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**(12) United States Patent  
Vianello****(10) Patent No.: US 8,374,901 B2****(45) Date of Patent: Feb. 12, 2013****(54) CAREER AND EMPLOYMENT SERVICES  
SYSTEM AND APPARATUS****(58) Field of Classification Search** ..... 705/7.14  
See application file for complete search history.**(76) Inventor: Marc Vianello, Mission, KS (US)****(56) References Cited****(\*) Notice:** Subject to any disclaimer, the term of this patent is extended or adjusted under 35 U.S.C. 154(b) by 0 days.

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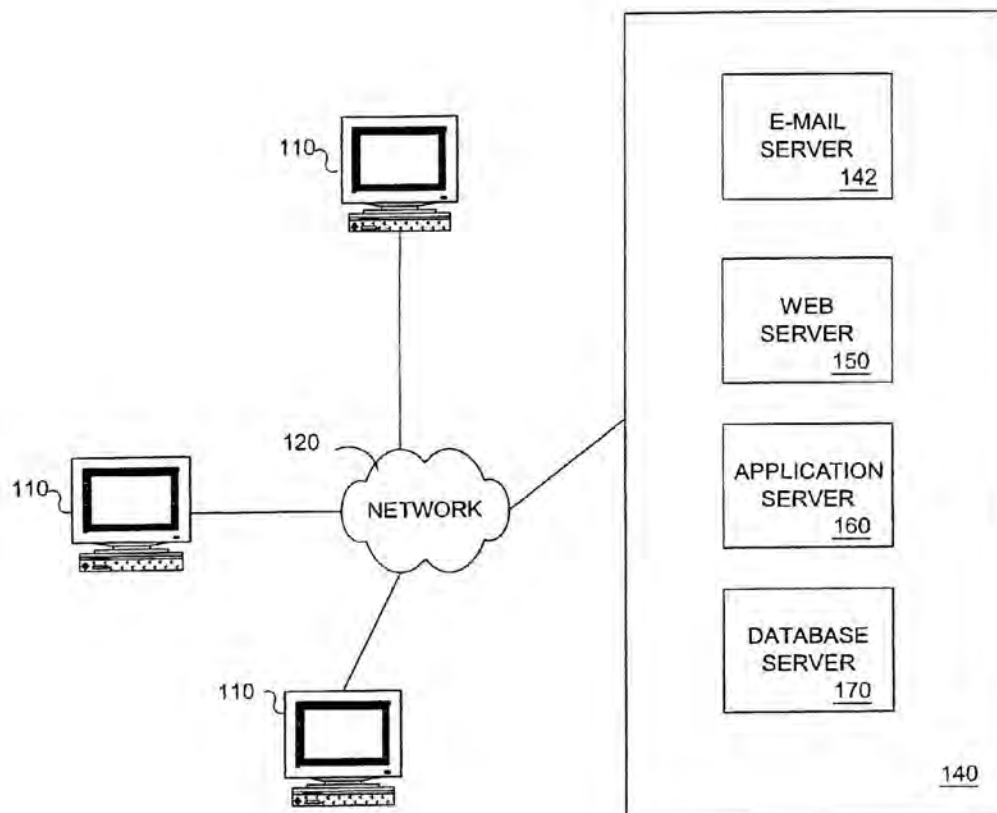
\* cited by examiner

**(21) Appl. No.: 12/846,635****(22) Filed: Jul. 29, 2010***Primary Examiner* — Romain Jeanty*(74) Attorney, Agent, or Firm* — Intellectual Property Center, LLC.; Arthur K. Shaffer**(65) Prior Publication Data**

US 2011/0231329 A1 Sep. 22, 2011

**Related U.S. Application Data****(62)** Division of application No. 12/059,728, filed on Mar. 31, 2008, which is a division of application No. 10/101,644, filed on Mar. 19, 2002, now Pat. No. 7,424,438.**(51) Int. Cl.**  
**G06F 9/46** (2006.01)**(52) U.S. Cl.** ..... **705/7.14****(57) ABSTRACT**

Systems, methods, distributed networks, and computer-readable media are provided that relate to recruiting and employment. Background information associated with talent-capability attributes is received from talent. Job description information is received from employers. Prospective matches are identified between employers and candidates, and employers and candidates are given an opportunity to exchange information.

**33 Claims, 21 Drawing Sheets**

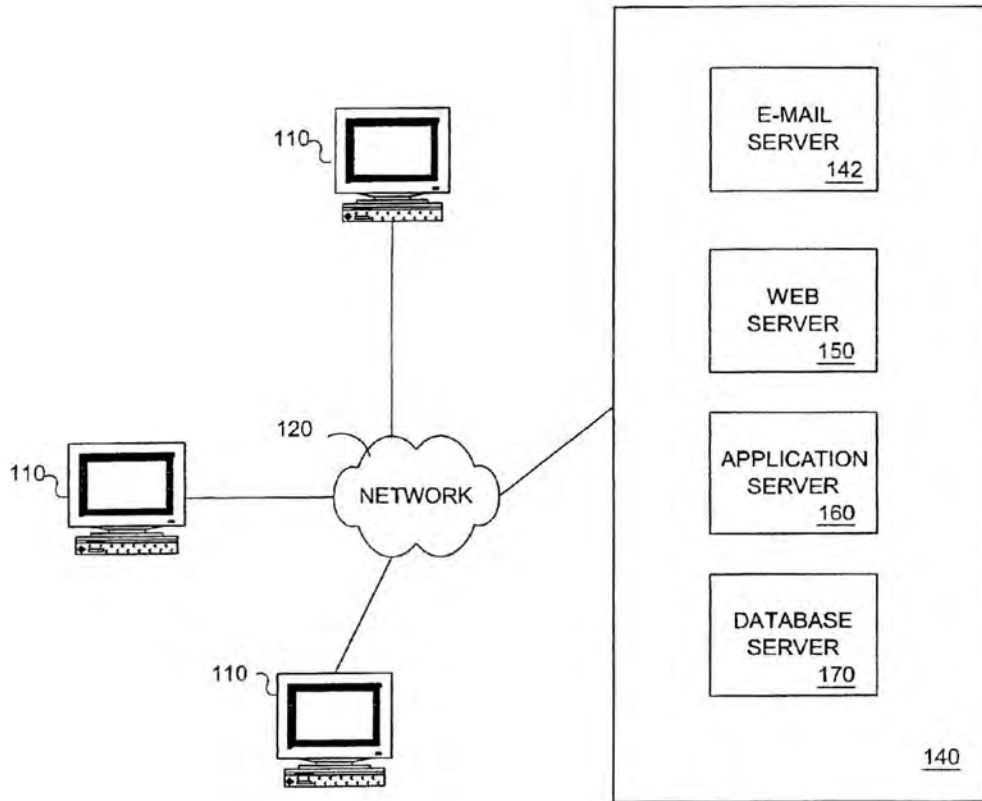


Fig. 1

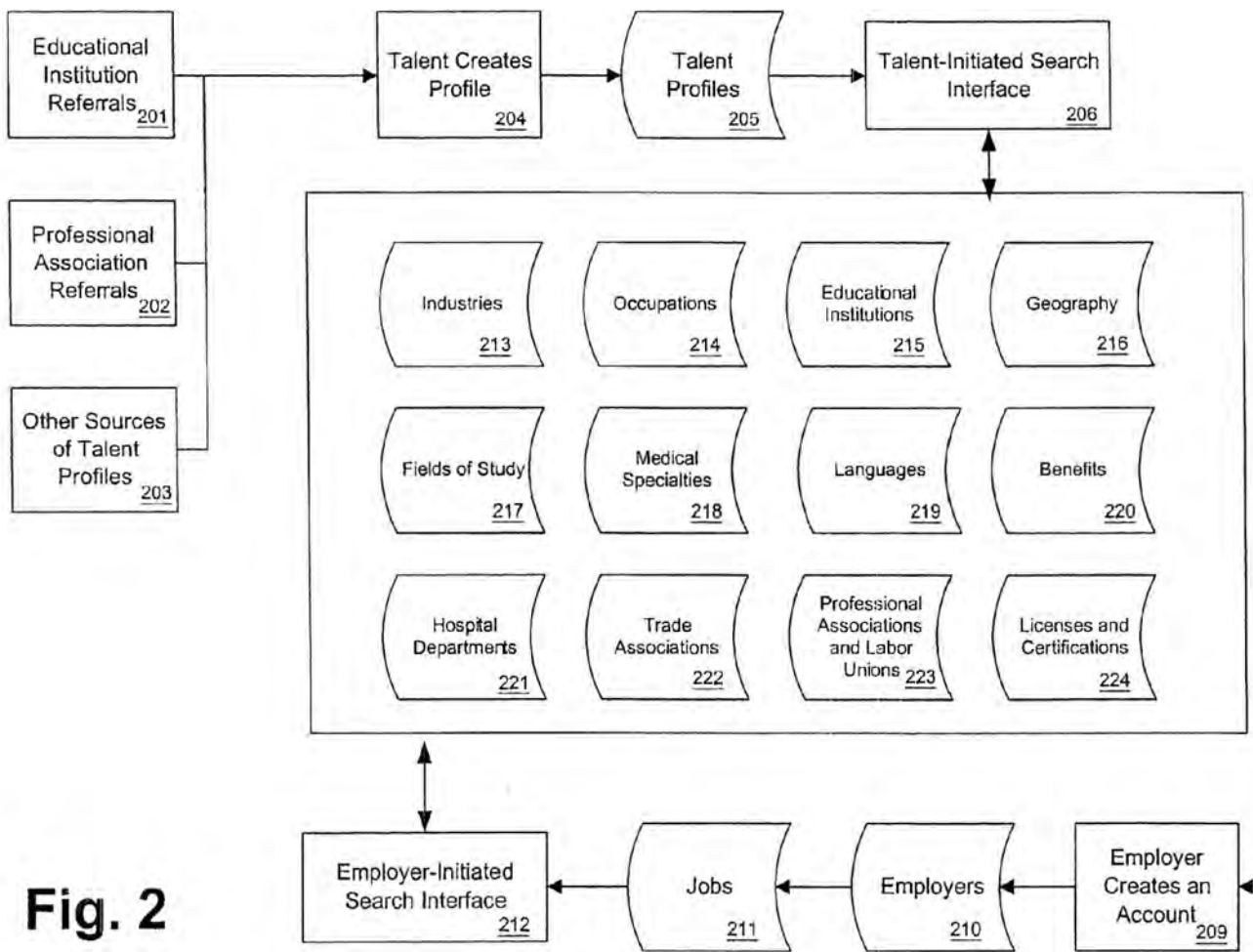


Fig. 2

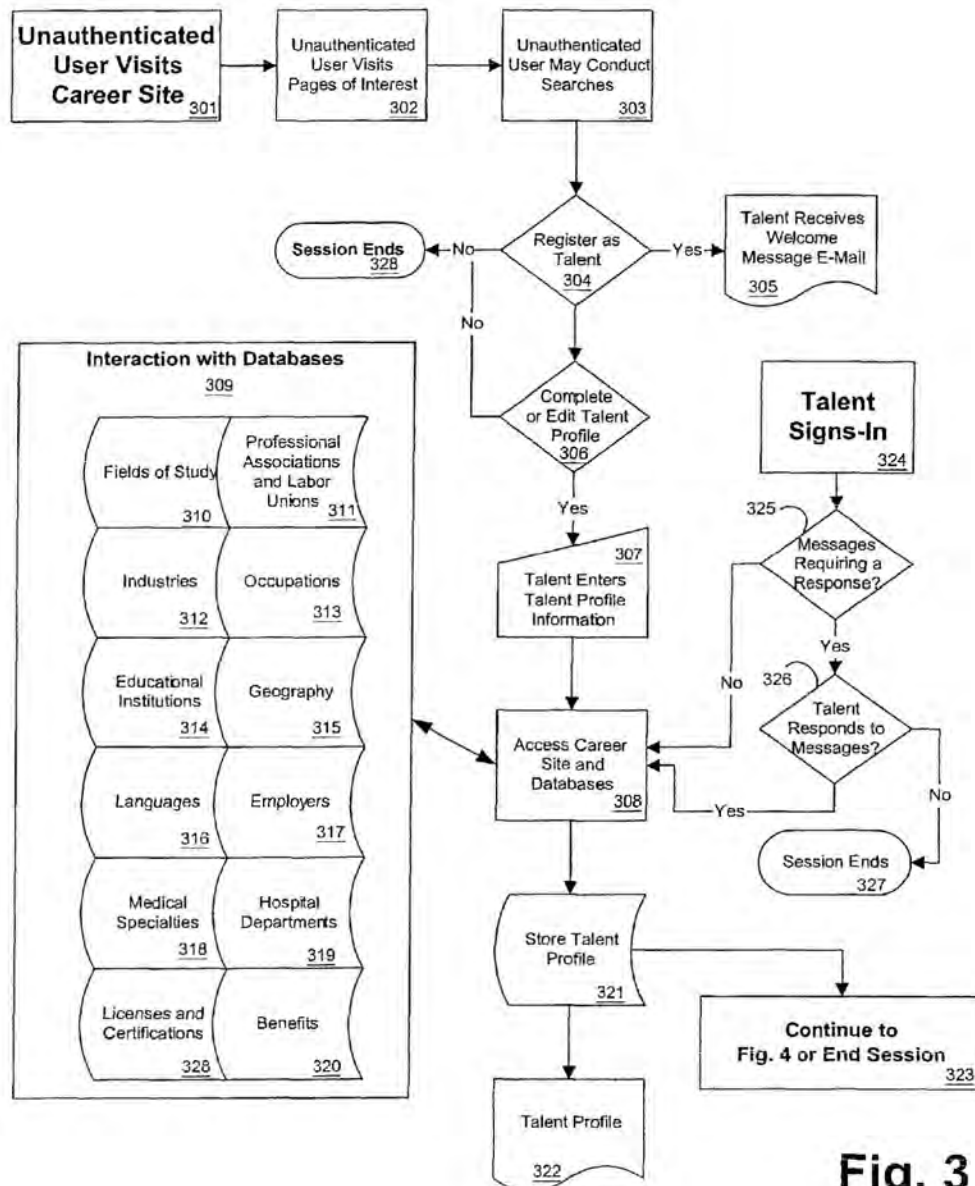


Fig. 3

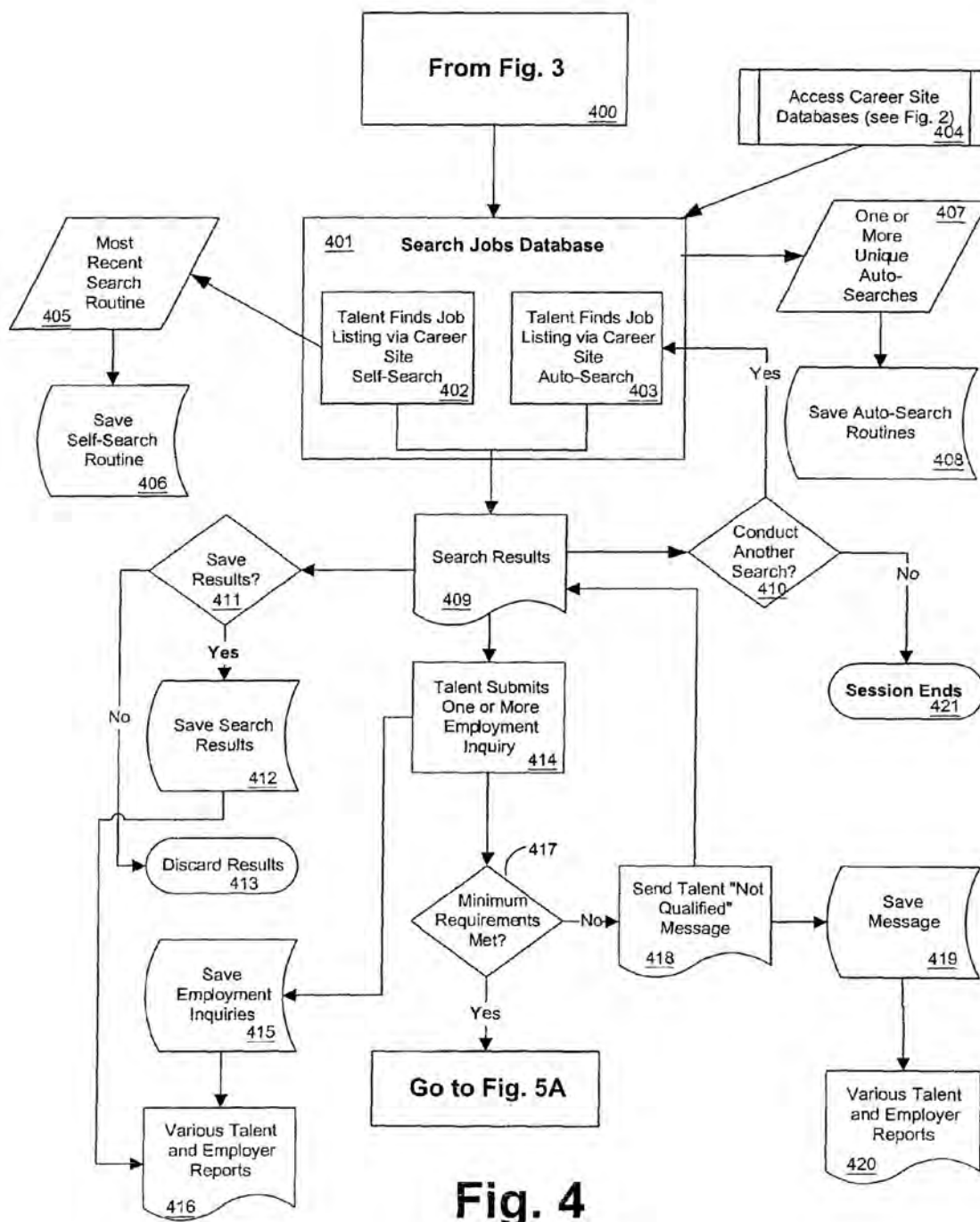


Fig. 4

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