business, please contact us for consultation, design, and implementation services.

More Paperless Paperwork Solutions From CCR, Inc.



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