

(19) World Intellectual Property Organization
International Bureau



(43) International Publication Date
31 May 2001 (31.05.2001)

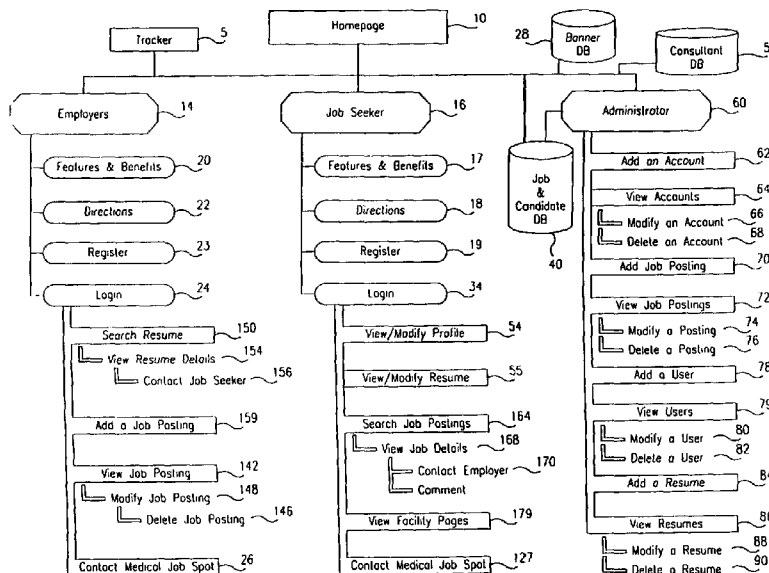
PCT

(10) International Publication Number
WO 01/39078 A1

- (51) International Patent Classification⁷: G06F 17/60 Lane, Paoli, PA 19301 (US). **HARLACHER, Paul, B.**, 546 W. Beechtree Lane, Strafford, PA 19087 (US).
 - (21) International Application Number: PCT/US00/32093
 - (22) International Filing Date: 22 November 2000 (22.11.2000)
 - (25) Filing Language: English
 - (26) Publication Language: English
 - (30) Priority Data: 60/167,531 24 November 1999 (24.11.1999) US
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 - (81) Designated States (*national*): AE, AL, AM, AT, AU, AZ, BA, BB, BG, BR, BY, CA, CH, CN, CU, CZ, DE, DK, EE, ES, FI, GB, GD, GE, GH, GM, HR, HU, ID, IL, IN, IS, JP, KE, KG, KP, KR, KZ, LC, LK, LR, LS, LT, LU, LV, MD, MG, MK, MN, MW, MX, NO, NZ, PL, PT, RO, RU, SD, SE, SG, SI, SK, SL, TJ, TM, TR, TT, UA, UG, UZ, VN, YU, ZA, ZW.
 - (84) Designated States (*regional*): ARIPO patent (GH, GM, KE, LS, MW, MZ, SD, SL, SZ, TZ, UG, ZW), Eurasian patent (AM, AZ, BY, KG, KZ, MD, RU, TJ, TM), European patent (AT, BE, CH, CY, DE, DK, ES, FI, FR, GB, GR, IE, IT, LU, MC, NL, PT, SE, TR), OAPI patent (BF, BJ, CF, CG, CI, CM, GA, GN, GW, ML, MR, NE, SN, TD, TG).
- Published:** — With international search report.

[Continued on next page]

(54) Title: SYSTEM AND METHOD FOR RECRUITING EMPLOYEES AND FINDING EMPLOYMENT FOR SAME



(57) Abstract: An interactive internet-based system (Fig. 1) for recruiting employees and finding employment that includes an entry screen (Fig. 2), an employer site (14), a job seeker site (16), an administrator site (60), and a tracker (5). The employer site (14), the job seeker site (16), and the administrator site (60) are linked to a job posting and job seeker database (40) which centrally store information for job postings and job seekers. The entry screen (Fig. 2) includes a first pictorial montage for employers and a second pictorial montage for job seekers. The employer site (14) is linked to a log in page (24), a resume search page (150), a job posting page (159), a view jobs page (142), and a contact page (26). The job seeker site (16) is linked to a log in page (34), a profile modification page (54), a resume page (55), a view jobs page (164), and a contact page (127).



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— *Before the expiration of the time limit for amending the claims and to be republished in the event of receipt of amendments.*

For two-letter codes and other abbreviations, refer to the "Guidance Notes on Codes and Abbreviations" appearing at the beginning of each regular issue of the PCT Gazette.

WS 01/03/03 10:17:00 AM/01/03/03

SYSTEM AND METHOD FOR RECRUITING EMPLOYEES AND FINDING EMPLOYMENT FOR SAME

FIELD OF THE INVENTION

This application claims the benefit of U.S. Provisional Application No. 60/167,531 filed November 24, 1999.

This invention relates to a system for recruiting employees and finding
5 employment, and, more particularly, to an interactive internet-based website application
for recruiting employees and finding employment.

BACKGROUND OF THE INVENTION

The Internet has emerged as a useful tool of commerce in nearly every area of business today. In the field of job placement and recruiting companies sometimes use Internet sites such as bulletin boards and web pages to post job listings and recruit new
5 employees through advertising. However, such approaches are very limited in the ability to reach large numbers of potential employees since whether or not the sites are found on the vast internet is, at best, a hit and miss possibility. Further, bulletin boards are cumbersome and hard to maintain for both employers and employees and feature little or nothing besides posting basic information.

10 In an apparent attempt to improve upon other Internet based applications, applications offering some forms of resume screening and monitoring of employment advertisements have been proposed. One such system is disclosed in U.S. Patent No. 5,978,768 to McGovern, et al. entitled "Computerized Job Search System and Method for Posting and Searching Job Openings Via a Computer Network." Unfortunately,
15 such systems are limited in that they require a software application that resides on a computer owned and operated by a user. A further drawback of such a system is that it depends upon the local computer operating system to perform almost all tasks. That is, the system requires specific, dedicated software programs that must reside on each user's computer, apart from software required to access the Internet. Still a further
20 drawback of such a system is that it requires resumes to be uploaded via e-mail or transmitted by facsimile, rather than entered in real time and directly through an Internet connection. Such indirect inputs can result in delays in posting the resumes.

As still a further drawback, such systems store job summaries separately from job details. Only a portion of the information about a position resides in a single location accessible via computer network. A more detailed portion of the position information is maintained by each employer using the system on their separate computers. Thus, maintenance of detailed position information is more likely to be non-uniform and subject to variations in quality control depending on the individual users. Further, with the data being stored in such a widely distributed manner, searching through complete details of job descriptions is virtually impossible since each employer's computer must be separately accessed.

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