

UNITED STATES PATENT AND TRADEMARK OFFICE
CERTIFICATE OF CORRECTION

PATENT NO. : 8,374,901 B2
APPLICATION NO. : 12/846635
DATED : February 12, 2013
INVENTOR(S) : Marc Vianello

Page 1 of 1

It is certified that error appears in the above-identified patent and that said Letters Patent is hereby corrected as shown below:

On the Title Page:

Item 62, Related U.S. Application Data, change "12/059,728" to --12/059,721--

In the Specifications:

Column 1, line 8, change "12/059,728" to --12/059,721--

Signed and Sealed this
Twenty-first Day of May, 2013



Teresa Stanek Rea
Acting Director of the United States Patent and Trademark Office

SPENCER FANE
BRITT & BROWNE LLP

ATTORNEYS & COUNSELORS AT LAW

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Siddiqui Tasneem	USPTO	571-270-9941	

FROM: Kevin Tuttle	DATE: April 29, 2013
PHONE: 816-292-8311	FILE NO.: 5020579-4
RE: Patent No. 8,374,901 / 5009993-10	

Total number of pages including this page: Three
If you do not receive all the pages, please call 816-292-8396

MESSAGE

Certificate of Correction attached

Application No. 12/846,635

Issue Date February 12, 2013

1000 WALNUT STREET, SUITE 1400
KANSAS CITY, MISSOURI 64106-2140
(816) 474-8100 FAX (816) 474-3216

1 N. BRENTWOOD BOULEVARD, SUITE 1000
ST. LOUIS, MISSOURI 63105-3925
(314) 863-7733 FAX (314) 862-4656

9401 INDIAN CREEK PARKWAY, SUITE 700
OVERLAND PARK, KANSAS 66210-2005
(913) 345-8100 FAX (913) 345-0736

9420 UNDERWOOD AVENUE, SUITE 200
OMAHA, NEBRASKA 68114-6608
(402) 965-8600 FAX (402) 965-8601

www.spencerfane.com

WA 4217810.1

PTO/SB/44 (09-07)

Approved for use through 08/31/2013. OMB 0651-0033

U.S. Patent and Trademark Office; U.S. DEPARTMENT OF COMMERCE

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(Also Form PTO-1050)

**UNITED STATES PATENT AND TRADEMARK OFFICE
CERTIFICATE OF CORRECTION**

Page 1 of 1

PATENT NO. : 8,374,901
APPLICATION NO.: 12/846,635
ISSUE DATE : February 12, 2013
INVENTOR(S) : Marc VIANELLO

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Item 62, Related U.S. Application Data, change "12/059,728" to -12/059,721-

Column 1, line 8, change "12/059,728" to -12/059,721-

MAILING ADDRESS OF SENDER (Please do not use customer number below):

Kevin S. Tuttle, c/o Spencer Fane Britt & Browne, LLP
1000 Walnut Street, Suite 1400
Kansas City, MO 64106

This collection of information is required by 37 CFR 1.322, 1.323, and 1.324. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 1.0 hour to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, P.O. Box 1450, Alexandria, VA 22313-1450. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Attention Certificate of Corrections Branch, Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450.

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The Privacy Act of 1974 (P.L. 93-579) requires that you be given certain information in connection with your submission of the attached form related to a patent application or patent. Accordingly, pursuant to the requirements of the Act, please be advised that: (1) the general authority for the collection of this information is 35 U.S.C. 2(b)(2); (2) furnishing of the information solicited is voluntary; and (3) the principal purpose for which the information is used by the U.S. Patent and Trademark Office is to process and/or examine your submission related to a patent application or patent. If you do not furnish the requested information, the U.S. Patent and Trademark Office may not be able to process and/or examine your submission, which may result in termination of proceedings or abandonment of the application or expiration of the patent.

The information provided by you in this form will be subject to the following routine uses:

1. The information on this form will be treated confidentially to the extent allowed under the Freedom of Information Act (5 U.S.C. 552) and the Privacy Act (5 U.S.C. 552a). Records from this system of records may be disclosed to the Department of Justice to determine whether disclosure of these records is required by the Freedom of Information Act.
2. A record from this system of records may be disclosed, as a routine use, in the course of presenting evidence to a court, magistrate, or administrative tribunal, including disclosures to opposing counsel in the course of settlement negotiations.
3. A record in this system of records may be disclosed, as a routine use, to a Member of Congress submitting a request involving an individual, to whom the record pertains, when the individual has requested assistance from the Member with respect to the subject matter of the record.
4. A record in this system of records may be disclosed, as a routine use, to a contractor of the Agency having need for the information in order to perform a contract. Recipients of information shall be required to comply with the requirements of the Privacy Act of 1974, as amended, pursuant to 5 U.S.C. 552a(m).
5. A record related to an International Application filed under the Patent Cooperation Treaty in this system of records may be disclosed, as a routine use, to the International Bureau of the World Intellectual Property Organization, pursuant to the Patent Cooperation Treaty.
6. A record in this system of records may be disclosed, as a routine use, to another federal agency for purposes of National Security review (35 U.S.C. 181) and for review pursuant to the Atomic Energy Act (42 U.S.C. 218(c)).
7. A record from this system of records may be disclosed, as a routine use, to the Administrator, General Services, or his/her designee, during an inspection of records conducted by GSA as part of that agency's responsibility to recommend improvements in records management practices and programs, under authority of 44 U.S.C. 2904 and 2906. Such disclosure shall be made in accordance with the GSA regulations governing inspection of records for this purpose, and any other relevant (i.e., GSA or Commerce) directive. Such disclosure shall not be used to make determinations about individuals.
8. A record from this system of records may be disclosed, as a routine use, to the public after either publication of the application pursuant to 35 U.S.C. 122(b) or issuance of a patent pursuant to 35 U.S.C. 151. Further, a record may be disclosed, subject to the limitations of 37 CFR 1.14, as a routine use, to the public if the record was filed in an application which became abandoned or in which the proceedings were terminated and which application is referenced by either a published application, an application open to public inspection or an issued patent.
9. A record from this system of records may be disclosed, as a routine use, to a Federal, State, or local law enforcement agency, if the USPTO becomes aware of a violation or potential violation of law or regulation.

SPE RESPONSE FOR CERTIFICATE OF CORRECTION

Paper No.: _____

DATE : **04/18/13**

TO SPE OF : ART UNIT **3683 Attn: CHOI PETER H (SPE)**

SUBJECT : Request for Certificate of Correction for Appl. No.: **12/846635** Patent No.: **8374901**

COCIN mailroom date: **04/10/2013**

Please respond to this request for a certificate of correction within 7 days.

FOR IFW FILES:

Please review the requested changes/corrections as shown in the **COCIN** document(s) in the IFW application image. No new matter should be introduced nor should the scope or meaning of the claims be changed.

Please complete the response (see below) and forward the completed response to scanning using document code **COCX**.

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**Certificates of Correction Branch (CofC)
Randolph Square – 9D10-A
Palm Location 7580**

In particular note: Please check Related U.S. Application Data on the patent cover sheet and the specifications for the requested certificate of correction on PTO/SB/44 Form.

**Tasneem Siddiqui
ODM - Certificates of Correction Branch
703-756-1814
703-756-1593 fax: 571-270-9941**

Thank You for Your Assistance

The request for issuing the above-identified correction(s) is hereby:

Note your decision on the appropriate box.

- | | |
|--|--|
| <input type="checkbox"/> Approved | All changes apply. |
| <input type="checkbox"/> Approved in Part | Specify below which changes do not apply. |
| <input type="checkbox"/> Denied | State the reasons for denial below. |

Comments: _____

SPE RESPONSE FOR CERTIFICATE OF CORRECTION

Paper No.: _____

DATE : 04/18/13

TO SPE OF : ART UNIT 3683 Attn: CHOI PETER H (SPE)

SUBJECT : Request for Certificate of Correction for Appl. No.: 12/846635 Patent No.: 8374901

COCIN mailroom date: 04/10/2013

Please respond to this request for a certificate of correction within 7 days.

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Please review the requested changes/corrections as shown in the COCIN document(s) in the IFW application image. No new matter should be introduced nor should the scope or meaning of the claims be changed.

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Palm Location 7580**

In particular note: Please check Related U.S. Application Data on the patent cover sheet and the specifications for the requested certificate of correction on PTO/SB/44 Form.

**Tasneem Siddiqui
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703-756-1814
703-756-1593 fax: 571-270-9941**

Thank You for Your Assistance

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Note your decision on the appropriate box.

Approved

All changes apply.

Approved in Part

Specify below which changes do not apply.

Denied

State the reasons for denial below.

Comments: Please replace "12/059,728" with "12/059,721" in the following locations: (1) line 62 of the patent cover, and (2) column 1, line 8

3623

SPE Monster Worldwide, Inc. Exhibit **Art Unit** (380)

U.S. DEPARTMENT OF COMMERCE Patent and Trademark Office

**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE
CERTIFICATE OF CORRECTION**

Patent No. : 8,374,901 Confirmation No. 2336
Application No. : 12/846,635
Issue Date : February 12, 2013
Inventor : Marc Vianello
Atty. Docket No. : 5009993-10
Customer No. : 21129
Title : CAREER AND EMPLOYMENT
SERVICES SYSTEM AND APPARATUS

Commissioner for Patents
Office of Patent Publication
ATTN: Certificate of Correction Branch
P.O. Box 1450
Alexandria, VA 22313-1450

FILED VIA EFS on
April 10, 2013

REQUEST FOR ISSUANCE OF CERTIFICATE OF CORRECTION

Commissioner:

Attached is a Certificate of Correction, in connection with U.S. Patent No. 8,374,901 (the “901 patent”). In accordance with Patent Office procedure under MPEP 1481.03(II)(B), Patentee hereby submits a Certificate of Correction to correct a typographical error in reference to a prior application pursuant to 37 CFR 1.78(a)(2).

The ‘901 patent presently states as the priority benefit claim under 35 USC 120, and 37 CFR 1.78(a)(2): “This patent application is a division of U.S. patent application Ser. No. 12/059,728 filed Mar. 31, 2008 which is a division of U.S. patent application Ser. No. 10/101,644 filed Mar. 19, 2002 now U.S. Pat. No. 7,424,438 entitled Apparatus and Methods for Providing Career Employment Services” (‘901 patent, column 1, lines 7-11).

The earliest filed patent application of which Patentee claims priority is U.S. Patent Application Serial No. 10/101,644 filed Mar. 19, 2002 now U.S. Patent No. 7,424,438 to Marc

WA 4181654.3

Vianello (the “‘438 patent”). The patent application that issued as the ‘901 patent was filed on July 29, 2010, and was copending on that date with two related nonprovisional patent applications that claimed priority in the ‘438 patent: (1) U.S. Patent Application Serial No. 12/059,721 titled APPARATUS AND METHODS FOR PROVIDING CAREER EMPLOYMENT SERVICES, filed on March 31, 2008 to Marc Vianello (the “‘721 application”); and (2) U.S. Patent Application No. 12/059,799 titled APPARATUS AND METHODS FOR PROVIDING CAREER EMPLOYMENT SERVICES, filed on March 31, 2008, now U.S. Patent No. 7,797,181, issued on September 14, 2010 to Marc Vianello (the “‘799 application”). All of the aforementioned applications and patents name as the sole inventor Marc Vianello.

The underlying specification for the ‘901 patent, filed during the pendency of the ‘721 and ‘799 applications, includes a priority benefit claim under 37 CFR 1.78(a)(2) to the ‘438 patent, but erroneously states "U.S. patent application Ser. No. 12/059,728 filed March 30, 2008" (the “‘728 application”) as an additional basis of priority. (See paragraph [0001], lines 3-6, of this application as originally filed, attached as Exhibit A). Moreover, the filing date of the ‘728 application was incorrect from the start; the filing date of the ‘728 application is Mar. 31, 2008. It is immediately evident that the ‘728 application was listed in error in the priority claim because the ‘728 application is titled WAYPOINT DISPLAY SYSTEM AND METHOD. Furthermore, the ‘728 application was filed by completely different inventors: Thea L. Feyereisen; Gang He; and Ivan Wyatt. The error can reasonably be characterized as derived from a mistake in the single terminal digit in the respective applications.

On January 7, 2011 Patentee submitted an attempt to amend the benefit claim under 37 CFR 1.78(a)(2), however, the error was perpetuated by substituting the number “12/059,721” for the number “10/101,644” in paragraph [0001], line 5, of this application as originally filed; the incorrect reference to ‘728 application remained. In the Office Action dated March 1, 2012, the Examiner, focusing on the unintended correction, indicated “[t]his application is a divisional application of U.S. application no. 12/059,728.” No acknowledgement of the change of the benefit claim submitted on January 7, 2011 was entered save for an Examiner’s Amendment dated October 26, 2012 whereby the Examiner deleted the number “12/059,721” on page 1, line 5 of the specification, and inserted the number “10/101,644,” which placed the priority benefit claim back to its original incorrect state.

At the time of filing the underlying application for the '901 patent, the '721 application was pending and eligible for providing priority benefit under 35 USC 120 to the '901 patent. During the prosecution of the '901 patent, both the applicant and the Office made errors in not recognizing the clear error in citing the '728 application so that the priority claim could be timely corrected. Inventor's delay in clarifying the priority claim under 37 CFR 1.78 was unintentional. Accordingly, the priority claim in the '901 patent should be corrected as follows:

Column 1, line 8, change "12/059,728" to --12/059,721--.

The error in the priority claim also appears under the heading "Related U.S. Application Data" on the Patent Cover Sheet.

If the Patent Office has any questions regarding this matter that can be handled over the telephone, a call to Kevin S. Tuttle at 816-474-8100 would be appreciated.

The Commissioner is authorized to charge any fees which may be due in regard to this request for correction to Deposit Account No. 50-0354.

Dated: April 10, 2013

Respectfully Submitted,

Marc Vianello

By /Kevin S. Tuttle/
Kevin S. Tuttle, Reg. No. 52,307

Spencer Fane Britt & Browne LLP
1000 Walnut Street, Suite 1400
Kansas City, MO 64106
Telephone (816) 474-8100

Exhibit A

CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS

CROSS REFERENCE TO RELATED APPLICATIONS

[0001] This patent application is a division of U.S. patent application Ser. No. 12/059,728 filed March 30, 2008 which is a division of U.S. patent application Ser. No. 10/101,644 filed Mar. 19, 2002 entitled Apparatus and Methods for Providing Career Employment Services.

FIELD OF THE INVENTION

[0002] This invention relates to network connected information systems, and, more particularly, to network connected information systems providing data processing applications in connection with optimizing individuals' employment searches and career opportunities, and optimizing employers' recruiting and hiring processes and decisions.

BACKGROUND OF THE INVENTION

[0003] Finding and hiring highly qualified candidate, employees or talent for specific jobs is one of the most important objectives an employer undertakes. In furthering the employer's objective of hiring the best possible employees, an employer would ideally have access to detailed information regarding as large a pool of talent as possible and the pool of talent would include prospective employees who are highly qualified for the particular job that the employer seeks to fill. Without such information, a great deal of time and expense is often expended by employers in connection with their recruiting and screening functions, while, nevertheless, achieving unacceptable results.

[0004] Traditionally, employers have found potential talent among new school graduates through school-related job counseling resources, in response to classified advertisements for particular jobs, referrals from existing employees, and through the use of third-party recruiters ("headhunters"). Each of these alternatives is inefficient, and some are

Docket ~~45703.4~~ 15703.5

UNITED STATES PATENT AND TRADEMARK OFFICE CERTIFICATE OF CORRECTION

Page 1 of 1

PATENT NO. : 8,374,901
APPLICATION NO.: 12/846,635
ISSUE DATE : February 12, 2013
INVENTOR(S) : Marc VIANELLO

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Kevin S. Tuttle, c/o Spencer Fane Britt & Browne, LLP
1000 Walnut Street, Suite 1400
Kansas City, MO 64106

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6. A record in this system of records may be disclosed, as a routine use, to another federal agency for purposes of National Security review (35 U.S.C. 181) and for review pursuant to the Atomic Energy Act (42 U.S.C. 218(c)).
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Electronic Patent Application Fee Transmittal

Application Number:	12846635
Filing Date:	29-Jul-2010
Title of Invention:	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS
First Named Inventor/Applicant Name:	Marc Vianello
Filer:	Kevin Scott Tuttle/Marcy Shutts
Attorney Docket Number:	5009993-10

Filed as Small Entity

Utility under 35 USC 111(a) Filing Fees

Description	Fee Code	Quantity	Amount	Sub-Total in USD(\$)
Basic Filing:				
Pages:				
Claims:				
Miscellaneous-Filing:				
Petition:				
Priority Accept Unintent Delayed Claim	2454	1	710	710
Patent-Appeals-and-Interference:				
Post-Allowance-and-Post-Issuance:				
Certificate of Correction	1811	1	100	100

Description	Fee Code	Quantity	Amount	Sub-Total in USD(\$)
Extension-of-Time:				
Miscellaneous:				
Total in USD (\$)				810

Electronic Acknowledgement Receipt

EFS ID:	15486480
Application Number:	12846635
International Application Number:	
Confirmation Number:	2336
Title of Invention:	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS
First Named Inventor/Applicant Name:	Marc Vianello
Customer Number:	21129
Filer:	Kevin Scott Tuttle/Marcy Shutts
Filer Authorized By:	Kevin Scott Tuttle
Attorney Docket Number:	5009993-10
Receipt Date:	10-APR-2013
Filing Date:	29-JUL-2010
Time Stamp:	18:27:49
Application Type:	Utility under 35 USC 111(a)

Payment information:

Submitted with Payment	yes
Payment Type	Deposit Account
Payment was successfully received in RAM	\$810
RAM confirmation Number	5389
Deposit Account	500354
Authorized User	

The Director of the USPTO is hereby authorized to charge indicated fees and credit any overpayment as follows:

Charge any Additional Fees required under 37 C.F.R. Section 1.17 (Patent application and reexamination processing fees)

Charge any Additional Fees required under 37 C.F.R. Section 1.19 (Document supply fees)

Monster Worldwide, Inc. Exhibit 1025 (p.16/380)

Charge any Additional Fees required under 37 C.F.R. Section 1.20 (Post Issuance fees)

Charge any Additional Fees required under 37 C.F.R. Section 1.21 (Miscellaneous fees and charges)

File Listing:

Document Number	Document Description	File Name	File Size(Bytes)/ Message Digest	Multi Part /.zip	Pages (if appl.)
1	Request for Certificate of Correction	-10-ReqCorrection.pdf	24637	no	3
			5b8652a1a221584cb129411f86a8f81e705b147e		
Warnings:					
Information:					
2	Examination support document	-10-Exhibit-A.pdf	303433	no	2
			22de59e9e28db0174aa12f2561f41f4675cd5b5b0		
Warnings:					
Information:					
3	Request for Certificate of Correction	-10-Cert-of-Correction.pdf	124513	no	2
			5853ad82753ac5b96f2aa6eb9745b920f9440409		
Warnings:					
Information:					
4	Fee Worksheet (SB06)	fee-info.pdf	31791	no	2
			c4160c0aa960faca7e3d65591eeab282d8ec636e		
Warnings:					
Information:					
Total Files Size (in bytes):			484374		

This Acknowledgement Receipt evidences receipt on the noted date by the USPTO of the indicated documents, characterized by the applicant, and including page counts, where applicable. It serves as evidence of receipt similar to a Post Card, as described in MPEP 503.

New Applications Under 35 U.S.C. 111

If a new application is being filed and the application includes the necessary components for a filing date (see 37 CFR 1.53(b)-(d) and MPEP 506), a Filing Receipt (37 CFR 1.54) will be issued in due course and the date shown on this Acknowledgement Receipt will establish the filing date of the application.

National Stage of an International Application under 35 U.S.C. 371

If a timely submission to enter the national stage of an international application is compliant with the conditions of 35 U.S.C. 371 and other applicable requirements a Form PCT/DO/EO/903 indicating acceptance of the application as a national stage submission under 35 U.S.C. 371 will be issued in addition to the Filing Receipt, in due course.

New International Application Filed with the USPTO as a Receiving Office

If a new international application is being filed and the international application includes the necessary components for an international filing date (see PCT Article 11 and MPEP 1810), a Notification of the International Application Number and of the International Filing Date (Form PCT/RO/105) will be issued in due course, subject to prescriptions concerning national security, and the date shown on this Acknowledgement Receipt will establish the international filing date of the application.



UNITED STATES PATENT AND TRADEMARK OFFICE

UNITED STATES DEPARTMENT OF COMMERCE
United States Patent and Trademark Office
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Alexandria, Virginia 22313-1450
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APPLICATION NUMBER	FILING OR 371(C) DATE	FIRST NAMED APPLICANT	ATTY. DOCKET NO./TITLE
12/846,635	07/29/2010	Marc Vianello	5009993-10

CONFIRMATION NO. 2336

POA ACCEPTANCE LETTER

21129
SPENCER, FANE, BRITT & BROWNE
1000 WALNUT STREET
SUITE 1400
KANSAS CITY, MO 64106-2140



Date Mailed: 03/08/2013

NOTICE OF ACCEPTANCE OF POWER OF ATTORNEY

This is in response to the Power of Attorney filed 03/04/2013.

The Power of Attorney in this application is accepted. Correspondence in this application will be mailed to the above address as provided by 37 CFR 1.33.

/dtvernon/

Office of Data Management, Application Assistance Unit (571) 272-4000, or (571) 272-4200, or 1-888-786-0101



UNITED STATES PATENT AND TRADEMARK OFFICE

UNITED STATES DEPARTMENT OF COMMERCE
United States Patent and Trademark Office
Address: COMMISSIONER FOR PATENTS
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Alexandria, Virginia 22313-1450
www.uspto.gov

APPLICATION NUMBER	FILING OR 371(C) DATE	FIRST NAMED APPLICANT	ATTY. DOCKET NO./TITLE
12/846,635	07/29/2010	Marc Vianello	15703.5

CONFIRMATION NO. 2336

POWER OF ATTORNEY NOTICE

66714
INTELLECTUAL PROPERTY CENTER, LLC
7101 College Boulevard
SUITE 1520
OVERLAND PARK, KS 66210



Date Mailed: 03/08/2013

NOTICE REGARDING CHANGE OF POWER OF ATTORNEY

This is in response to the Power of Attorney filed 03/04/2013.

- The Power of Attorney to you in this application has been revoked by the assignee who has intervened as provided by 37 CFR 3.71. Future correspondence will be mailed to the new address of record(37 CFR 1.33).

/dtvernon/

Office of Data Management, Application Assistance Unit (571) 272-4000, or (571) 272-4200, or 1-888-786-0101

Under the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it displays a valid OMB control number.

PATENT - POWER OF ATTORNEY OR REVOCATION OF POWER OF ATTORNEY WITH A NEW POWER OF ATTORNEY AND CHANGE OF CORRESPONDENCE ADDRESS	Patent Number	8,374,901
	Issue Date	February 12, 2013
	First Named Inventor	Marc Vianello
	Title	Career & Employment Services Sys...
	Attorney Docket Number	5009993-10

I hereby revoke all previous powers of attorney given in the above-identified patent.

A Power of Attorney is submitted herewith.

OR

I hereby appoint Practitioner(s) associated with the following Customer Number as my/our attorney(s) or agent(s) with respect to the patent identified above, and to transact all business in the United States Patent and Trademark Office connected therewith: 21129

OR

I hereby appoint Practitioner(s) named below as my/our attorney(s) or agent(s) with respect to the patent identified above, and to transact all business in the United States Patent and Trademark Office connected therewith:

Practitioner(s) Name	Registration Number

Please recognize or change the correspondence address for the above-identified patent to:

The address associated with the above-mentioned Customer Number.

OR

The address associated with Customer Number: 21129

OR


<input type="checkbox"/> Firm or Individual Name	Spencer Fane Britt & Browne				
Address	1000 Walnut Street, Suite 1400				
City	Kansas City	State	MO	Zip	64106
Country	US				
Telephone	816-474-8100	Email	sfbaction@spencerfane.com		

I am the:

Inventor, having ownership of the patent.

OR

Patent owner.
Statement under 37 CFR 3.73(b) (Form PTO/SB/96) submitted herewith or filed on _____.

SIGNATURE of Inventor or Patent Owner			
Signature		Date	3/1/2013
Name	Marc VIANELLO	Telephone	913-432-1331
Title and Company	n/a		

NOTE: Signatures of all the inventors or patent owners of the entire interest or their representative(s) are required. Submit multiple forms if more than one signature is required, see below*.

*Total of _____ forms are submitted.

This collection of information is required by 37 CFR 1.31, 1.32 and 1.33. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.11 and 1.14. This collection is estimated to take 3 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, P.O. Box 1450, Alexandria, VA 22313-1450. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450.

If you need assistance in completing the form, call 1-800-PTO-9199 and select option 2.

Privacy Act Statement

The **Privacy Act of 1974 (P.L. 93-579)** requires that you be given certain information in connection with your submission of the attached form related to a patent application or patent. Accordingly, pursuant to the requirements of the Act, please be advised that: (1) the general authority for the collection of this information is 35 U.S.C. 2(b)(2); (2) furnishing of the information solicited is voluntary; and (3) the principal purpose for which the information is used by the U.S. Patent and Trademark Office is to process and/or examine your submission related to a patent application or patent. If you do not furnish the requested information, the U.S. Patent and Trademark Office may not be able to process and/or examine your submission, which may result in termination of proceedings or abandonment of the application or expiration of the patent.

The information provided by you in this form will be subject to the following routine uses:

1. The information on this form will be treated confidentially to the extent allowed under the Freedom of Information Act (5 U.S.C. 552) and the Privacy Act (5 U.S.C. 552a). Records from this system of records may be disclosed to the Department of Justice to determine whether disclosure of these records is required by the Freedom of Information Act.
2. A record from this system of records may be disclosed, as a routine use, in the course of presenting evidence to a court, magistrate, or administrative tribunal, including disclosures to opposing counsel in the course of settlement negotiations.
3. A record in this system of records may be disclosed, as a routine use, to a Member of Congress submitting a request involving an individual, to whom the record pertains, when the individual has requested assistance from the Member with respect to the subject matter of the record.
4. A record in this system of records may be disclosed, as a routine use, to a contractor of the Agency having need for the information in order to perform a contract. Recipients of information shall be required to comply with the requirements of the Privacy Act of 1974, as amended, pursuant to 5 U.S.C. 552a(m).
5. A record related to an International Application filed under the Patent Cooperation Treaty in this system of records may be disclosed, as a routine use, to the International Bureau of the World Intellectual Property Organization, pursuant to the Patent Cooperation Treaty.
6. A record in this system of records may be disclosed, as a routine use, to another federal agency for purposes of National Security review (35 U.S.C. 181) and for review pursuant to the Atomic Energy Act (42 U.S.C. 218(c)).
7. A record from this system of records may be disclosed, as a routine use, to the Administrator, General Services, or his/her designee, during an inspection of records conducted by GSA as part of that agency's responsibility to recommend improvements in records management practices and programs, under authority of 44 U.S.C. 2904 and 2906. Such disclosure shall be made in accordance with the GSA regulations governing inspection of records for this purpose, and any other relevant (*i.e.*, GSA or Commerce) directive. Such disclosure shall not be used to make determinations about individuals.
8. A record from this system of records may be disclosed, as a routine use, to the public after either publication of the application pursuant to 35 U.S.C. 122(b) or issuance of a patent pursuant to 35 U.S.C. 151. Further, a record may be disclosed, subject to the limitations of 37 CFR 1.14, as a routine use, to the public if the record was filed in an application which became abandoned or in which the proceedings were terminated and which application is referenced by either a published application, an application open to public inspection or an issued patent.
9. A record from this system of records may be disclosed, as a routine use, to a Federal, State, or local law enforcement agency, if the USPTO becomes aware of a violation or potential violation of law or regulation.

Electronic Acknowledgement Receipt

EFS ID:	15103843
Application Number:	12846635
International Application Number:	
Confirmation Number:	2336
Title of Invention:	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS
First Named Inventor/Applicant Name:	Marc Vianello
Customer Number:	66714
Filer:	Kevin Scott Tuttle/Marcy Shutts
Filer Authorized By:	Kevin Scott Tuttle
Attorney Docket Number:	15703.5
Receipt Date:	04-MAR-2013
Filing Date:	29-JUL-2010
Time Stamp:	12:20:20
Application Type:	Utility under 35 USC 111(a)

Payment information:

Submitted with Payment	no
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File Listing:

Document Number	Document Description	File Name	File Size(Bytes)/ Message Digest	Multi Part /.zip	Pages (if appl.)
1	Power of Attorney	-10-POA.pdf	129952 <small>5ab5d769106d5150654888b82100168045 2d37a8</small>	no	2

Warnings:

Information:

Monster Worldwide, Inc. Exhibit 1025 (p.22/380)

This Acknowledgement Receipt evidences receipt on the noted date by the USPTO of the indicated documents, characterized by the applicant, and including page counts, where applicable. It serves as evidence of receipt similar to a Post Card, as described in MPEP 503.

New Applications Under 35 U.S.C. 111

If a new application is being filed and the application includes the necessary components for a filing date (see 37 CFR 1.53(b)-(d) and MPEP 506), a Filing Receipt (37 CFR 1.54) will be issued in due course and the date shown on this Acknowledgement Receipt will establish the filing date of the application.

National Stage of an International Application under 35 U.S.C. 371

If a timely submission to enter the national stage of an international application is compliant with the conditions of 35 U.S.C. 371 and other applicable requirements a Form PCT/DO/EO/903 indicating acceptance of the application as a national stage submission under 35 U.S.C. 371 will be issued in addition to the Filing Receipt, in due course.

New International Application Filed with the USPTO as a Receiving Office

If a new international application is being filed and the international application includes the necessary components for an international filing date (see PCT Article 11 and MPEP 1810), a Notification of the International Application Number and of the International Filing Date (Form PCT/RO/105) will be issued in due course, subject to prescriptions concerning national security, and the date shown on this Acknowledgement Receipt will establish the international filing date of the application.



UNITED STATES PATENT AND TRADEMARK OFFICE

UNITED STATES DEPARTMENT OF COMMERCE
United States Patent and Trademark Office
Address: COMMISSIONER FOR PATENTS
P.O. Box 1450
Alexandria, Virginia 22313-1450
www.uspto.gov

APPLICATION NO.	ISSUE DATE	PATENT NO.	ATTORNEY DOCKET NO.	CONFIRMATION NO.
12/846,635	02/12/2013	8374901	15703.5	2336

66714 7590 01/23/2013
INTELLECTUAL PROPERTY CENTER, LLC
7101 College Boulevard
SUITE 1520
OVERLAND PARK, KS 66210

ISSUE NOTIFICATION

The projected patent number and issue date are specified above.

Determination of Patent Term Adjustment under 35 U.S.C. 154 (b)
(application filed on or after May 29, 2000)

The Patent Term Adjustment is 0 day(s). Any patent to issue from the above-identified application will include an indication of the adjustment on the front page.

If a Continued Prosecution Application (CPA) was filed in the above-identified application, the filing date that determines Patent Term Adjustment is the filing date of the most recent CPA.

Applicant will be able to obtain more detailed information by accessing the Patent Application Information Retrieval (PAIR) WEB site (<http://pair.uspto.gov>).

Any questions regarding the Patent Term Extension or Adjustment determination should be directed to the Office of Patent Legal Administration at (571)-272-7702. Questions relating to issue and publication fee payments should be directed to the Application Assistance Unit (AAU) of the Office of Data Management (ODM) at (571)-272-4200.

APPLICANT(s) (Please see PAIR WEB site <http://pair.uspto.gov> for additional applicants):

Marc Vianello, Mission, KS;

The United States represents the largest, most dynamic marketplace in the world and is an unparalleled location for business investment, innovation, and commercialization of new technologies. The USA offers tremendous resources and advantages for those who invest and manufacture goods here. Through SelectUSA, our nation works to encourage and facilitate business investment. To learn more about why the USA is the best country in the world to develop technology, manufacture products, and grow your business, visit SelectUSA.gov.

Index of Claims



Application/Control No.

12/846,635

Examiner

Romain Jeanty

Applicant(s)/Patent under Reexamination

VIANELLO, MARC

Art Unit

3683

√	Rejected
=	Allowed

—	(Through numeral) Cancelled
÷	Restricted


N	Non-Elected
I	Interference

A	Appeal
O	Objected

Claim		Date									
Final	Original	1/16/12									
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Issue Classification 	Application/Control No. 12/846,635	Applicant(s)/Patent under Reexamination VIANELLO, MARC	
	Examiner Romain Jeanty	Art Unit 3683	

ISSUE CLASSIFICATION												
ORIGINAL					CROSS REFERENCE(S)							
CLASS		SUBCLASS			CLASS	SUBCLASS (ONE SUBCLASS PER BLOCK)						
705		7.14										
INTERNATIONAL CLASSIFICATION												
G	0	6	F	9/46								
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(Assistant Examiner) (Date)	/Romain Jeanty/ 1/16/2012	Total Claims Allowed: 33	
(Legal Instruments Examiner) (Date)	(Primary Examiner) (Date)	O.G. Print Claim(s) 1	O.G. Print Fig. 1

<input type="checkbox"/> Claims renumbered in the same order as presented by applicant												<input type="checkbox"/> CPA		<input type="checkbox"/> T.D.		<input type="checkbox"/> R.1.47	
Final	Original	Final	Original	Final	Original	Final	Original	Final	Original	Final	Original	Final	Original	Final	Original		
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	2	26	32	20	62		92		122		152		182				
	3	27	33	30	63		93		123		153		183				
	4	28	34	31	64		94		124		154		184				
	5		35	10	65		95		125		155		185				
	6		36	11	66		96		126		156		186				
	7		37	21	67		97		127		157		187				
	8		38	22	68		98		128		158		188				
	9		39	32	69		99		129		159		189				
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19	28		58		88		118		148		178		208				
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24	30		60		90		120		150		180		210				

01/01/2013

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Application of) December 6, 2012
)
Marc Vianello)
) Group Art Unit 3624
Serial No. 12/846,635)
)
Filed July 29, 2010) Primary Examiner:
)
For: CAREER AND EMPLOYMENT) Romain Jeanty
SERVICES SYSTEM)
AND APPARATUS)

Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

RESPONSE

In response to the Notice of Allowance dated September 7, 2012, the telephonic conversation with the examiner on or about August 27, 2012 and the examiner's amendment dated November 1, 2012, Applicant is submitting the following amended claims. These amended claims are meant to address the examiner's concerns raised on the August 27, 2012 telephone call and address a number of clerical and clarifying corrections. Accordingly, applicants requests that the patent be issued with the below indicated changes and transmitted to this office.

(Docket 15703.5)

Response to Rule 312 Communication	Application No.	Applicant(s)
	12/846,635	VIANELLO, MARC
	Examiner	Art Unit
	Romain Jeanty	3683

-- The MAILING DATE of this communication appears on the cover sheet with the correspondence address --

1. The amendment filed on 06 December 2012 under 37 CFR 1.312 has been considered, and has been:
- a) entered.
 - b) entered as directed to matters of form not affecting the scope of the invention.
 - c) disapproved because the amendment was filed after the payment of the issue fee.
Any amendment filed after the date the issue fee is paid must be accompanied by a petition under 37 CFR 1.313(c)(1) and the required fee to withdraw the application from issue.
 - d) disapproved. See explanation below.
 - e) entered in part. See explanation below.

	/Romain Jeanty/ Primary Examiner, Art Unit 3683
--	--



UNITED STATES PATENT AND TRADEMARK OFFICE

UNITED STATES DEPARTMENT OF COMMERCE
United States Patent and Trademark Office
Address: COMMISSIONER FOR PATENTS
P.O. Box 1450
Alexandria, Virginia 22313-1450
www.uspto.gov

APPLICATION NO.	FILING DATE	FIRST NAMED INVENTOR	ATTORNEY DOCKET NO.	CONFIRMATION NO.
12/846,635	07/29/2010	Marc Vianello	15703.5	2336

66714 7590 01/03/2013
INTELLECTUAL PROPERTY CENTER, LLC
7101 College Boulevard
SUITE 1520
OVERLAND PARK, KS 66210

EXAMINER

JEANTY, ROMAIN

ART UNIT	PAPER NUMBER
----------	--------------

3683

MAIL DATE	DELIVERY MODE
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01/03/2013

PAPER

Please find below and/or attached an Office communication concerning this application or proceeding.

The time period for reply, if any, is set in the attached communication.

Application/Control Number: 12/846,635

Page 2

Art Unit: 3683

PART B - FEE(S) TRANSMITTAL

Complete and send this form, together with applicable fee(s), to: Mail **Mail Stop ISSUE FEE
Commissioner for Patents
P.O. Box 1450
Alexandria, Virginia 22313-1450**
or Fax (571)-273-2885

INSTRUCTIONS: This form should be used for transmitting the ISSUE FEE and PUBLICATION FEE (if required). Blocks 1 through 5 should be completed where appropriate. All further correspondence including the Patent, advance orders and notification of maintenance fees will be mailed to the current correspondence address as indicated unless corrected below or directed otherwise in Block 1, by (a) specifying a new correspondence address; and/or (b) indicating a separate "FEE ADDRESS" for maintenance fee notifications.

CURRENT CORRESPONDENCE ADDRESS (Note: Use Block 1 for any change of address)

Note: A certificate of mailing can only be used for domestic mailings of the Fee(s) Transmittal. This certificate cannot be used for any other accompanying papers. Each additional paper, such as an assignment or formal drawing, must have its own certificate of mailing or transmission.

66714 7590 09/07/2012
INTELLECTUAL PROPERTY CENTER, LLC
7101 College Boulevard
SUITE 1520
OVERLAND PARK, KS 66210

Certificate of Mailing or Transmission
I hereby certify that this Fee(s) Transmittal is being deposited with the United States Postal Service with sufficient postage for first class mail in an envelope addressed to the Mail Stop ISSUE FEE address above, or being facsimile transmitted to the USPTO (571) 273-2885, on the date indicated below.

(Depositor's name)
(Signature)
(Date)

APPLICATION NO.	FILING DATE	FIRST NAMED INVENTOR	ATTORNEY DOCKET NO.	CONFIRMATION NO.
12/846,635	07/29/2010	Marc Vianello	15703.5	2336

TITLE OF INVENTION: CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS

APPLN. TYPE	SMALL ENTITY	ISSUE FEE DUE	PUBLICATION FEE DUE	PREV. PAID ISSUE FEE	TOTAL FEE(S) DUE	DATE DUE
nonprovisional	YES	\$870	\$300	\$0	\$1170	12/07/2012

EXAMINER	ART UNIT	CLASS-SUBCLASS
JEANTY, ROMAIN	3624	705-007140

<p>1. Change of correspondence address or indication of "Fee Address" (37 CFR 1.363).</p> <p><input type="checkbox"/> Change of correspondence address (or Change of Correspondence Address form PTO/SB/122) attached.</p> <p><input type="checkbox"/> "Fee Address" indication (or "Fee Address" Indication form PTO/SB/47; Rev 03-02 or more recent) attached. Use of a Customer Number is required.</p>	<p>2. For printing on the patent front page, list</p> <p>(1) the names of up to 3 registered patent attorneys or agents OR, alternatively,</p> <p>(2) the name of a single firm (having as a member a registered attorney or agent) and the names of up to 2 registered patent attorneys or agents. If no name is listed, no name will be printed.</p>
---	--

Intellectual Property Center, LLC.
2 Arthur K. Shaffer
3 _____

3. ASSIGNEE NAME AND RESIDENCE DATA TO BE PRINTED ON THE PATENT (print or type)

PLEASE NOTE: Unless an assignee is identified below, no assignee data will appear on the patent. If an assignee is identified below, the document has been filed for recordation as set forth in 37 CFR 3.11. Completion of this form is NOT a substitute for filing an assignment.

(A) NAME OF ASSIGNEE _____ (B) RESIDENCE: (CITY and STATE OR COUNTRY) _____

Please check the appropriate assignee category or categories (will not be printed on the patent): Individual Corporation or other private group entity Government

<p>4a. The following fee(s) are submitted:</p> <p><input checked="" type="checkbox"/> Issue Fee</p> <p><input checked="" type="checkbox"/> Publication Fee (No small entity discount permitted)</p> <p><input type="checkbox"/> Advance Order - # of Copies _____</p>	<p>4b. Payment of Fee(s): (Please first reapply any previously paid issue fee shown above)</p> <p><input type="checkbox"/> A check is enclosed.</p> <p><input checked="" type="checkbox"/> Payment by credit card. Form PTO-2038 is attached.</p> <p><input type="checkbox"/> The Director is hereby authorized to charge the required fee(s), any deficiency, or credit any overpayment, to Deposit Account Number _____ (enclose an extra copy of this form).</p>
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5. Change in Entity Status (from status indicated above)

a. Applicant claims SMALL ENTITY status. See 37 CFR 1.27. b. Applicant is no longer claiming SMALL ENTITY status. See 37 CFR 1.27(g)(2).

NOTE: The Issue Fee and Publication Fee (if required) will not be accepted from anyone other than the applicant; a registered attorney or agent; or the assignee or other party in interest as shown by the records of the United States Patent and Trademark Office.

Authorized Signature _____ Date _____
 Typed or printed name Arthur K. Shaffer Registration No. 50,257

This collection of information is required by 37 CFR 1.311. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 12 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, P.O. Box 1450, Alexandria, Virginia 22313-1450. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450, Alexandria, Virginia 22313-1450.

Under the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it displays a valid OMB control number.

Monster Worldwide, Inc. Exhibit 1025 (p.31/380)

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Application of	) December 6, 2012
)
Marc Vianello)
	) Group Art Unit 3624
Serial No. 12/846,635)
)
Filed July 29, 2010	) Primary Examiner:
)
For: CAREER AND EMPLOYMENT	) Romain Jeanty
SERVICES SYSTEM)
AND APPARATUS)

Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

RESPONSE

In response to the Notice of Allowance dated September 7, 2012, the telephonic conversation with the examiner on or about August 27, 2012 and the examiner's amendment dated November 1, 2012, Applicant is submitting the following amended claims. These amended claims are meant to address the examiner's concerns raised on the August 27, 2012 telephone call and address a number of clerical and clarifying corrections. Accordingly, applicants requests that the patent be issued with the below indicated changes and transmitted to this office.

(Docket 15703.5)

LISTING OF CLAIMS:

1. – 11. Cancelled.

12. (Presently Amended) A method of searching a plurality of candidate profiles having respective candidate attributes and threshold requirements by a computer system having at least one computer ~~with~~ comprising at least one processor and storage medium within a computer network, ~~said method performed by a prospective employer using said computer system, and~~ said method comprising:

storing ~~[[said]]~~ candidate attributes received from a candidate in a structured format on ~~[[a]]~~ said at least one storage medium in communication with said at least one computer;

receiving by said at least one computer from a prospective employer selecting at least one candidate ~~—~~threshold requirement~~[[s]]~~ selected from said candidate ~~attributes~~ profiles;

identifying at least one candidate profile by said computer system based on at least one search parameter received ~~[[by]]~~ from said prospective employer;

comparing said at least one search parameter with said candidate attributes by said computer system;

determining by said computer system whether at least one of said identified candidate profiles matching said at least one search parameter meets said at least one threshold requirement, ~~[[;]]~~ and~~[[,]]~~;

communicating to said prospective employer said ~~matched~~ at least one determined candidate profile.

13. (Presently Amended) The method as set forth in claim 12, wherein said at least one search parameter is associated with at least one job description.

14. (Presently Amended) The method as set forth in claim 12, wherein said at least one search parameter comprises data structured according to an occupational classification system.

15. (Presently Amended) The method as set forth in claim 12, wherein said at least one search parameter comprises data structured according to an industry classification system.

16. (Presently Amended) The method as set forth in claim 12, wherein said at least one determined candidate profile[[s are]] is ranked according to the extent ~~they~~ are it is compatible with said at least one search parameter.

17. (Presently Amended) The method of claim 16, wherein said computer system generates a listing of said at least one determined candidate profile[[s]] based upon said ranking.

Application No. 12/846,635

18.(Presently Amended) The method as set forth in claim 12, further comprising receiving from said prospective employer a request for an interview with a candidate associated with said ~~matched~~ at least one determined candidate profile;

transmitting said request for said interview to said candidate over said computer network; and

receiving a request-acceptance indication from said candidate over said computer network.

19.(Presently Amended) The method of claim 12 further comprising permitting said prospective employer to modify said at least one search parameter.

20.(Presently Amended) The method of claim 12 wherein said search is automatically performed by said computer system based on said at least one search parameter.

21. (Presently Amended) A method of searching a plurality of candidate profiles having respective candidate threshold requirements and being stored in a computer system having at least one computer ~~with~~ comprising a processor within a computer network, ~~said method performed by a prospective employer using said computer system, and~~ said method comprising:

receiving a request for a search associated ing ~~said search~~ with a specific job description ~~[[of]]~~ received from a ~~[[said]]~~ prospective employer;

identifying at least one candidate profile by said computer system based on at least one search parameter;

comparing said job description with at least one of said candidate threshold requirements by said computer system having at least one computer comprising said processor;

determining by said computer system whether said job description matches said at least one candidate threshold requirement~~[[s]].~~~~[[,]]~~ and~~[[,]]~~;

communicating to said prospective employer said at least one identified candidate profile based upon said search parameters.

22. (Presently Amended) The method as set forth in claim 21, wherein said at least one candidate ~~profiles are~~ profile is ranked according to ~~[[their]]~~ its relative extent of compatibility with said job description.

23. (Presently Amended) The method as set forth in claim 22, wherein said computer system generates a listing of said at least one candidate profile[[s]] based upon said ranking.

24. (Presently Amended) The method as set forth in claim 21, wherein said at least one candidate threshold requirement is ~~provided~~received by said employer and electronically stored on said storage medium, said at least one threshold requirement comprising data structured according to an occupational classification system.

25. (Presently Amended) The method as set forth in claim 21, wherein said at least one candidate threshold requirement comprises data structured according to an industry classification system.

26. (Presently Amended) The method of claim 21, further comprising receiving from said prospective employer a request for an interview with at least one candidate associated ~~with said matched~~at least one identified candidate profile;

transmitting said request for said interview to said at least one candidate over said computer network; and

receiving a request-acceptance indication from said at least one candidate over said computer network.

27. (Presently Amended) The method of claim 21 further comprising permitting said prospective employer to modify said at least one job description[[s]] in response to said threshold determination.

28. (Presently Amended) The method of claim 21 wherein said search is automatically performed by said computer system based on said at least one search parameter[[s]].

29. (Presently Amended) A method of searching a plurality of job descriptions having respective employer threshold requirements and being stored in a computer system having at least one computer ~~with~~ comprising at least one processor and storage medium within a computer network, ~~said method performed by a candidate using said computer system, and~~ said method comprising:

identifying at least one job description by said computer system based upon at least one search parameter, said at least one search parameter ~~input received by into~~ said computer system;

storing attributes of at least one candidate profile ~~including candidate threshold requirements~~ associated with ~~said a~~ candidate in said computer system;

comparing said candidate profile with said at least one employer threshold requirement of said identified job description ~~with attributes of said candidate profile by~~ said computer;

determining whether said candidate profile matches said identified job description

Application No. 12/846,635

based on said at least one employer threshold requirement[[s]],[[;]] and[[.]]:

communicating said ~~matched~~ identified job description[[s]] to said candidate.

30. (Presently Amended) The method of claim 29 further comprising the steps of:

receiving a request for interview with said at least one employer from said candidate through said computer network;

transmitting said request through said computer network to said at least one employer; and,

receiving a request-acceptance indication from said at least one employer over said computer network.

31. (Presently Amended) The method of claim 29[[30]] further including the step of permitting said candidate to modify said at least one search parameter[[s]] ~~in response to said request acceptance indication.~~

32. (Presently Amended) The method of claim 29 wherein said at least one job description[[s are]] is ranked by said computer system indicating a relative maximum compensation associated with said at least one job description.

33. (Presently Amended) The method of claim 32 wherein said computer system generates a listing of said at least one job description[[s]] arranged based upon said ranking.

34. (Presently Amended) The method of claim 29 wherein said search is automatically performed by said computer system based on said at least one search parameter[[s]].

35.– 60. Cancelled.

61. (Presently Amended) The method of claim 29 wherein said at least one threshold requirement[[s are]] is provided by said employer.

62. (Presently Amended) The method of claim 21 wherein said at least one threshold requirement[[s are]] is provided by said candidate.

63. (New) The method as set forth in claim 29, wherein said at least one search parameter comprises data structured according to an occupational classification system.

64. (New) The method as set forth in claim 29, wherein said at least one search parameter comprises data structured according to an industry classification system.

65. (New) The method as set forth in claim 12, wherein said at least one candidate profile comprises data structured according to an occupational classification system.

66. (New) The method as set forth in claim 12, wherein said at least one candidate profile comprises data structured according to an industry classification system.

67. (New) The method as set forth in claim 21, wherein said at least one candidate profile comprises data structured according to an occupational classification system.

68. (New) The method as set forth in claim 21, wherein said at least one candidate profile comprises data structured according to an industry classification system.

69. (New) The method as set forth in claim 29, wherein said at least one candidate profile comprises data structured according to an occupational classification system.

70. (New) The method as set forth in claim 29, wherein said at least one candidate profile comprises data structured according to an industry classification system.

REMARKS

Upon a final review and in response to the examiner's concerns regarding §101 concerns, the claims has been amended where indicated to clarify and correct grammatical errors. Specifically, claim 12 was amended to clarify that at least one processor may be utilized. In addition, claim 12 removes the prospective employer from the preamble adding the limitation directly within the body of the claim within the receiving step and clarifying that the determined candidate profile results from the determining step.

Claim 21 clarifies that the candidate has a candidate threshold requirement and that the request for a search is received from a prospective employer. Claim 21 further includes clarifying language to indicate that the comprising step is accomplished by the computer system having at least one computer and processor.

Claim 29 clarifies that the employer threshold requirements of the job description are stored within the computer system and that they are being compared with the candidate profile by the computer.

Claims 63-70 are new claims and depend from 12, 21 or 29 respectively and as such include all of the limitations of the allowable independent claims along with additional aspects similar to claims 14 and 15 previously presented. In addition, the amended claims have been amended to include the phrase "at least one" to clarify the numeric identity of the corresponding claimed element. The remaining corrections are generally related to grammatical concerns. These corrections have no bearing upon the claims as allowed or the search conducted, the changes are simply a clarification of existing methods, clarification of elements within the previously presented methods or typographic corrections and are not substantive in nature.

Application No. 12/846,635

Respectfully submitted,

/Arthur K. Shaffer/

Arthur Shaffer, PTO #50,257

INTELLECTUAL PROPERTY CENTER, LLC

7101 College Boulevard

Suite 1520

Overland Park, Kansas 66210

Telephone: (913) 345-0900

Attorneys for Applicants

Electronic Patent Application Fee Transmittal

Application Number:	12846635
Filing Date:	29-Jul-2010
Title of Invention:	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS
First Named Inventor/Applicant Name:	Marc Vianello
Filer:	Arthur K. Shaffer
Attorney Docket Number:	15703.5

Filed as Small Entity

Utility under 35 USC 111(a) Filing Fees

Description	Fee Code	Quantity	Amount	Sub-Total in USD(\$)
Basic Filing:				
Pages:				
Claims:				
Miscellaneous-Filing:				
Petition:				
Patent-Appeals-and-Interference:				
Post-Allowance-and-Post-Issuance:				
Utility Appl issue fee	2501	1	885	885

Extension-of-Time:

Monster Worldwide, Inc. Exhibit 1025 (p.44/380)

Description	Fee Code	Quantity	Amount	Sub-Total in USD(\$)
Miscellaneous:				
Total in USD (\$)				885

Electronic Acknowledgement Receipt

EFS ID:	14407441
Application Number:	12846635
International Application Number:	
Confirmation Number:	2336
Title of Invention:	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS
First Named Inventor/Applicant Name:	Marc Vianello
Customer Number:	66714
Filer:	Arthur K. Shaffer
Filer Authorized By:	
Attorney Docket Number:	15703.5
Receipt Date:	06-DEC-2012
Filing Date:	29-JUL-2010
Time Stamp:	23:06:51
Application Type:	Utility under 35 USC 111(a)

Payment information:

Submitted with Payment	yes
Payment Type	Credit Card
Payment was successfully received in RAM	\$885
RAM confirmation Number	7587
Deposit Account	
Authorized User	

File Listing:

Document Number	Document Description	File Name	File Size(Bytes)/ Message Digest	Multi Part (.zip)	Pages (if appl.)
		Monster Worldwide, Inc. Exhibit 1025 (p.46/380)			

1	Issue Fee Payment (PTO-85B)	15703_5PartBForm_vianello.pdf	101535 032b2480a4e801b3f981265f3f545f338b94d9b9	no	1
Warnings:					
Information:					
2		Vianello_NOAamendment_v8b.pdf	37469 9a1037945c344016eee44b8540be1646be103e05	yes	12
	Multipart Description/PDF files in .zip description				
	Document Description		Start	End	
	Amendment after Notice of Allowance (Rule 312)		1	1	
	Claims		2	10	
	Applicant Arguments/Remarks Made in an Amendment		11	12	
Warnings:					
Information:					
3	Fee Worksheet (SB06)	fee-info.pdf	30102 a41abe0ad7037e76ff51d4186381d0ae49d8c67b	no	2
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<p>This Acknowledgement Receipt evidences receipt on the noted date by the USPTO of the indicated documents, characterized by the applicant, and including page counts, where applicable. It serves as evidence of receipt similar to a Post Card, as described in MPEP 503.</p> <p><u>New Applications Under 35 U.S.C. 111</u> If a new application is being filed and the application includes the necessary components for a filing date (see 37 CFR 1.53(b)-(d) and MPEP 506), a Filing Receipt (37 CFR 1.54) will be issued in due course and the date shown on this Acknowledgement Receipt will establish the filing date of the application.</p> <p><u>National Stage of an International Application under 35 U.S.C. 371</u> If a timely submission to enter the national stage of an international application is compliant with the conditions of 35 U.S.C. 371 and other applicable requirements a Form PCT/DO/EO/903 indicating acceptance of the application as a national stage submission under 35 U.S.C. 371 will be issued in addition to the Filing Receipt, in due course.</p> <p><u>New International Application Filed with the USPTO as a Receiving Office</u> If a new international application is being filed and the international application includes the necessary components for an international filing date (see PCT Article 11 and MPEP 1810), a Notification of the International Application Number and of the International Filing Date (Form PCT/RO/105) will be issued in due course, subject to prescriptions concerning national security, and the date shown on this Acknowledgement Receipt will establish the international filing date of the application.</p>					



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APPLICATION NO.	FILING DATE	FIRST NAMED INVENTOR	ATTORNEY DOCKET NO.	CONFIRMATION NO.
12/846,635	07/29/2010	Marc Vianello	15703.5	2336

66714 7590 11/01/2012
INTELLECTUAL PROPERTY CENTER, LLC
7101 College Boulevard
SUITE 1520
OVERLAND PARK, KS 66210

EXAMINER

JEANTY, ROMAIN

ART UNIT	PAPER NUMBER
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3683

MAIL DATE	DELIVERY MODE
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11/01/2012

PAPER

Please find below and/or attached an Office communication concerning this application or proceeding.

The time period for reply, if any, is set in the attached communication.

Notice of Allowability

Application No.

12/846,635

Examiner

Romain Jeanty

Applicant(s)

VIANELLO, MARC

Art Unit

3683

-- The MAILING DATE of this communication appears on the cover sheet with the correspondence address--

All claims being allowable, PROSECUTION ON THE MERITS IS (OR REMAINS) CLOSED in this application. If not included herewith (or previously mailed), a Notice of Allowance (PTOL-85) or other appropriate communication will be mailed in due course. **THIS NOTICE OF ALLOWABILITY IS NOT A GRANT OF PATENT RIGHTS.** This application is subject to withdrawal from issue at the initiative of the Office or upon petition by the applicant. See 37 CFR 1.313 and MPEP 1308.

- 1. This communication is responsive to 6/28/2012.
- 2. An election was made by the applicant in response to a restriction requirement set forth during the interview on ____; the restriction requirement and election have been incorporated into this action.
- 3. The allowed claim(s) is/are 12-34,61 and 62.
- 4. Acknowledgment is made of a claim for foreign priority under 35 U.S.C. § 119(a)-(d) or (f).
 - a) All b) Some* c) None of the:
 - 1. Certified copies of the priority documents have been received.
 - 2. Certified copies of the priority documents have been received in Application No. ____ .
 - 3. Copies of the certified copies of the priority documents have been received in this national stage application from the International Bureau (PCT Rule 17.2(a)).

* Certified copies not received: ____.

Applicant has **THREE MONTHS FROM THE "MAILING DATE"** of this communication to file a reply complying with the requirements noted below. Failure to timely comply will result in ABANDONMENT of this application.

THIS THREE-MONTH PERIOD IS NOT EXTENDABLE.

- 5. A SUBSTITUTE OATH OR DECLARATION must be submitted. Note the attached EXAMINER'S AMENDMENT or NOTICE OF INFORMAL PATENT APPLICATION (PTO-152) which gives reason(s) why the oath or declaration is deficient.
 - 6. CORRECTED DRAWINGS (as "replacement sheets") must be submitted.
 - (a) including changes required by the Notice of Draftsperson's Patent Drawing Review (PTO-948) attached
 - 1) hereto or 2) to Paper No./Mail Date ____.
 - (b) including changes required by the attached Examiner's Amendment / Comment or in the Office action of Paper No./Mail Date ____.
- Identifying indicia such as the application number (see 37 CFR 1.84(c)) should be written on the drawings in the front (not the back) of each sheet. Replacement sheet(s) should be labeled as such in the header according to 37 CFR 1.121(d).**
- 7. DEPOSIT OF and/or INFORMATION about the deposit of BIOLOGICAL MATERIAL must be submitted. Note the attached Examiner's comment regarding REQUIREMENT FOR THE DEPOSIT OF BIOLOGICAL MATERIAL.

Attachment(s)

- 1. Notice of References Cited (PTO-892)
- 2. Notice of Draftsperson's Patent Drawing Review (PTO-948)
- 3. Information Disclosure Statements (PTO/SB/08), Paper No./Mail Date ____
- 4. Examiner's Comment Regarding Requirement for Deposit of Biological Material
- 5. Notice of Informal Patent Application
- 6. Interview Summary (PTO-413), Paper No./Mail Date ____ .
- 7. Examiner's Amendment/Comment
- 8. Examiner's Statement of Reasons for Allowance
- 9. Other ____.

/Romain Jeanty/
Primary Examiner, Art Unit 3683

EXAMINER'S AMENDMENT

1. An examiner's amendment to the record appears below. Should the changes and/or additions be unacceptable to applicant, an amendment may be filed as provided by 37 CFR 1.312. To ensure consideration of such an amendment, it MUST be submitted no later than the payment of the issue fee.

In the Specification:

Page 1:

Line 5, – ~~12/059,721~~ -- has been deleted and -- 10/101,644 -- been inserted.

Conclusion

2. Any inquiry concerning this communication or earlier communications from the examiner should be directed to Romain Jeanty whose telephone number is (571)272-6732. The examiner can normally be reached on Monday-Thursday 7:30 am to 6:00 pm.

If attempts to reach the examiner by telephone are unsuccessful, the examiner's supervisor, Peter H. Choi can be reached on (571) 272-6971. The fax phone number for the organization where this application or proceeding is assigned is 571-273-8300.

Art Unit: 3683

Information regarding the status of an application may be obtained from the Patent Application Information Retrieval (PAIR) system. Status information for published applications may be obtained from either Private PAIR or Public PAIR. Status information for unpublished applications is available through Private PAIR only. For more information about the PAIR system, see <http://pair-direct.uspto.gov>. Should you have questions on access to the Private PAIR system, contact the Electronic Business Center (EBC) at 866-217-9197 (toll-free). If you would like assistance from a USPTO Customer Service Representative or access to the automated information system, call 800-786-9199 (IN USA OR CANADA) or 571-272-1000.

/Romain Jeanty/
Primary Examiner, Art Unit 3624
October 26, 2012



NOTICE OF ALLOWANCE AND FEE(S) DUE

66714 7590 09/07/2012
INTELLECTUAL PROPERTY CENTER, LLC
7101 College Boulevard
SUITE 1520
OVERLAND PARK, KS 66210

Table with 2 columns: EXAMINER (JEANTY, ROMAIN), ART UNIT (3624), PAPER NUMBER

DATE MAILED: 09/07/2012

Table with 5 columns: APPLICATION NO., FILING DATE, FIRST NAMED INVENTOR, ATTORNEY DOCKET NO., CONFIRMATION NO.

12/846,635 07/29/2010 Marc Vianello 15703.5 2336
TITLE OF INVENTION: CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS

Table with 7 columns: APPLN. TYPE, SMALL ENTITY, ISSUE FEE DUE, PUBLICATION FEE DUE, PREV. PAID ISSUE FEE, TOTAL FEE(S) DUE, DATE DUE

THE APPLICATION IDENTIFIED ABOVE HAS BEEN EXAMINED AND IS ALLOWED FOR ISSUANCE AS A PATENT. PROSECUTION ON THE MERITS IS CLOSED. THIS NOTICE OF ALLOWANCE IS NOT A GRANT OF PATENT RIGHTS. THIS APPLICATION IS SUBJECT TO WITHDRAWAL FROM ISSUE AT THE INITIATIVE OF THE OFFICE OR UPON PETITION BY THE APPLICANT. SEE 37 CFR 1.313 AND MPEP 1308.

THE ISSUE FEE AND PUBLICATION FEE (IF REQUIRED) MUST BE PAID WITHIN THREE MONTHS FROM THE MAILING DATE OF THIS NOTICE OR THIS APPLICATION SHALL BE REGARDED AS ABANDONED. THIS STATUTORY PERIOD CANNOT BE EXTENDED. SEE 35 U.S.C. 151. THE ISSUE FEE DUE INDICATED ABOVE DOES NOT REFLECT A CREDIT FOR ANY PREVIOUSLY PAID ISSUE FEE IN THIS APPLICATION. IF AN ISSUE FEE HAS PREVIOUSLY BEEN PAID IN THIS APPLICATION (AS SHOWN ABOVE), THE RETURN OF PART B OF THIS FORM WILL BE CONSIDERED A REQUEST TO REAPPLY THE PREVIOUSLY PAID ISSUE FEE TOWARD THE ISSUE FEE NOW DUE.

HOW TO REPLY TO THIS NOTICE:

I. Review the SMALL ENTITY status shown above.

If the SMALL ENTITY is shown as YES, verify your current SMALL ENTITY status:

- A. If the status is the same, pay the TOTAL FEE(S) DUE shown above.
B. If the status above is to be removed, check box 5b on Part B - Fee(s) Transmittal and pay the PUBLICATION FEE (if required) and twice the amount of the ISSUE FEE shown above, or

If the SMALL ENTITY is shown as NO:

- A. Pay TOTAL FEE(S) DUE shown above, or
B. If applicant claimed SMALL ENTITY status before, or is now claiming SMALL ENTITY status, check box 5a on Part B - Fee(s) Transmittal and pay the PUBLICATION FEE (if required) and 1/2 the ISSUE FEE shown above.

II. PART B - FEE(S) TRANSMITTAL, or its equivalent, must be completed and returned to the United States Patent and Trademark Office (USPTO) with your ISSUE FEE and PUBLICATION FEE (if required). If you are charging the fee(s) to your deposit account, section "4b" of Part B - Fee(s) Transmittal should be completed and an extra copy of the form should be submitted. If an equivalent of Part B is filed, a request to reapply a previously paid issue fee must be clearly made, and delays in processing may occur due to the difficulty in recognizing the paper as an equivalent of Part B.

III. All communications regarding this application must give the application number. Please direct all communications prior to issuance to Mail Stop ISSUE FEE unless advised to the contrary.

IMPORTANT REMINDER: Utility patents issuing on applications filed on or after Dec. 12, 1980 may require payment of maintenance fees. It is patentee's responsibility to ensure timely payment of maintenance fees when due.

PART B - FEE(S) TRANSMITTAL

**Complete and send this form, together with applicable fee(s), to: Mail Mail Stop ISSUE FEE
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INSTRUCTIONS: This form should be used for transmitting the ISSUE FEE and PUBLICATION FEE (if required). Blocks 1 through 5 should be completed where appropriate. All further correspondence including the Patent, advance orders and notification of maintenance fees will be mailed to the current correspondence address as indicated unless corrected below or directed otherwise in Block 1, by (a) specifying a new correspondence address; and/or (b) indicating a separate "FEE ADDRESS" for maintenance fee notifications.

CURRENT CORRESPONDENCE ADDRESS (Note: Use Block 1 for any change of address)

Note: A certificate of mailing can only be used for domestic mailings of the Fee(s) Transmittal. This certificate cannot be used for any other accompanying papers. Each additional paper, such as an assignment or formal drawing, must have its own certificate of mailing or transmission.

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Certificate of Mailing or Transmission

I hereby certify that this Fee(s) Transmittal is being deposited with the United States Postal Service with sufficient postage for first class mail in an envelope addressed to the Mail Stop ISSUE FEE address above, or being facsimile transmitted to the USPTO (571) 273-2885, on the date indicated below.

(Depositor's name)
(Signature)
(Date)

APPLICATION NO.	FILING DATE	FIRST NAMED INVENTOR	ATTORNEY DOCKET NO.	CONFIRMATION NO.
12/846,635	07/29/2010	Marc Vianello	15703.5	2336

TITLE OF INVENTION: CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS

APPLN. TYPE	SMALL ENTITY	ISSUE FEE DUE	PUBLICATION FEE DUE	PREV. PAID ISSUE FEE	TOTAL FEE(S) DUE	DATE DUE
nonprovisional	YES	\$870	\$300	\$0	\$1170	12/07/2012

EXAMINER	ART UNIT	CLASS-SUBCLASS
JEANTY, ROMAIN	3624	705-007140

<p>1. Change of correspondence address or indication of "Fee Address" (37 CFR 1.363).</p> <p><input type="checkbox"/> Change of correspondence address (or Change of Correspondence Address form PTO/SB/122) attached.</p> <p><input type="checkbox"/> "Fee Address" indication (or "Fee Address" Indication form PTO/SB/47; Rev 03-02 or more recent) attached. Use of a Customer Number is required.</p>	<p>2. For printing on the patent front page, list</p> <p>(1) the names of up to 3 registered patent attorneys or agents OR, alternatively, 1 _____</p> <p>(2) the name of a single firm (having as a member a registered attorney or agent) and the names of up to 2 registered patent attorneys or agents. If no name is listed, no name will be printed. 2 _____</p> <p>3 _____</p>
---	---

3. ASSIGNEE NAME AND RESIDENCE DATA TO BE PRINTED ON THE PATENT (print or type)

PLEASE NOTE: Unless an assignee is identified below, no assignee data will appear on the patent. If an assignee is identified below, the document has been filed for recordation as set forth in 37 CFR 3.11. Completion of this form is NOT a substitute for filing an assignment.

(A) NAME OF ASSIGNEE _____ (B) RESIDENCE: (CITY and STATE OR COUNTRY) _____

Please check the appropriate assignee category or categories (will not be printed on the patent) : Individual Corporation or other private group entity Government

<p>4a. The following fee(s) are submitted:</p> <p><input type="checkbox"/> Issue Fee</p> <p><input type="checkbox"/> Publication Fee (No small entity discount permitted)</p> <p><input type="checkbox"/> Advance Order - # of Copies _____</p>	<p>4b. Payment of Fee(s); (Please first reapply any previously paid issue fee shown above)</p> <p><input type="checkbox"/> A check is enclosed.</p> <p><input type="checkbox"/> Payment by credit card. Form PTO-2038 is attached.</p> <p><input type="checkbox"/> The Director is hereby authorized to charge the required fee(s), any deficiency, or credit any overpayment, to Deposit Account Number _____ (enclose an extra copy of this form).</p>
---	--

5. Change in Entity Status (from status indicated above)

a. Applicant claims SMALL ENTITY status. See 37 CFR 1.27. b. Applicant is no longer claiming SMALL ENTITY status. See 37 CFR 1.27(g)(2).

NOTE: The Issue Fee and Publication Fee (if required) will not be accepted from anyone other than the applicant; a registered attorney or agent; or the assignee or other party in interest as shown by the records of the United States Patent and Trademark Office.

Authorized Signature _____ Date _____

Typed or printed name _____ Registration No. _____

This collection of information is required by 37 CFR 1.311. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 12 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, P.O. Box 1450, Alexandria, Virginia 22313-1450. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Commissioner for Patents, P.O. Box 1450, Alexandria, Virginia 22313-1450.

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12/846,635 07/29/2010 Marc Vianello 15703.5 2336

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EXAMINER

JEANTY, ROMAIN

ART UNIT PAPER NUMBER

3624

DATE MAILED: 09/07/2012

Determination of Patent Term Adjustment under 35 U.S.C. 154 (b)

(application filed on or after May 29, 2000)

The Patent Term Adjustment to date is 15 day(s). If the issue fee is paid on the date that is three months after the mailing date of this notice and the patent issues on the Tuesday before the date that is 28 weeks (six and a half months) after the mailing date of this notice, the Patent Term Adjustment will be 15 day(s).

If a Continued Prosecution Application (CPA) was filed in the above-identified application, the filing date that determines Patent Term Adjustment is the filing date of the most recent CPA.

Applicant will be able to obtain more detailed information by accessing the Patent Application Information Retrieval (PAIR) WEB site (http://pair.uspto.gov).

Any questions regarding the Patent Term Extension or Adjustment determination should be directed to the Office of Patent Legal Administration at (571)-272-7702. Questions relating to issue and publication fee payments should be directed to the Customer Service Center of the Office of Patent Publication at 1-(888)-786-0101 or (571)-272-4200.

Privacy Act Statement

The Privacy Act of 1974 (P.L. 93-579) requires that you be given certain information in connection with your submission of the attached form related to a patent application or patent. Accordingly, pursuant to the requirements of the Act, please be advised that: (1) the general authority for the collection of this information is 35 U.S.C. 2(b)(2); (2) furnishing of the information solicited is voluntary; and (3) the principal purpose for which the information is used by the U.S. Patent and Trademark Office is to process and/or examine your submission related to a patent application or patent. If you do not furnish the requested information, the U.S. Patent and Trademark Office may not be able to process and/or examine your submission, which may result in termination of proceedings or abandonment of the application or expiration of the patent.

The information provided by you in this form will be subject to the following routine uses:

1. The information on this form will be treated confidentially to the extent allowed under the Freedom of Information Act (5 U.S.C. 552) and the Privacy Act (5 U.S.C. 552a). Records from this system of records may be disclosed to the Department of Justice to determine whether disclosure of these records is required by the Freedom of Information Act.
2. A record from this system of records may be disclosed, as a routine use, in the course of presenting evidence to a court, magistrate, or administrative tribunal, including disclosures to opposing counsel in the course of settlement negotiations.
3. A record in this system of records may be disclosed, as a routine use, to a Member of Congress submitting a request involving an individual, to whom the record pertains, when the individual has requested assistance from the Member with respect to the subject matter of the record.
4. A record in this system of records may be disclosed, as a routine use, to a contractor of the Agency having need for the information in order to perform a contract. Recipients of information shall be required to comply with the requirements of the Privacy Act of 1974, as amended, pursuant to 5 U.S.C. 552a(m).
5. A record related to an International Application filed under the Patent Cooperation Treaty in this system of records may be disclosed, as a routine use, to the International Bureau of the World Intellectual Property Organization, pursuant to the Patent Cooperation Treaty.
6. A record in this system of records may be disclosed, as a routine use, to another federal agency for purposes of National Security review (35 U.S.C. 181) and for review pursuant to the Atomic Energy Act (42 U.S.C. 218(c)).
7. A record from this system of records may be disclosed, as a routine use, to the Administrator, General Services, or his/her designee, during an inspection of records conducted by GSA as part of that agency's responsibility to recommend improvements in records management practices and programs, under authority of 44 U.S.C. 2904 and 2906. Such disclosure shall be made in accordance with the GSA regulations governing inspection of records for this purpose, and any other relevant (i.e., GSA or Commerce) directive. Such disclosure shall not be used to make determinations about individuals.
8. A record from this system of records may be disclosed, as a routine use, to the public after either publication of the application pursuant to 35 U.S.C. 122(b) or issuance of a patent pursuant to 35 U.S.C. 151. Further, a record may be disclosed, subject to the limitations of 37 CFR 1.14, as a routine use, to the public if the record was filed in an application which became abandoned or in which the proceedings were terminated and which application is referenced by either a published application, an application open to public inspection or an issued patent.
9. A record from this system of records may be disclosed, as a routine use, to a Federal, State, or local law enforcement agency, if the USPTO becomes aware of a violation or potential violation of law or regulation.

Applicant-Initiated Interview Summary	Application No. 12/846,635	Applicant(s) VIANELLO, MARC	
	Examiner Romain Jeanty	Art Unit 3624	

All participants (applicant, applicant's representative, PTO personnel):

(1) Romain Jeanty. (3)_____.

(2) Arthur K Shaffer. (4)_____.

Date of Interview: 27 August 2012.

Type: Telephonic Video Conference
 Personal [copy given to: applicant applicant's representative]

Exhibit shown or demonstration conducted: Yes No.
If Yes, brief description: _____.

Issues Discussed 101 112 102 103 Others
(For each of the checked box(es) above, please describe below the issue and detailed description of the discussion)

Claim(s) discussed: 12-62.

Identification of prior art discussed: None.

Substance of Interview

(For each issue discussed, provide a detailed description and indicate if agreement was reached. Some topics may include: identification or clarification of a reference or a portion thereof, claim interpretation, proposed amendments, arguments of any applied references etc...)

See Examiner's Amendment.

Applicant recordation instructions: The formal written reply to the last Office action must include the substance of the interview. (See MPEP section 713.04). If a reply to the last Office action has already been filed, applicant is given a non-extendable period of the longer of one month or thirty days from this interview date, or the mailing date of this interview summary form, whichever is later, to file a statement of the substance of the interview

Examiner recordation instructions: Examiners must summarize the substance of any interview of record. A complete and proper recordation of the substance of an interview should include the items listed in MPEP 713.04 for complete and proper recordation including the identification of the general thrust of each argument or issue discussed, a general indication of any other pertinent matters discussed regarding patentability and the general results or outcome of the interview, to include an indication as to whether or not agreement was reached on the issues raised.

Attachment

Applicant-Initiated Interview Summary	Application No. 12/846,635	Applicant(s) VIANELLO, MARC	
	Examiner Romain Jeanty	Art Unit 3624	

All participants (applicant, applicant's representative, PTO personnel):

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Attachment

Summary of Record of Interview Requirements

Manual of Patent Examining Procedure (MPEP), Section 713.04, Substance of Interview Must be Made of Record

A complete written statement as to the substance of any face-to-face, video conference, or telephone interview with regard to an application must be made of record in the application whether or not an agreement with the examiner was reached at the interview.

Title 37 Code of Federal Regulations (CFR) § 1.133 Interviews

Paragraph (b)

In every instance where reconsideration is requested in view of an interview with an examiner, a complete written statement of the reasons presented at the interview as warranting favorable action must be filed by the applicant. An interview does not remove the necessity for reply to Office action as specified in §§ 1.111, 1.135. (35 U.S.C. 132)

37 CFR §1.2 Business to be transacted in writing.

All business with the Patent or Trademark Office should be transacted in writing. The personal attendance of applicants or their attorneys or agents at the Patent and Trademark Office is unnecessary. The action of the Patent and Trademark Office will be based exclusively on the written record in the Office. No attention will be paid to any alleged oral promise, stipulation, or understanding in relation to which there is disagreement or doubt.

The action of the Patent and Trademark Office cannot be based exclusively on the written record in the Office if that record is itself incomplete through the failure to record the substance of interviews.

It is the responsibility of the applicant or the attorney or agent to make the substance of an interview of record in the application file, unless the examiner indicates he or she will do so. It is the examiner's responsibility to see that such a record is made and to correct material inaccuracies which bear directly on the question of patentability.

Examiners must complete an Interview Summary Form for each interview held where a matter of substance has been discussed during the interview by checking the appropriate boxes and filling in the blanks. Discussions regarding only procedural matters, directed solely to restriction requirements for which interview recordation is otherwise provided for in Section 812.01 of the Manual of Patent Examining Procedure, or pointing out typographical errors or unreadable script in Office actions or the like, are excluded from the interview recordation procedures below. Where the substance of an interview is completely recorded in an Examiners Amendment, no separate Interview Summary Record is required.

The Interview Summary Form shall be given an appropriate Paper No., placed in the right hand portion of the file, and listed on the "Contents" section of the file wrapper. In a personal interview, a duplicate of the Form is given to the applicant (or attorney or agent) at the conclusion of the interview. In the case of a telephone or video-conference interview, the copy is mailed to the applicant's correspondence address either with or prior to the next official communication. If additional correspondence from the examiner is not likely before an allowance or if other circumstances dictate, the Form should be mailed promptly after the interview rather than with the next official communication.

The Form provides for recordation of the following information:

- Application Number (Series Code and Serial Number)
- Name of applicant
- Name of examiner
- Date of interview
- Type of interview (telephonic, video-conference, or personal)
- Name of participant(s) (applicant, attorney or agent, examiner, other PTO personnel, etc.)
- An indication whether or not an exhibit was shown or a demonstration conducted
- An identification of the specific prior art discussed
- An indication whether an agreement was reached and if so, a description of the general nature of the agreement (may be by attachment of a copy of amendments or claims agreed as being allowable). Note: Agreement as to allowability is tentative and does not restrict further action by the examiner to the contrary.
- The signature of the examiner who conducted the interview (if Form is not an attachment to a signed Office action)

It is desirable that the examiner orally remind the applicant of his or her obligation to record the substance of the interview of each case. It should be noted, however, that the Interview Summary Form will not normally be considered a complete and proper recordation of the interview unless it includes, or is supplemented by the applicant or the examiner to include, all of the applicable items required below concerning the substance of the interview.

A complete and proper recordation of the substance of any interview should include at least the following applicable items:

- 1) A brief description of the nature of any exhibit shown or any demonstration conducted,
- 2) an identification of the claims discussed,
- 3) an identification of the specific prior art discussed,
- 4) an identification of the principal proposed amendments of a substantive nature discussed, unless these are already described on the Interview Summary Form completed by the Examiner,
- 5) a brief identification of the general thrust of the principal arguments presented to the examiner,
(The identification of arguments need not be lengthy or elaborate. A verbatim or highly detailed description of the arguments is not required. The identification of the arguments is sufficient if the general nature or thrust of the principal arguments made to the examiner can be understood in the context of the application file. Of course, the applicant may desire to emphasize and fully describe those arguments which he or she feels were or might be persuasive to the examiner.)
- 6) a general indication of any other pertinent matters discussed, and
- 7) if appropriate, the general results or outcome of the interview unless already described in the Interview Summary Form completed by the examiner.

Examiners are expected to carefully review the applicant's record of the substance of an interview. If the record is not complete and accurate, the examiner will give the applicant an extendable one month time period to correct the record.

Examiner to Check for Accuracy

If the claims are allowable for other reasons of record, the examiner should send a letter setting forth the examiner's version of the statement attributed to him or her. If the record is complete and accurate, the examiner should place the indication, "Interview Record OK" on the paper recording the substance of the interview along with the date and the examiner's initials.

EXAMINER'S AMENDMENT

1. An examiner's amendment to the record appears below. Should the changes and/or additions be unacceptable to applicant, an amendment may be filed as provided by 37 CFR 1.312. To ensure consideration of such an amendment, it MUST be submitted no later than the payment of the issue fee.

Authorization for this examiner's amendment was given in a telephone interview with Arthur K Shafer on August 27, 2012.

In the Claims:

Claims 1-11, and 35-60 are canceled.

Reasons for Allowance

2. The following is an examiner's statement of reasons for allowance:

The closest prior art is Work (US Patent No. 7,725,525). Work discloses a method that matches between search queries and potential targets of such search queries are automatically brokered by comparing search criteria specified in the search queries with profile criteria describing potential targets, and reporting instances of acceptable correspondence between the search criteria and the profile criteria. The search criteria includes portions of descriptive profiles of the potential targets. Descriptive profiles include some or all of an individual's

Art Unit: 3624

capabilities, history, values, interests, style, goals, projects, contacts, profiles of said contacts, employment history, education history, organizational activities.

Applicant's arguments filed on June 28, 2012 (Pages 19-22 in particular) are deemed to be persuasive and adequately reflect the Examiner's opinion as to why claims 12-34 and 61-62 are allowable over the prior art of record.

Any comments considered necessary by applicant must be submitted no later than the payment of the issue fee and, to avoid processing delays, should preferably accompany the issue fee. Such submissions should be clearly labeled "Comments on Statement of Reasons for Allowance."

Conclusion

3. The prior art made of record cited in the PTO-892 form and not relied upon is considered pertinent to applicant's disclosure.

Any inquiry concerning this communication or earlier communications from the examiner should be directed to Romain Jeanty whose telephone number is (571)272-6732. The examiner can normally be reached on Mon-Thurs 7:30 am to 6:00 pm.

If attempts to reach the examiner by telephone are unsuccessful, the examiner's supervisor, Lynda Jasmin can be reached on (571) 272-6782. The fax phone number for the organization where this application or proceeding is assigned is 571-273-8300.

Art Unit: 3624

Information regarding the status of an application may be obtained from the Patent Application Information Retrieval (PAIR) system. Status information for published applications may be obtained from either Private PAIR or Public PAIR. Status information for unpublished applications is available through Private PAIR only. For more information about the PAIR system, see <http://pair-direct.uspto.gov>. Should you have questions on access to the Private PAIR system, contact the Electronic Business Center (EBC) at 866-217-9197 (toll-free). If you would like assistance from a USPTO Customer Service Representative or access to the automated information system, call 800-786-9199 (IN USA OR CANADA) or 571-272-1000.

/Romain Jeanty/
Primary Examiner, Art Unit 3624
August 25, 2012

WEST Search History for Application 12846635

Creation Date: 2012082714:35

Prior Art Searches

Query	DB	Op.	Plur.	Thes.	Date
(search\$ or retriev\$) near5 (employer\$ or hirer\$ or personnel\$ or manager\$ human adj resource\$ or HR) near5 (applicant\$ or candidate\$ or job adj seeker\$ or position adj seeker\$ or employee\$ or worker\$ or prospect\$1 or user\$) near5 (attribute\$ or profile\$ or requirement\$ or requisite\$ or preference\$)	USPT	OR	YES	DTIC	02-27-2012
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Index of Claims



Application/Control No.

12/846,635

Examiner

Romain Jeanty

Applicant(s)/Patent under Reexamination

VIANELLO, MARC

Art Unit

3624

✓	Rejected
=	Allowed

—	(Through numeral) Cancelled
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N	Non-Elected
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A	Appeal
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BIB DATA SHEET

CONFIRMATION NO. 2336

SERIAL NUMBER 12/846,635	FILING or 371(c) DATE 07/29/2010 RULE	CLASS 701	GROUP ART UNIT 3624	ATTORNEY DOCKET NO. 15703.5	
APPLICANTS Marc Vianello, Mission, KS;					
** CONTINUING DATA ***** This application is a DIV of 12/059,728 03/31/2008 which is a DIV of 10/101,644 03/19/2002 PAT 7,424,438					
** FOREIGN APPLICATIONS *****					
** IF REQUIRED, FOREIGN FILING LICENSE GRANTED ** ** SMALL ENTITY ** 10/04/2010					
Foreign Priority claimed <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No 35 USC 119(a-d) conditions met <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No Verified and Acknowledged <u>/ROMAIN JEANTY/</u> Examiner's Signature	<input type="checkbox"/> Met after Allowance Initials	STATE OR COUNTRY KS	SHEETS DRAWINGS 21	TOTAL CLAIMS 60 - 25	INDEPENDENT CLAIMS 6 - 3
ADDRESS INTELLECTUAL PROPERTY CENTER, LLC 7101 College Boulevard SUITE 1520 OVERLAND PARK, KS 66210 UNITED STATES					
TITLE CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS					
FILING FEE RECEIVED 2162	FEES: Authority has been given in Paper No. _____ to charge/credit DEPOSIT ACCOUNT No. _____ for following:		<input type="checkbox"/> All Fees <input type="checkbox"/> 1.16 Fees (Filing) <input type="checkbox"/> 1.17 Fees (Processing Ext. of time) <input type="checkbox"/> 1.18 Fees (Issue) <input type="checkbox"/> Other _____ <input type="checkbox"/> Credit		

Issue Classification 	Application/Control No. 12/846,635	Applicant(s)/Patent under Reexamination VIANELLO, MARC	
	Examiner Romain Jeanty	Art Unit 3624	

ISSUE CLASSIFICATION											
ORIGINAL				CROSS REFERENCE(S)							
CLASS		SUBCLASS		CLASS	SUBCLASS (ONE SUBCLASS PER BLOCK)						
705		7.14									
INTERNATIONAL CLASSIFICATION											
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								Total Claims Allowed: 25			
(Assistant Examiner) (Date)				/Romain Jeanty/ 8/23/2012				O.G. Print Claim(s)		O.G. Print Fig.	
(Legal Instruments Examiner) (Date)								(Primary Examiner) (Date)		1		1

<input type="checkbox"/> Claims renumbered in the same order as presented by applicant												<input type="checkbox"/> CPA		<input type="checkbox"/> T.D.		<input type="checkbox"/> R.1.47	
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16	27		57		87		117		147		177		207				
17	28		58		88		118		148		178		208				
19	29		59		89		119		149		179		209				
20	30		60		90		120		150		180		210				

Electronic Patent Application Fee Transmittal

Application Number:	12846635
Filing Date:	29-Jul-2010
Title of Invention:	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS
First Named Inventor/Applicant Name:	Marc Vianello
Filer:	Arthur K. Shaffer/Amanda Matusek
Attorney Docket Number:	15703.5

Filed as Small Entity

Utility under 35 USC 111(a) Filing Fees

Description	Fee Code	Quantity	Amount	Sub-Total in USD(\$)
Basic Filing:				
Pages:				
Claims:				
Claims in excess of 20	2202	2	30	60

Miscellaneous-Filing:

Petition:

Patent-Appeals-and-Interference:

Post-Allowance-and-Post-Issuance:

Extension-of-Time:

Monster Worldwide, Inc. Exhibit 1025 (p.68/380)

Description	Fee Code	Quantity	Amount	Sub-Total in USD(\$)
Miscellaneous:				
Total in USD (\$)				60

Electronic Acknowledgement Receipt

EFS ID:	13148512
Application Number:	12846635
International Application Number:	
Confirmation Number:	2336
Title of Invention:	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS
First Named Inventor/Applicant Name:	Marc Vianello
Customer Number:	66714
Filer:	Arthur K. Shaffer/Amanda Matusek
Filer Authorized By:	Arthur K. Shaffer
Attorney Docket Number:	15703.5
Receipt Date:	29-JUN-2012
Filing Date:	29-JUL-2010
Time Stamp:	16:59:15
Application Type:	Utility under 35 USC 111(a)

Payment information:

Submitted with Payment	yes
Payment Type	Credit Card
Payment was successfully received in RAM	\$60
RAM confirmation Number	4989
Deposit Account	
Authorized User	

File Listing:

Document Number	Document Description	File Name	File Size(Bytes)/ Message Digest	Multi Part (.zip)	Pages (if appl.)
		Monster Worldwide, Inc. Exhibit 1025 (p. 70/380)			

1	Fee Worksheet (SB06)	fee-info.pdf	30212 a980d3df5415abab4f8d184cf893f13495b7a53b	no	2
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Warnings:

Information:

Total Files Size (in bytes):	30212
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This Acknowledgement Receipt evidences receipt on the noted date by the USPTO of the indicated documents, characterized by the applicant, and including page counts, where applicable. It serves as evidence of receipt similar to a Post Card, as described in MPEP 503.

New Applications Under 35 U.S.C. 111

If a new application is being filed and the application includes the necessary components for a filing date (see 37 CFR 1.53(b)-(d) and MPEP 506), a Filing Receipt (37 CFR 1.54) will be issued in due course and the date shown on this Acknowledgement Receipt will establish the filing date of the application.

National Stage of an International Application under 35 U.S.C. 371

If a timely submission to enter the national stage of an international application is compliant with the conditions of 35 U.S.C. 371 and other applicable requirements a Form PCT/DO/EO/903 indicating acceptance of the application as a national stage submission under 35 U.S.C. 371 will be issued in addition to the Filing Receipt, in due course.

New International Application Filed with the USPTO as a Receiving Office

If a new international application is being filed and the international application includes the necessary components for an international filing date (see PCT Article 11 and MPEP 1810), a Notification of the International Application Number and of the International Filing Date (Form PCT/RO/105) will be issued in due course, subject to prescriptions concerning national security, and the date shown on this Acknowledgement Receipt will establish the international filing date of the application.

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Application of	) June 28, 2012
)
Marc Vianello)
	) Group Art Unit 3624
Serial No. 12/846,635)
)
Filed July 29, 2010	) Primary Examiner:
)
For: CAREER AND EMPLOYMENT	) Romain Jeanty
SERVICES SYSTEM)
AND APPARATUS)

Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

RESPONSE

Sir:

The Office Action dated March 1, 2012, has been received and carefully reviewed. Reconsideration of the rejection is respectfully requested in view of the amendments to the claims and remarks below. Based upon the Office Action, it appears that claims 12-34 are presently pending in the application. Claims 12, 15-17, 20 are rejected as being anticipated under 102(e) and claims 13-14, 18, 19 and 21-34 have been rejected under 35 U.S.C. 103(a). Claims 61 and 62 are newly added and depend from claims 29 and 21 respectively.

Listing of Claims begins on page 2 of this paper.

Remarks begin on page 19 of this paper.

Application No. 12/846,635
Reply Dated June 28, 2012
Reply to Office Action of March 1, 1012

LISTING OF CLAIMS:

1.(Withdrawn) A method of receiving and processing information within a computer system regarding at least one candidate from a plurality of talent-contributors, said method comprising the steps of:

inputting candidate attributes into said computer system, said candidate attributes including:

- personal information associated with said candidate;
 - experience information regarding said candidate;
 - skills descriptions corresponding to skills attributes; and
 - information classified according to an occupational classification system;
- inputting employer information pertaining to prospective employers into said system, said employer information including job description information relating to at least one job listing and classified according to said occupational classification system; and
- processing said candidate attributes with said job description information in said computer system to thereby determine matches between said candidate attributes and said job listing.

2. (Withdrawn) The method as set forth in claim 1, wherein said employer information includes information classified according to an industry classification system.

3. (Withdrawn) The method as set forth in claim 1, wherein said job description information includes information classified according to said occupational classification system.

4. (Withdrawn) The method as set forth in claim 1, wherein said experience information includes information classified according to an industry classification system.

5. (Withdrawn) The method as set forth in claim 1, wherein said matches are ranked according to their relative extent of compatibility.

6. (Withdrawn) The method as set forth in claim 5, wherein said computer system generates a listing of said matches based upon said ranking.

7. (Withdrawn) The method of receiving processing information according to claim 1, wherein said personal information further comprises self-identification information including at least one of:

- race-information regarding said candidate;
- gender-information regarding said candidate;
- citizenship-information regarding said candidate; and
- lawful eligibility to work in at least one country.

Application No. 12/846,635
Reply Dated June 28, 2012
Reply to Office Action of March 1, 1012

8. (Withdrawn) The method as set forth in claim 1, wherein said skills descriptions relate to at least one of language skills, computer skills, analytical skills, people and communications skills, and mechanical skills of said candidate.

9. (Withdrawn) The method as set forth in claim 8, wherein said skills description further includes skills proficiency of said candidate.

10. (Withdrawn) The method as set forth in claim 1, wherein said skills descriptions include language skills, and wherein said language skills include at least one of reading, writing and speaking skills.

11. (Withdrawn) The method as set forth in claim 1, wherein said candidate attributes include information regarding at least one designation of at least one preferred employer.

Application No. 12/846,635
Reply Dated June 28, 2012
Reply to Office Action of March 1, 1012

12. (Amended) A method of searching a plurality of candidate profiles having respective candidate attributes and threshold requirements ~~and being stored in by~~ a computer system having at least one computer with a processor and storage medium within a computer network, said method performed by a prospective employer using said computer system, and said method comprising:

storing said candidate attributes received from a candidate in a structured format on a storage medium in communication with said computer;

selecting candidate threshold requirements from said candidate attributes;

identifying at least one candidate profile by said computer system based on at least one search parameter received by said prospective employer;

comparing said search parameter with said candidate attributes by said computer system;

determining by said computer system whether at least one of said identified candidate profiles ~~matches~~ matching said search parameter meets said threshold requirement, ~~based on said comparison;~~ and

communicating to said prospective employer said matched candidate profile.

13. (Original) The method as set forth in claim 12, wherein said search parameter is associated with at least one job description.

14. (Original) The method as set forth in claim 12, wherein said search parameter comprises data structured according to an occupational classification system.

15. (Original) The method as set forth in claim 12, wherein said search parameter comprises data structured according to an industry classification system.

16. (Original) The method as set forth in claim 12, wherein said candidate profiles are ranked according to the extent they are compatible with said search parameter.

17. (Original) The method of claim 16, wherein said computer system generates a listing of said candidate profiles based upon said ranking.

18. (Original) The method as set forth in claim 12, further comprising receiving from said prospective employer a request for an interview with a candidate associated with said matched candidate profile;

transmitting said request for said interview to said candidate over said computer network; and

receiving a request-acceptance indication from said candidate over said computer network.

19. (Original) The method of claim 12 further comprising permitting said prospective employer to modify said search parameter.

20. (Original) The method of claim 12 wherein said search is automatically performed by said computer system based on said search parameter.

21. (Original) A method of searching a plurality of candidate profiles having respective threshold requirements and being stored in a computer system having at least one computer with a processor within a computer network, said method performed by a prospective employer using said computer system, and said method comprising:

associating said search with a specific job description of said prospective employer;

identifying at least one candidate profile by said computer system based on at least one search parameter;

comparing said job description with said threshold requirements by said computer system;

determining by said computer system whether said job description matches said threshold requirements; and,

communicating to said prospective employer at least one candidate profile based upon said search parameters.

Application No. 12/846,635
Reply Dated June 28, 2012
Reply to Office Action of March 1, 1012

22. (Original) The method as set forth in claim 21, wherein said candidate profiles are ranked according to their relative extent of compatibility with said job description.

23. (Original) The method as set forth in claim 22, wherein said computer system generates a listing of said candidate profiles based upon said ranking.

24. (Amended) The method as set forth in claim 21, wherein said threshold requirement is provided by said employer and electronically stored on said storage medium, said threshold requirement comprises~~comprising~~ data structured according to an occupational classification system.

25. (Original) The method as set forth in claim 21, wherein said threshold requirement comprises data structured according to an industry classification system.

26. (Original) The method of claim 21, further comprising receiving from said prospective employer a request for an interview with a candidate associated said matched candidate profile;

transmitting said request for said interview to said candidate over said computer network; and

receiving a request-acceptance indication from said candidate over said computer

Application No. 12/846,635
Reply Dated June 28, 2012
Reply to Office Action of March 1, 1012

network.

27. (Original) The method of claim 21 further comprising permitting said prospective employer to modify said job descriptions in response to said threshold determination.

28. (Original) The method of claim 21 wherein said search is automatically performed by said computer system based on said search parameters.

29. (Amended) A method of searching a plurality of job descriptions having respective threshold requirements and being stored in a computer system having at least one computer with a processor within a computer network, said method performed by a candidate using said computer system, and said method comprising:

identifying at least one job description by said computer system based upon at least one search parameter, said search parameter input into said computer system;

storing attributes of a candidate profile including candidate threshold requirements associated with said candidate in said computer system;

comparing said job description with attributes of ~~[[a]]~~ said candidate profile ~~associated with said candidate;~~

determining whether said candidate profile matches said job description based on said threshold requirements; and,

Application No. 12/846,635
Reply Dated June 28, 2012
Reply to Office Action of March 1, 1012

communicating said matched job descriptions to said candidate.

30. (Original) The method of claim 29 further comprising the steps of:
receiving a request for interview with said employer from said candidate through
said computer network;
transmitting said request through said computer network to said employer; and,
receiving a request-acceptance indication from said employer over said computer
network.

31. (Original) The method of claim 30 further including the step of
permitting said candidate to modify said search parameters in response to said request
acceptance indication.

32. (Original) The method of claim 29 wherein said job descriptions are
ranked by said computer system indicating a relative maximum compensation associated
with said job description.

33. (Original) The method of claim 32 wherein said computer system
generates a listing of said job descriptions arranged based upon said ranking.

34. (Original) The method of claim 29 wherein said search is automatically performed by said computer system based on said search parameters.

35. (Withdrawn) A method of searching a plurality of candidate profiles including information classified according to an occupational classification system, having respective threshold requirements, and being stored in a computer system within a computer network, said computer system comprising a computer with a processor for performing the following steps, said method performed by an employer using said computer system, and said method comprising:

entering at least one job description into said computer system, said job

description including job data structured according to said occupational classification system;

receiving search parameters within said computer system from said employer;

identifying candidate profiles associated with candidates by said computer system based on said search parameters;

comparing said job description with said threshold requirements by said computer system, whereby a threshold comparison results;

determining by said computer system whether at least one of said threshold requirements matches said job description, based on said threshold comparison;

upon one of said threshold requirements matching said job description, receiving

Application No. 12/846,635
Reply Dated June 28, 2012
Reply to Office Action of March 1, 1012

from said employer a request in said computer system for interview with a candidate associated with said one of said threshold requirements; and transmitting said request for interview to said candidate over said computer network.

36. (Withdrawn) The method as set forth in claim 35, wherein said candidate profiles include information classified according to an industry classification system.

37. (Withdrawn) The method as set forth in claim 35, wherein said job description includes information classified according to an industry classification system.

38. (Withdrawn) The method as set forth in claim 35, wherein said search parameters include a maximum compensation requirement.

39. (Withdrawn) The method of claim 35, wherein said threshold requirements include a minimum compensation.

40. (Withdrawn) The method as set forth in claim 38, wherein said maximum compensation requirement is confidential.

41. (Withdrawn) The method of claim 39, wherein said minimum compensation requirement is confidential.

42. (Withdrawn) The method as set forth in claim 35 further comprising the steps of:

receiving from said candidate an indication regarding whether said candidate accepts said employer interview request; and
providing a survey over said computer network to said candidate.

43. (Withdrawn) The method as set forth in claim 42, further comprising:
inactivating an account associated with said candidate based on a failure to respond to said survey; and
reactivating said account based on a subsequent response to said survey.

44. (Withdrawn) The method as set forth in claim 42, further comprising:
inactivating an account associated with said candidate based on a failure to respond to said survey; and
reactivating said account based on passage of a predetermined period of time.

45. (Withdrawn) The method as set forth in claim 35, further comprising providing said employer with an opportunity to modify said search parameters and said

Application No. 12/846,635
Reply Dated June 28, 2012
Reply to Office Action of March 1, 1012

job description if said threshold comparison indicates that said candidate profile does not match said job description.

46. (Withdrawn) The method as set forth in claim 35, further comprising providing said employer with a list of candidates whose associated candidate profiles matched said threshold requirements.

47. (Withdrawn) The method as set forth in claim 46, wherein said list of candidates is ordered by the degree of compatibility of said candidates with said job description.

48. (Withdrawn) The method as set forth in claim 46, wherein said list of candidates is further ordered by geographic proximity to a geographic location specified in said search parameters.

49. (Withdrawn) A method of searching a plurality of job descriptions including information classified according to an occupational classification system, having respective threshold requirements, and being stored in a computer system within a computer network, said computer system comprising a computer with a processor for performing the following steps, said method performed by a candidate using said computer system, and said method comprising:

Application No. 12/846,635
Reply Dated June 28, 2012
Reply to Office Action of March 1, 1012

entering at least one candidate's profile with candidate attributes into said computer system, said candidate profile including job data structured according to said occupational classification system;
receiving search parameters within said computer system from said candidate;
identifying job descriptions associated with prospective employers by said computer system based on said search parameters;
comparing said candidate profile with said threshold requirements of said job description by said computer system, whereby a threshold comparison results;
determining by said computer system whether at least one of said job descriptions matches said candidate attributes, based on said threshold comparison;
upon said one of said job descriptions matching said candidate attributes, receiving from said candidate a request in said computer system for interview with an employer associated with said one of said job descriptions; and
transmitting said request for interview to said associated employer over said computer network.

50. (Withdrawn) The method as set forth in claim 49, wherein said job descriptions include information classified according to an industry classification system.

Application No. 12/846,635
Reply Dated June 28, 2012
Reply to Office Action of March 1, 1012

51. (Withdrawn) The method as set forth in claim 49, wherein said candidate profile includes information classified according to an industry classification system.

52. (Withdrawn) The method as set forth in claim 49, wherein said search parameters include a minimum compensation threshold requirement.

53. (Withdrawn) The method as set forth in claim 52, wherein said minimum compensation requirement is confidential.

54. (Withdrawn) The method as set forth in claim 49, further comprising the steps of:

receiving from said employer an indication regarding whether said employer
accepts said candidate interview request; and
providing a survey over said computer network to said candidate.

55. (Withdrawn) The method as set forth in claim 54, further comprising:
inactivating an account associated with said associated employer based on a failure
to respond to said survey; and,
reactivating said account based on a subsequent response to said survey.

56. (Withdrawn) The method as set forth in claim 54, further comprising:
inactivating an account associated with said associated employer based on a failure
to respond to said survey; and,
reactivating said account based on passage of a predetermined period of time.

57. (Withdrawn) The method as set forth in claim 49, further comprising
providing said candidate with an opportunity to modify said search parameters and said
candidate profile if said threshold comparison indicates that said candidate profile does
not match said threshold requirements.

58. (Withdrawn) The method as set forth in claim 49, further comprising
providing said candidate with a list of job descriptions for which said candidate profile
matches said threshold requirements.

59. (Withdrawn) The method as set forth in claim 58, wherein said list of job
descriptions is ordered by maximum compensation requirement of said job descriptions.

Application No. 12/846,635
Reply Dated June 28, 2012
Reply to Office Action of March 1, 1012

60. (Withdrawn) The method as set forth in claim 59, wherein said list of job descriptions is further ordered by geographic proximity to a geographic location specified in said search parameters.

61.(New) The method of claim 29 wherein said threshold requirements are provided by said employer.

62. (New) The method of claim 21 wherein said threshold requirements are provided by said candidate.

Application No. 12/846,635
Reply Dated June 28, 2012
Reply to Office Action of March 1, 2012

REMARKS:

The Office Action dated March 1, 2012, has been received and carefully reviewed. Reconsideration of the rejection is respectfully requested in view of the amendments to the claims and remarks below.

I. § 102 Rejection

In response to the Examiner's rejection under 102(e) as being anticipated by Work, Applicant respectfully disagrees that Work discloses all of the features of the present invention. Work appears to disclose matching search queries and potential targets of search queries by comparing search criteria with profile criteria describing potential targets. Work discloses using database queries or SQL queries to perform the comparison feature. Work does not disclose providing threshold requirements of the candidate, in fact the only reference within the specification of threshold appears in the background portion when discussing Patent 6,115,709 and a system for constructing a user's knowledge profile. Work does not disclose each and every feature of claims 13-14, 19, 24 -25.

Work appears to disclose utilization of an employee's profile criteria including capabilities, history, values, interests, style, goals, projects, human networks, contacts, profiles of the contacts, employment history, education history, organizational activities, organizations, profiles of the organizations or compensation requirements in data provided by the candidate. Employers (initiators) may search through profiles using the search criteria, including descriptive portions provided by the candidate. However, Work does not disclose utilization of the structured profile criteria provided by the employer related to the candidate being sought as specified in claims

Application No. 12/846,635
Reply Dated June 28, 2012
Reply to Office Action of March 1, 1012

13-14, 19 and 24-25. Because Work fails to teach each and every limitation of the present invention, Applicant respectfully requests that the 102(e) rejection be removed.

II. § 103 Rejection

Regarding the 103 rejection, Claims, 13-14, 19 and 24-25 are rejected as being unpatentable in light of Work. Applicant respectfully disagrees. Initially, the rejection of record acknowledges that Work “fails to explicitly disclose these claimed features.” However, the action concludes with the statement that the claimed features are “old and well known” without stating which features are not disclosed or which are old and well known. The rejection fails to adequately support or specify the basis for the rejection and therefore it is an improper rejection under 103. Which claimed features are taught and not taught by Work is not disclosed by the examiner and which features are old and well known or upon whose knowledge is also not disclosed.

These statements, however, do not satisfy the factual inquiry required by *Graham v. John Deere Co.*, 383 U.S. 1 (1966) to make a prima facie case of obviousness. See MPEP Section 2144 (“It is never appropriate to rely solely on ‘common knowledge’ in the art without evidentiary support in the record, as the principal evidence upon which a rejection was based.”) A prima facie case of obviousness cannot be made with conclusory statements that certain limitations are well known in the art, but rather is made with factual support.

If the Examiner's factual findings are based on the Examiner's personal belief of what was well known in the art at the time of the invention, Applicant requests that the Examiner provide an affidavit specifically explaining why the limitations of the amended claims would have

Application No. 12/846,635
Reply Dated June 28, 2012
Reply to Office Action of March 1, 1012

been known to a person of ordinary skill in the art at the time of invention. See 37 CFR Section 1.104(d)(2) ("When a rejection in an application is based on facts within the personal knowledge of an employee of the Office, the data shall be as specific as possible, and the reference must be supported, when called for by Applicant, by the affidavit of such employee, and such affidavit shall be subject to contradiction or explanation by the affidavits of Applicant and other persons.") Should the Examiner rely on a personal affidavit to satisfy his burden under *Graham*, Applicant requests that any rejections based on the Examiner's personal knowledge be made non-final so that Applicant may have opportunity to adequately address Examiner's affidavit. See MPEP Section 706 ("The goal of examination is to clearly articulate any rejection early in the prosecution process so that Applicant has the opportunity to provide evidence of patentability and otherwise reply completely at the earliest opportunity.").

Without waiving the request for a proper rejection, for the same reasons as previously indicated, Work fails to teach either singly or in combination the utilization of the structured profile criteria provided by the employer related to the candidate being sought as specified in claims 13-14, 19 and 24-25 and therefore the 103 rejection is improper.

Claims 18, 21-23 and 26-31 are rejected as being unpatentable over Work in view of Kurzius (6,385,620). Again, Work does not disclose either singly or in combination with Kurzius the utilization of the threshold requirement or structured profile criteria provided by the employer related to the candidate being sought.

Kurzius discloses a system for matching job descriptions with candidate profiles and for enabling employers to search candidate profiles for suitable employees or enabling candidates to

Application No. 12/846,635
Reply Dated June 28, 2012
Reply to Office Action of March 1, 1012

search for suitable job descriptions. Kurzius receives information based upon a candidate survey which is provided by a candidate or from candidate data from third party sources. The term “threshold” occurs in only one paragraph in Kurzius: at column 24 lines 10-20 which refers to the third party sources which may be used to obtain additional candidate data. In that case, the data is obtained from sources other than the employer itself. Because Work does not disclose or suggest the limitations of Claim 12, including threshold requirement or storing the candidate attributes in a structured format, it does not either alone or in combination with Kurzius render claim 12, 21 or 29 unpatentable nor the remaining claims which depend therefrom.

The Examiner is invited to contact applicant's attorney at the telephone number listed below in the event that prosecution of this application can be expedited thereby.

Respectfully submitted,

Marc Vianello

By /Arthur K. Shaffer/
Arthur K. Shaffer
Reg. No. 50,257

Intellectual Property Center, LLC
7101 College Blvd.
Suite 1520
Overland Park, KS 66210
Telephone (913) 345-0900
Facsimile (913) 345-0903

Electronic Patent Application Fee Transmittal

Application Number:	12846635
Filing Date:	29-Jul-2010
Title of Invention:	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS
First Named Inventor/Applicant Name:	Marc Vianello
Filer:	Arthur K. Shaffer
Attorney Docket Number:	15703.5

Filed as Small Entity

Utility under 35 USC 111(a) Filing Fees

Description	Fee Code	Quantity	Amount	Sub-Total in USD(\$)
Basic Filing:				
Pages:				
Claims:				
Miscellaneous-Filing:				
Petition:				
Patent-Appeals-and-Interference:				
Post-Allowance-and-Post-Issuance:				
Extension-of-Time:				
Extension - 1 month with \$0 paid	2251	1	75	(p.94/380) ⁵

Monster Worldwide, Inc. Exhibit 1025

Description	Fee Code	Quantity	Amount	Sub-Total in USD(\$)
Miscellaneous:				
Total in USD (\$)				75

Electronic Acknowledgement Receipt

EFS ID:	13136967
Application Number:	12846635
International Application Number:	
Confirmation Number:	2336
Title of Invention:	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS
First Named Inventor/Applicant Name:	Marc Vianello
Customer Number:	66714
Filer:	Arthur K. Shaffer
Filer Authorized By:	
Attorney Docket Number:	15703.5
Receipt Date:	28-JUN-2012
Filing Date:	29-JUL-2010
Time Stamp:	18:53:12
Application Type:	Utility under 35 USC 111(a)

Payment information:

Submitted with Payment	yes
Payment Type	Credit Card
Payment was successfully received in RAM	\$75
RAM confirmation Number	6801
Deposit Account	
Authorized User	

File Listing:

Document Number	Document Description	File Name	File Size(Bytes)/ Message Digest	Multi Part (.zip)	Pages (if appl.)
		Monster Worldwide, Inc. Exhibit 1025 (p.96/380)			

1		Vianello_OA_Response6.pdf	71183 d5653d4f38b9fbde1f75ed0a7ec2ddd38823a6e	yes	22
Multipart Description/PDF files in .zip description					
		Document Description	Start	End	
		Miscellaneous Incoming Letter	1	1	
		Claims	2	18	
		Applicant Arguments/Remarks Made in an Amendment	19	22	
Warnings:					
Information:					
2	Fee Worksheet (SB06)	fee-info.pdf	30299 dbd4a1484654c11bcc9ded75023dbc9b353bae6d	no	2
Warnings:					
Information:					
Total Files Size (in bytes):			101482		
<p>This Acknowledgement Receipt evidences receipt on the noted date by the USPTO of the indicated documents, characterized by the applicant, and including page counts, where applicable. It serves as evidence of receipt similar to a Post Card, as described in MPEP 503.</p> <p><u>New Applications Under 35 U.S.C. 111</u> If a new application is being filed and the application includes the necessary components for a filing date (see 37 CFR 1.53(b)-(d) and MPEP 506), a Filing Receipt (37 CFR 1.54) will be issued in due course and the date shown on this Acknowledgement Receipt will establish the filing date of the application.</p> <p><u>National Stage of an International Application under 35 U.S.C. 371</u> If a timely submission to enter the national stage of an international application is compliant with the conditions of 35 U.S.C. 371 and other applicable requirements a Form PCT/DO/EO/903 indicating acceptance of the application as a national stage submission under 35 U.S.C. 371 will be issued in addition to the Filing Receipt, in due course.</p> <p><u>New International Application Filed with the USPTO as a Receiving Office</u> If a new international application is being filed and the international application includes the necessary components for an international filing date (see PCT Article 11 and MPEP 1810), a Notification of the International Application Number and of the International Filing Date (Form PCT/RO/105) will be issued in due course, subject to prescriptions concerning national security, and the date shown on this Acknowledgement Receipt will establish the international filing date of the application.</p>					

Under the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it displays a valid OMB control number.

PATENT APPLICATION FEE DETERMINATION RECORD Substitute for Form PTO-875	Application or Docket Number 12/846,635	Filing Date 07/29/2010	<input type="checkbox"/> To be Mailed
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APPLICATION AS FILED – PART I			OTHER THAN SMALL ENTITY			
	(Column 1)	(Column 2)	SMALL ENTITY <input checked="" type="checkbox"/>	OR		
FOR	NUMBER FILED	NUMBER EXTRA	RATE (\$)	FEE (\$)	RATE (\$)	FEE (\$)
<input type="checkbox"/> BASIC FEE <small>(37 CFR 1.16(a), (b), or (c))</small>	N/A	N/A	N/A		N/A	
<input type="checkbox"/> SEARCH FEE <small>(37 CFR 1.16(k), (j), or (m))</small>	N/A	N/A	N/A		N/A	
<input type="checkbox"/> EXAMINATION FEE <small>(37 CFR 1.16(o), (p), or (q))</small>	N/A	N/A	N/A		N/A	
TOTAL CLAIMS <small>(37 CFR 1.16(j))</small>	minus 20 =	*	X \$ =	OR	X \$ =	
INDEPENDENT CLAIMS <small>(37 CFR 1.16(h))</small>	minus 3 =	*	X \$ =		X \$ =	
<input type="checkbox"/> APPLICATION SIZE FEE <small>(37 CFR 1.16(s))</small>	If the specification and drawings exceed 100 sheets of paper, the application size fee due is \$250 (\$125 for small entity) for each additional 50 sheets or fraction thereof. See 35 U.S.C. 41(a)(1)(G) and 37 CFR 1.16(s).					
<input type="checkbox"/> MULTIPLE DEPENDENT CLAIM PRESENT <small>(37 CFR 1.16(j))</small>						
			TOTAL		TOTAL	

* If the difference in column 1 is less than zero, enter "0" in column 2.

APPLICATION AS AMENDED – PART II					OTHER THAN SMALL ENTITY			
	(Column 1)	(Column 2)	(Column 3)					
AMENDMENT	06/28/2012	CLAIMS REMAINING AFTER AMENDMENT	HIGHEST NUMBER PREVIOUSLY PAID FOR	PRESENT EXTRA	RATE (\$)	ADDITIONAL FEE (\$)	RATE (\$)	ADDITIONAL FEE (\$)
	Total <small>(37 CFR 1.16(i))</small>	* 62	Minus ** 60	= 2	X \$30 =	60	OR	X \$ =
	Independent <small>(37 CFR 1.16(h))</small>	* 6	Minus ***6	= 0	X \$125 =	0	OR	X \$ =
	<input type="checkbox"/> Application Size Fee <small>(37 CFR 1.16(s))</small>						OR	
	<input type="checkbox"/> FIRST PRESENTATION OF MULTIPLE DEPENDENT CLAIM <small>(37 CFR 1.16(j))</small>						OR	
					TOTAL ADD'L FEE	60	OR	TOTAL ADD'L FEE

	(Column 1)	(Column 2)	(Column 3)					
AMENDMENT		CLAIMS REMAINING AFTER AMENDMENT	HIGHEST NUMBER PREVIOUSLY PAID FOR	PRESENT EXTRA	RATE (\$)	ADDITIONAL FEE (\$)	RATE (\$)	ADDITIONAL FEE (\$)
	Total <small>(37 CFR 1.16(i))</small>	*	Minus **	=	X \$ =		OR	X \$ =
	Independent <small>(37 CFR 1.16(h))</small>	*	Minus ***	=	X \$ =		OR	X \$ =
	<input type="checkbox"/> Application Size Fee <small>(37 CFR 1.16(s))</small>						OR	
	<input type="checkbox"/> FIRST PRESENTATION OF MULTIPLE DEPENDENT CLAIM <small>(37 CFR 1.16(j))</small>						OR	
					TOTAL ADD'L FEE		OR	TOTAL ADD'L FEE

* If the entry in column 1 is less than the entry in column 2, write "0" in column 3.
 ** If the "Highest Number Previously Paid For" IN THIS SPACE is less than 20, enter "20".
 *** If the "Highest Number Previously Paid For" IN THIS SPACE is less than 3, enter "3".

The "Highest Number Previously Paid For" (Total or Independent) is the highest number found in the appropriate box in column 1.

Legal Instrument Examiner:
 /LASHAWN MORGAN/

This collection of information is required by 37 CFR 1.16. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 12 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, P.O. Box 1450, Alexandria, VA 22313-1450. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. **SEND TO: Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450.**

If you need assistance in completing the form, call 1-800-PTO-9199 and select option 2.



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Table with 5 columns: APPLICATION NO., FILING DATE, FIRST NAMED INVENTOR, ATTORNEY DOCKET NO., CONFIRMATION NO.
12/846,635 07/29/2010 Marc Vianello 15703.5 2336

66714 7590 03/01/2012
INTELLECTUAL PROPERTY CENTER, LLC
7101 College Boulevard
SUITE 1520
OVERLAND PARK, KS 66210

EXAMINER

JEANTY, ROMAIN

ART UNIT PAPER NUMBER

3624

MAIL DATE DELIVERY MODE

03/01/2012

PAPER

Please find below and/or attached an Office communication concerning this application or proceeding.

The time period for reply, if any, is set in the attached communication.

DETAILED ACTION

Divisional

1. This application is a divisional application of U.S. application no. 12/059,728 filed on March 31, 2008. See MPEP §201.06. In accordance with MPEP §609.02 A. 2 and MPEP §2001.06(b) (last paragraph), the Examiner has reviewed and considered the prior art cited in the Parent Application. Also in accordance with MPEP §2001.06(b) (last paragraph), all documents cited or considered 'of record' in the Parent Application are now considered cited or 'of record' in this application. Additionally, Applicant(s) are reminded that a listing of the information cited or 'of record' in the Parent Application need not be resubmitted in this application unless Applicants desire the information to be printed on a patent issuing from this application. See MPEP §609.02 A. 2. Finally, Applicants are reminded that the prosecution history of the Parent Application is relevant in this application. See *e.g., Microsoft Corp. v. Multi-Tech Sys., Inc.*, 357 F.3d 1340, 1350, 69 USPQ2d 1815, 1823 (Fed. Cir. 2004) (holding that statements made in prosecution of one patent are relevant to the scope of all sibling patents).

Claim Rejections - 35 USC § 102

2. The following is a quotation of the appropriate paragraphs of 35 U.S.C. 102 that form the basis for the rejections under this section made in this Office action:

Art Unit: 3624

A person shall be entitled to a patent unless –

(e) the invention was described in (1) an application for patent, published under section 122(b), by another filed in the United States before the invention by the applicant for patent or (2) a patent granted on an application for patent by another filed in the United States before the invention by the applicant for patent, except that an international application filed under the treaty defined in section 351(a) shall have the effects for purposes of this subsection of an application filed in the United States only if the international application designated the United States and was published under Article 21(2) of such treaty in the English language.

3. Claims 12, 15-17, 20 are rejected under 35 U.S.C. 102(e) as being anticipated by Work (US Patent No. 7,725,525).

Regarding claims 12, 15-17, 20, Work discloses identifying at least one candidate profile by said computer system based on at least one search parameter (i.e, the examiner interprets the target as a “candidate “col. 4, lines 9-30), comparing said search parameter with said candidate attributes by said computer system and determining by said computer system whether at least one of said identified candidate profiles matches said search parameter based on said comparison (col. 6, lines 1-16); and communicating to said prospective employer said matched candidate profile (i.e., providing the profile to user of an organization. Note col. 11, lines 29-59).

Claim Rejections - 35 USC § 103

4. The following is a quotation of 35 U.S.C. 103(a) which forms the basis for all obviousness rejections set forth in this Office action:

(a) A patent may not be obtained though the invention is not identically disclosed or described as set forth in section 102 of this title, if the differences between the subject matter sought to

Art Unit: 3624

be patented and the prior art are such that the subject matter as a whole would have been obvious at the time the invention was made to a person having ordinary skill in the art to which said subject matter pertains. Patentability shall not be negated by the manner in which the invention was made.

5. Claims 13-14, 19 and 24-25 are rejected under 35 U.S.C. 103(a) as being unpatentable over Work (US Patent No. 7,725,525).

Regarding claims 13-14, 19 and 24-25, Work teaches all of the limitations in the rejection above but fails to explicitly disclose these claimed features. However, these claimed features are old and well known features that are usually claimed in the job searching art. It would have been obvious to a person of ordinary skill in the art at the time of the applicant's invention to have modified the disclosures of Work to include these well-known features, since the claimed invention is merely a combination of old elements, and in the combination each element merely would have performed the same function as it did separately, and one of ordinary skill in the art would have recognized that the result of the combination were predictable.

6. Claims 18, 21-23 and 26-31 are rejected under 35 U.S.C. 103(a) as being unpatentable over Work (US Patent No. 7,725,525) in view of Kurzius et al (US Patent No. 6,385,620).

Regarding claim 18, 21-23, 26-31, Work fails to explicitly disclose receiving from said prospective employer a request for an interview with a candidate associated with said matched candidate profile; transmitting said request for said interview to said candidate over said computer network; and

Art Unit: 3624

receiving a request-acceptance indication from said candidate over said computer network. Kurzius et al in the same field of endeavor discloses an employment recruitment method for exchanging information between individuals comprising receiving an interview and receiving request-acceptance indication from a candidate. Note col. 14, lines 5-39 of Kurzius et al. It would have been obvious to a person of ordinary skill in the art at the time of the applicant's invention to have modified the disclosures of Work to include the teachings of Kurzius et al since the claimed invention is merely a combination of old elements, and in the combination each element merely would have performed the same function as it did separately, and one of ordinary skill in the art would have recognized that the result of the combination were predictable.

7. Claims 32-34 are rejected under 35 U.S.C. 103(a) as being unpatentable over Work (US Patent No. 7,725,525) in view of Kurzius et al (US Patent No. 6,385,620).

Regarding claims 32-34, the combination of Work and Kurzius et al fails to teach these claimed limitations. However, these claimed features are old and well known features that are usually claimed in the job searching art. It would have been obvious to a person of ordinary skill in the art at the time of the applicant's invention to have modified the disclosures of Work and Kurzius et al to include these well-known features, since the claimed invention is merely a combination of old elements, and in the combination each element merely would have performed the same function as it did separately, and one of ordinary skill in

Art Unit: 3624

the art would have recognized that the result of the combination were predictable.

Conclusion

Any inquiry concerning this communication or earlier communications from the examiner should be directed to Romain Jeanty whose telephone number is (571)272-6732. The examiner can normally be reached on Mon-Thurs 7:30 am to 6:00 pm.

If attempts to reach the examiner by telephone are unsuccessful, the examiner's supervisor, Lynda Jasmin can be reached on (571) 272-6782. The fax phone number for the organization where this application or proceeding is assigned is 571-273-8300.

Information regarding the status of an application may be obtained from the Patent Application Information Retrieval (PAIR) system. Status information for published applications may be obtained from either Private PAIR or Public PAIR. Status information for unpublished applications is available through Private PAIR only. For more information about the PAIR system, see <http://pair-direct.uspto.gov>. Should you have questions on access to the Private PAIR system, contact the Electronic Business Center (EBC) at 866-217-9197 (toll-free). If you would like assistance from a USPTO Customer Service Representative or access to the automated information system, call 800-786-9199 (IN USA OR CANADA) or 571-272-1000.

Application/Control Number: 12/846,635

Page 7

Art Unit: 3624

/Romain Jeanty/

Primary Examiner, Art Unit 3624

February 27, 2012

Notice of References Cited	Application/Control No. 12/846,635	Applicant(s)/Patent Under Reexamination VIANELLO, MARC	
	Examiner Romain Jeanty	Art Unit 3624	Page 1 of 1

U.S. PATENT DOCUMENTS

*	Document Number Country Code-Number-Kind Code	Date MM-YYYY	Name	Classification
*	A US-6,385,620	05-2002	Kurzius et al.	1/1
*	B US-7,725,525	05-2010	Work, James Duncan	709/202
	C US-			
	D US-			
	E US-			
	F US-			
	G US-			
	H US-			
	I US-			
	J US-			
	K US-			
	L US-			
	M US-			

FOREIGN PATENT DOCUMENTS

*	Document Number Country Code-Number-Kind Code	Date MM-YYYY	Country	Name	Classification
	N				
	O				
	P				
	Q				
	R				
	S				
	T				

NON-PATENT DOCUMENTS

*	Document Number Country Code-Number-Kind Code	Date MM-YYYY	Country	Name	Classification
	Include as applicable: Author, Title Date, Publisher, Edition or Volume, Pertinent Pages)				
	U				
	V				
	W				
	X				

*A copy of this reference is not being furnished with this Office action. (See MPEP § 707.05(a).)
Dates in MM-YYYY format are publication dates. Classifications may be US or foreign.

WEST Search History for Application 12846635

Creation Date: 2012022713:45

Prior Art Searches

Query	DB	Op.	Plur.	Thes.	Date
(search\$ or retriev\$) near5 (employer\$ or hirer\$ or personnel\$ or manager\$ human adj resource\$ or HR) near5 (applicant\$ or candidate\$ or job adj seeker\$ or position adj seeker\$ or employee\$ or worker\$ or prospect\$1 or user\$) near5 (attribute\$ or profile\$ or requirement\$ or requisite\$ or preference\$)	USPT	OR	YES	DTIC	02-27-2012
(search\$ or retriev\$) near5 (employer\$ or hirer\$ or personnel\$ or manager\$ human adj resource\$ or HR) near5 (applicant\$ or candidate\$ or job adj seeker\$ or position adj seeker\$ or employee\$ or worker\$ or prospect\$1 or user\$) and (attribute\$ or profile\$ or requirement\$ or requisite\$ or preference\$)	USPT	OR	YES	DTIC	02-27-2012
((personal or contact) near5 (data or information)) and (interview\$ or meet\$1 or meeting\$)	USPT	OR	YES	DTIC	02-27-2012
((personal or contact) near5 (data or information)) near5 (interview\$ or meet\$1 or meeting\$) near5 (mutual or consent or agree\$ or accord or common) near5 (interview\$ or follow adj up\$ or meeting or discuss\$ or speak\$ or talk\$)	USPT	OR	YES	DTIC	02-27-2012
((personal or contact) near5 (data or information)) near5 (interview\$ or meet\$1 or meeting\$) near5 (mutual or consent or agree\$ or accord or common) and (interview\$ or follow adj up\$ or meet\$)	USPT	OR	YES	DTIC	02-27-2012
(fee or paid or payment or invoice or bill\$) near5 (employer\$ or hirer\$ or personnel\$ or manager\$)	USPT	OR	YES	DTIC	02-27-2012
((search\$ or retriev\$) near5 (employer\$ or hirer\$ or personnel\$ or manager\$ human adj resource\$ or HR) near5 (applicant\$ or candidate\$ or job adj seeker\$ or position adj seeker\$ or employee\$ or worker\$ or prospect\$1 or user\$) and (attribute\$ or profile\$ or requirement\$ or requisite\$ or preference\$)) and ((fee or paid or payment or invoice or bill\$) near5 (employer\$ or hirer\$ or personnel\$ or manager\$))	USPT	OR	YES	DTIC	02-27-2012
6385620.pn. and threshold	USPT	OR	YES	DTIC	02-27-2012

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Application of	) December 22, 2011
)
Marc Vianello)
	) Group Art Unit 3624
Serial No. 12/846,635)
)
Filed July 29, 2010	) Primary Examiner:
)
For: CAREER AND EMPLOYMENT	) Romain Jeanty
SERVICES SYSTEM)
AND APPARATUS)

Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

RESPONSE

Sir:

In response to the restriction requirement set forth in the office action of November 10, 2011, applicant requests reconsideration and modification of the requirement. Subject to this request for reconsideration, applicant provisionally elects group II and III, claims 12-34.

Remarks begin on page 2 of this paper.

Application No. 12/846,635
Reply Dated December 22, 2011
Reply to Office Action of November 10, 2011

REMARKS:

The Advisory Action dated November 10, 2011, has been received and carefully reviewed. Reconsideration and modification of the requirement for restriction is respectfully requested in view of the remarks below.

I. § 121 Restriction Requirement

In response to the Examiner's restriction requirement, Applicant respectfully disagrees that the requirement of restriction appropriately groups the claims. The Examiner has grouped the claims into five categories: (I) 1-11; (II) 12-28; (III) 29-34; (IV) 35-48; and (V) 49-60. Applicant suggests grouping the claims as follows: (I) 1-11; (II) 12-20; (III) 21-34; and (IV) 35-60.

Based upon MPEP § 802.01, the Director may require restriction if two or more "independent and distinct" inventions are claimed in one application. See also 35 U.S.C. § 121. According to MPEP § 802.01, Independent means unrelated. Two or more inventions are related (i.e., not independent) if they are disclosed as connected in at least one of design, operation, or effect. MPEP § 802.01(II).

This application includes six independent claims (1, 12, 21, 29, 35, and 49). Generally stated, all six independent claims are related to methods for matching employee candidates with job opportunities of prospective employers.

The MPEP provides authority for the examiner to group together species in a patent application, when plural species exist, if the species are patentably distinct.

Applicant believes that several of these species may be related in design, operation or effect. Therefore, Applicant suggests modifying the restriction requirement to group the claims as

Application No. 12/846,635
Reply Dated December 22, 2011
Reply to Office Action of November 10, 2011

follows: (I) 1-11; (II) 12-20; (III) 21-34; and (IV) 35-60.

A reasonable number of species may be claimed when there is an allowable claim generic thereto. 37 C.F.R. § 1.141; MPEP § 806(D). Applicant believes Claim 1 is a generic claim and claims 12, 21, 29, 35, and 49 are species thereof. Applicant believes a reasonable number of species are included within claims 21 and 29, and the claims dependent therefrom.

In comparison with the Examiner's suggested grouping of claims, Applicant believes the pair of species disclosed in claims 21 and 29, and the claims dependent therefrom, and the pair of species disclosed in claims 35 and 49, and the claims dependent therefrom, each hold a higher degree of relation to one another than such pairs hold to the other species disclosed.

Claim 21 is related to determining whether a job description matches candidate profile threshold requirements and communicating the matches to a prospective employer. Claim 29 is related to determining whether a candidate profile matches job description threshold requirements and communicating the matches to a candidate.

Claim 35 is related to determining whether a job description matches at least one candidate profile threshold requirement, based upon a threshold comparison, and transmitting a request for interview from a prospective employer to a candidate associated with the matching candidate profile. Claim 49 is related to determining whether a candidate profile matches at least one job description, based upon a threshold comparison, and transmitting a request for interview from a candidate to a prospective employer associated with the matching job description.

Based on the above and foregoing, Applicant suggests grouping the claims into four categories: (I) 1-11; (II) 12-20; (III) 21-34; and (IV) 35-60. From those four categories, Applicant

Application No. 12/846,635
Reply Dated December 22, 2011
Reply to Office Action of November 10, 2011

would elect group III as a reasonable number of species to the allowable generic claim of group I.

The Examiner is invited to contact applicant's attorney at the telephone number listed below in the event that prosecution of this application can be expedited thereby.

Respectfully submitted,

Marc Vianello

By /Arthur K. Shaffer/
Arthur K. Shaffer
Reg. No. 50,257

Intellectual Property Center, LLC
7101 College Blvd.
Suite 1520
Overland Park, KS 66210
Telephone (913) 345-0900
Facsimile (913) 345-0903

Electronic Acknowledgement Receipt

EFS ID:	11689088
Application Number:	12846635
International Application Number:	
Confirmation Number:	2336
Title of Invention:	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS
First Named Inventor/Applicant Name:	Marc Vianello
Customer Number:	66714
Filer:	Arthur K. Shaffer
Filer Authorized By:	
Attorney Docket Number:	15703.5
Receipt Date:	22-DEC-2011
Filing Date:	29-JUL-2010
Time Stamp:	13:51:47
Application Type:	Utility under 35 USC 111(a)

Payment information:

Submitted with Payment	no
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File Listing:

Document Number	Document Description	File Name	File Size(Bytes)/ Message Digest	Multi Part /.zip	Pages (if appl.)
1	Response to Election / Restriction Filed	15703_5_resp_election.pdf	15783 <small>e1db240ead7fdefde25062da0f8a5fc54389c39c</small>	no	4

Warnings:

Information:

Monster Worldwide, Inc. Exhibit 1025 (p.114/380)

This Acknowledgement Receipt evidences receipt on the noted date by the USPTO of the indicated documents, characterized by the applicant, and including page counts, where applicable. It serves as evidence of receipt similar to a Post Card, as described in MPEP 503.

New Applications Under 35 U.S.C. 111

If a new application is being filed and the application includes the necessary components for a filing date (see 37 CFR 1.53(b)-(d) and MPEP 506), a Filing Receipt (37 CFR 1.54) will be issued in due course and the date shown on this Acknowledgement Receipt will establish the filing date of the application.

National Stage of an International Application under 35 U.S.C. 371

If a timely submission to enter the national stage of an international application is compliant with the conditions of 35 U.S.C. 371 and other applicable requirements a Form PCT/DO/EO/903 indicating acceptance of the application as a national stage submission under 35 U.S.C. 371 will be issued in addition to the Filing Receipt, in due course.

New International Application Filed with the USPTO as a Receiving Office

If a new international application is being filed and the international application includes the necessary components for an international filing date (see PCT Article 11 and MPEP 1810), a Notification of the International Application Number and of the International Filing Date (Form PCT/RO/105) will be issued in due course, subject to prescriptions concerning national security, and the date shown on this Acknowledgement Receipt will establish the international filing date of the application.



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Table with 5 columns: APPLICATION NO., FILING DATE, FIRST NAMED INVENTOR, ATTORNEY DOCKET NO., CONFIRMATION NO.
12/846,635 07/29/2010 Marc Vianello 15703.5 2336

66714 7590 11/10/2011
INTELLECTUAL PROPERTY CENTER, LLC
7101 College Boulevard
SUITE 1520
OVERLAND PARK, KS 66210

EXAMINER

JEANTY, ROMAIN

Table with 2 columns: ART UNIT, PAPER NUMBER

3624

Table with 2 columns: MAIL DATE, DELIVERY MODE

11/10/2011

PAPER

Please find below and/or attached an Office communication concerning this application or proceeding.

The time period for reply, if any, is set in the attached communication.

DETAILED ACTION

1. This Election/Restrictions is in response to Applicant's submission filed July 29, 2009. Claims 1-60 are pending and subject to restriction and/or election requirement.

Election/Restrictions

2. Restriction to one of the following inventions is required under 35 U.S.C. 121:
- I. Claims 1-11 are drawn to a method of receiving and processing information within a computer system regarding at least one candidate from a plurality of talent-contributors, classified in class 705/7.17
 - II. Claims 12-28 are drawn to a method of searching a plurality of candidate profiles having respective candidate attributes and being stored in a computer system having at least one computer with a processor within a computer network, said method performed by a prospective employer using said computer system, classified in class 707/3.
 - III. Claims 29-34 are drawn to a method of searching a plurality of job descriptions having respective threshold requirements and being stored in a computer system having at least one computer with a processor within a computer, classified in class 705/7.17.
 - IV. Claims 35-48 are drawn to a method of searching a plurality of candidate profiles including information classified according to an occupational classification system, having respective threshold requirements, and being

Art Unit: 3624

stored in a computer system within a computer network, classified in class 705/7.17.

- V. Claims 49-60 are drawn to a method of searching a plurality of job descriptions including information classified according to an occupational classification system, having respective threshold requirements, and being stored in a computer system within a computer network, classified in class 705/7.17.

The inventions are distinct, each from the other because:

Inventions I and II are related as subcombinations disclosed as usable together in a single combination. The subcombinations are distinct if they do not overlap in scope and are not obvious variants, and if it is shown that at least one subcombination is separately usable. In the instant case, subcombination II has separate utility such as identifying candidate profiles which match a search parameter. See MPEP § 806.05(d).

Inventions I and III are related as subcombinations disclosed as usable together in a single combination. The subcombinations are distinct if they do not overlap in scope and are not obvious variants, and if it is shown that at least one subcombination is separately usable. In the instant case, subcombination III has separate utility such as identifying at least one job description by a computer system based upon at least one search parameter. See MPEP § 806.05(d).

Inventions I and IV are related as subcombinations disclosed as usable together in a single combination. The subcombinations are distinct if they do not

Art Unit: 3624

overlap in scope and are not obvious variants, and if it is shown that at least one subcombination is separately usable. In the instant case, subcombination IV has separate utility such as comparing a job description with threshold requirements by a computer system,. See MPEP § 806.05(d).

Inventions I and V are related as subcombinations disclosed as usable together in a single combination. The subcombinations are distinct if they do not overlap in scope and are not obvious variants, and if it is shown that at least one subcombination is separately usable. In the instant case, subcombination V has separate utility such as comparing a candidate profile with threshold requirements of a job description by a computer system. See MPEP § 806.05(d).

Restriction for examination purposes as indicated is proper because all these inventions listed in this action are independent or distinct for the reasons given above and there would be a serious search and/or examination burden if restriction were not required because at least the following reason(s) apply: With respect to Inventions I and II, there would be a serious search and/or examination burden because the inventions require a different field of search.

Applicant is advised that the reply to this requirement to be complete must include (i) an election of a invention to be examined even though the requirement may be traversed (37 CFR 1.143) and (ii) identification of the claims encompassing the elected invention.

The election of an invention may be made with or without traverse. To reserve a right to petition, the election must be made with traverse. If the reply

Art Unit: 3624

does not distinctly and specifically point out supposed errors in the restriction requirement, the election shall be treated as an election without traverse.

Traversal must be presented at the time of election in order to be considered timely. Failure to timely traverse the requirement will result in the loss of right to petition under 37 CFR 1.144. If claims are added after the election, applicant must indicate which of these claims are readable upon the elected invention.

Should applicant traverse on the ground that the inventions are not patentably distinct, applicant should submit evidence or identify such evidence now of record showing the inventions to be obvious variants or clearly admit on the record that this is the case. In either instance, if the examiner finds one of the inventions unpatentable over the prior art, the evidence or admission may be used in a rejection under 35 U.S.C. 103(a) of the other invention.

The examiner has required restriction between subcombinations disclosed as usable together as a single combination. When applicant elects a subcombination, and claims thereto are subsequently found allowable, any claim(s) depending from or otherwise requiring all the limitations of the allowable subcombination will be examined for patentability in accordance with 37 CFR 1.104. See MPEP § 821.04(a). Applicant is advised that if any claim presented in a continuation or divisional application is anticipated by, or includes all the limitations of, a claim that is allowable in the present application, such claim may be subject to provisional statutory and/or nonstatutory double patenting rejections over the claims of the instant application.

Any inquiry concerning this communication or earlier communications from the examiner should be directed to Romain Jeanty whose telephone number is (571)272-6732. The examiner can normally be reached on Mon-Thurs 7:30 am to 6:00 pm.

If attempts to reach the examiner by telephone are unsuccessful, the examiner's supervisor, Lynda Jasmin can be reached on (571) 272-6782. The fax phone number for the organization where this application or proceeding is assigned is 571-273-8300.

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/Romain Jeanty/
Primary Examiner, Art Unit 3624
November 6, 2011

Application/Control Number: 12/846,635
Art Unit: 3624

Page 7



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Table with 4 columns: APPLICATION NUMBER (12/846,635), FILING OR 371(C) DATE (07/29/2010), FIRST NAMED APPLICANT (Marc Vianello), ATTY. DOCKET NO./TITLE (15703.5)

CONFIRMATION NO. 2336

PUBLICATION NOTICE

66714
INTELLECTUAL PROPERTY CENTER, LLC
7101 College Boulevard
SUITE 1520
OVERLAND PARK, KS 66210



Title: CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS

Publication No. US-2011-0231329-A1
Publication Date: 09/22/2011

NOTICE OF PUBLICATION OF APPLICATION

The above-identified application will be electronically published as a patent application publication pursuant to 37 CFR 1.211, et seq. The patent application publication number and publication date are set forth above.

The publication may be accessed through the USPTO's publically available Searchable Databases via the Internet at www.uspto.gov. The direct link to access the publication is currently http://www.uspto.gov/patft/.

The publication process established by the Office does not provide for mailing a copy of the publication to applicant. A copy of the publication may be obtained from the Office upon payment of the appropriate fee set forth in 37 CFR 1.19(a)(1). Orders for copies of patent application publications are handled by the USPTO's Office of Public Records. The Office of Public Records can be reached by telephone at (703) 308-9726 or (800) 972-6382, by facsimile at (703) 305-8759, by mail addressed to the United States Patent and Trademark Office, Office of Public Records, Alexandria, VA 22313-1450 or via the Internet.

In addition, information on the status of the application, including the mailing date of Office actions and the dates of receipt of correspondence filed in the Office, may also be accessed via the Internet through the Patent Electronic Business Center at www.uspto.gov using the public side of the Patent Application Information and Retrieval (PAIR) system. The direct link to access this status information is currently http://pair.uspto.gov/. Prior to publication, such status information is confidential and may only be obtained by applicant using the private side of PAIR.

Further assistance in electronically accessing the publication, or about PAIR, is available by calling the Patent Electronic Business Center at 1-866-217-9197.

Office of Data Management, Application Assistance Unit (571) 272-4000, or (571) 272-4200, or 1-888-786-0101

Under the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it contains a valid OMB control number.

Application Data Sheet 37 CFR 1.76		Attorney Docket Number	15703.5
		Application Number	
Title of Invention	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS		
The application data sheet is part of the provisional or nonprovisional application for which it is being submitted. The following form contains the bibliographic data arranged in a format specified by the United States Patent and Trademark Office as outlined in 37 CFR 1.76. This document may be completed electronically and submitted to the Office in electronic format using the Electronic Filing System (EFS) or the document may be printed and included in a paper filed application.			

Secrecy Order 37 CFR 5.2

<input type="checkbox"/>	Portions or all of the application associated with this Application Data Sheet may fall under a Secrecy Order pursuant to 37 CFR 5.2 (Paper filers only. Applications that fall under Secrecy Order may not be filed electronically.)
--------------------------	---

Applicant Information:

Applicant 1					<input type="button" value="Remove"/>
Applicant Authority		<input checked="" type="radio"/> Inventor		<input type="radio"/> Legal Representative under 35 U.S.C. 117	<input type="radio"/> Party of Interest under 35 U.S.C. 118
Prefix	Given Name	Middle Name	Family Name	Suffix	
	Marc		Vianello		
Residence Information (Select One) <input checked="" type="radio"/> US Residency <input type="radio"/> Non US Residency <input type="radio"/> Active US Military Service					
City	Mission	State/Province	KS	Country of Residence i	US
Citizenship under 37 CFR 1.41(b) i		US			
Mailing Address of Applicant:					
Address 1	6299 Nall Avenue				
Address 2					
City	Mission	State/Province	KS		
Postal Code	66202	Countryⁱ	US		
All Inventors Must Be Listed - Additional Inventor Information blocks may be generated within this form by selecting the Add button.					<input type="button" value="Add"/>

Correspondence Information:

Enter either Customer Number or complete the Correspondence Information section below. For further information see 37 CFR 1.33(a).			
<input type="checkbox"/> An Address is being provided for the correspondence Information of this application.			
Customer Number	66714		
Email Address	ashaffer@theIPCenter.com	<input type="button" value="Add Email"/>	<input type="button" value="Remove Email"/>

Application Information:

Title of the Invention	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS		
Attorney Docket Number	15703.5	Small Entity Status Claimed	<input type="checkbox"/>
Application Type	Provisional		
Subject Matter	Utility		
Suggested Class (if any)		Sub Class (if any)	
Suggested Technology Center (if any)			
Total Number of Drawing Sheets (if any)		Suggested Figure for Publication (if any)	

Monster Worldwide, Inc. Exhibit 1025 (p.125/380)

Application Data Sheet 37 CFR 1.76	Attorney Docket Number	15703.5
	Application Number	
Title of Invention	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS	

Publication Information:

<input type="checkbox"/>	Request Early Publication (Fee required at time of Request 37 CFR 1.219)
<input type="checkbox"/>	Request Not to Publish. I hereby request that the attached application not be published under 35 U.S. C. 122(b) and certify that the invention disclosed in the attached application has not and will not be the subject of an application filed in another country, or under a multilateral international agreement, that requires publication at eighteen months after filing.

Representative Information:

Representative information should be provided for all practitioners having a power of attorney in the application. Providing this information in the Application Data Sheet does not constitute a power of attorney in the application (see 37 CFR 1.32). Enter either Customer Number or complete the Representative Name section below. If both sections are completed the Customer Number will be used for the Representative Information during processing.			
Please Select One:	<input checked="" type="radio"/> Customer Number	<input type="radio"/> US Patent Practitioner	<input type="radio"/> Limited Recognition (37 CFR 11.9)
Customer Number	66714		

Domestic Benefit/National Stage Information:

This section allows for the applicant to either claim benefit under 35 U.S.C. 119(e), 120, 121, or 365(c) or indicate National Stage entry from a PCT application. Providing this information in the application data sheet constitutes the specific reference required by 35 U.S.C. 119(e) or 120, and 37 CFR 1.78(a)(2) or CFR 1.78(a)(4), and need not otherwise be made part of the specification.			
Prior Application Status	Pending	Remove	
Application Number	Continuity Type	Prior Application Number	Filing Date (YYYY-MM-DD)
12059721	Division of		2002-03-19
Additional Domestic Benefit/National Stage Data may be generated within this form by selecting the Add button.			Add

Foreign Priority Information:

This section allows for the applicant to claim benefit of foreign priority and to identify any prior foreign application for which priority is not claimed. Providing this information in the application data sheet constitutes the claim for priority as required by 35 U.S.C. 119(b) and 37 CFR 1.55(a).			
			Remove
Application Number	Country ⁱ	Parent Filing Date (YYYY-MM-DD)	Priority Claimed
			<input checked="" type="radio"/> Yes <input type="radio"/> No
Additional Foreign Priority Data may be generated within this form by selecting the Add button.			Add

Assignee Information:

Providing this information in the application data sheet does not substitute for compliance with any requirement of part 3 of Title 37 of the CFR to have an assignment recorded in the Office.	
Assignee 1	Remove

Under the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless it contains a valid OMB control number.

Application Data Sheet 37 CFR 1.76	Attorney Docket Number	15703.5
	Application Number	
Title of Invention	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS	

If the Assignee is an Organization check here. <input type="checkbox"/>				
Prefix	Given Name	Middle Name	Family Name	Suffix
Mailing Address Information:				
Address 1				
Address 2				
City		State/Province		
Country		Postal Code		
Phone Number		Fax Number		
Email Address				
Additional Assignee Data may be generated within this form by selecting the Add button.				<input type="button" value="Add"/>

Signature:

A signature of the applicant or representative is required in accordance with 37 CFR 1.33 and 10.18. Please see 37 CFR 1.4(d) for the form of the signature.					
Signature	/ARTHUR K. SHAFFER/			Date (YYYY-MM-DD)	2011-06-20
First Name	Arthur	Last Name	Shaffer	Registration Number	50257

This collection of information is required by 37 CFR 1.76. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 23 minutes to complete, including gathering, preparing, and submitting the completed application data sheet form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, P.O. Box 1450, Alexandria, VA 22313-1450. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. **SEND TO: Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450.**

Privacy Act Statement

The Privacy Act of 1974 (P.L. 93-579) requires that you be given certain information in connection with your submission of the attached form related to a patent application or patent. Accordingly, pursuant to the requirements of the Act, please be advised that: (1) the general authority for the collection of this information is 35 U.S.C. 2(b)(2); (2) furnishing of the information solicited is voluntary; and (3) the principal purpose for which the information is used by the U.S. Patent and Trademark Office is to process and/or examine your submission related to a patent application or patent. If you do not furnish the requested information, the U.S. Patent and Trademark Office may not be able to process and/or examine your submission, which may result in termination of proceedings or abandonment of the application or expiration of the patent.

The information provided by you in this form will be subject to the following routine uses:

1. The information on this form will be treated confidentially to the extent allowed under the Freedom of Information Act (5 U.S.C. 552) and the Privacy Act (5 U.S.C. 552a). Records from this system of records may be disclosed to the Department of Justice to determine whether the Freedom of Information Act requires disclosure of these records.
2. A record from this system of records may be disclosed, as a routine use, in the course of presenting evidence to a court, magistrate, or administrative tribunal, including disclosures to opposing counsel in the course of settlement negotiations.
3. A record in this system of records may be disclosed, as a routine use, to a Member of Congress submitting a request involving an individual, to whom the record pertains, when the individual has requested assistance from the Member with respect to the subject matter of the record.
4. A record in this system of records may be disclosed, as a routine use, to a contractor of the Agency having need for the information in order to perform a contract. Recipients of information shall be required to comply with the requirements of the Privacy Act of 1974, as amended, pursuant to 5 U.S.C. 552a(m).
5. A record related to an International Application filed under the Patent Cooperation Treaty in this system of records may be disclosed, as a routine use, to the International Bureau of the World Intellectual Property Organization, pursuant to the Patent Cooperation Treaty.
6. A record in this system of records may be disclosed, as a routine use, to another federal agency for purposes of National Security review (35 U.S.C. 181) and for review pursuant to the Atomic Energy Act (42 U.S.C. 218(c)).
7. A record from this system of records may be disclosed, as a routine use, to the Administrator, General Services, or his/her designee, during an inspection of records conducted by GSA as part of that agency's responsibility to recommend improvements in records management practices and programs, under authority of 44 U.S.C. 2904 and 2906. Such disclosure shall be made in accordance with the GSA regulations governing inspection of records for this purpose, and any other relevant (i.e., GSA or Commerce) directive. Such disclosure shall not be used to make determinations about individuals.
8. A record from this system of records may be disclosed, as a routine use, to the public after either publication of the application pursuant to 35 U.S.C. 122(b) or issuance of a patent pursuant to 35 U.S.C. 151. Further, a record may be disclosed, subject to the limitations of 37 CFR 1.14, as a routine use, to the public if the record was filed in an application which became abandoned or in which the proceedings were terminated and which application is referenced by either a published application, an application open to public inspections or an issued patent.
9. A record from this system of records may be disclosed, as a routine use, to a Federal, State, or local law enforcement agency, if the USPTO becomes aware of a violation or potential violation of law or regulation.

Electronic Acknowledgement Receipt

EFS ID:	10343032
Application Number:	12846635
International Application Number:	
Confirmation Number:	2336
Title of Invention:	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS
First Named Inventor/Applicant Name:	Marc Vianello
Customer Number:	66714
Filer:	Arthur K. Shaffer
Filer Authorized By:	
Attorney Docket Number:	15703.5
Receipt Date:	20-JUN-2011
Filing Date:	29-JUL-2010
Time Stamp:	16:12:38
Application Type:	Utility under 35 USC 111(a)

Payment information:

Submitted with Payment	no
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File Listing:

Document Number	Document Description	File Name	File Size(Bytes)/ Message Digest	Multi Part /.zip	Pages (if appl.)
1	Application Data Sheet	sb0014_ADS_track.pdf	1031414 8925ae50605cc9722ba81c82e9040a32dfb0b83a	no	4

Warnings:

Information:

Monster Worldwide, Inc. Exhibit 1025 (p.129/380)

2	Specification	Spec_track_pg_1.pdf	212062 33bbbfd00e513214b6cc9d6d9db71e9564 dac72f	no	1
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Warnings:

Information:

Total Files Size (in bytes):	1243476
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This Acknowledgement Receipt evidences receipt on the noted date by the USPTO of the indicated documents, characterized by the applicant, and including page counts, where applicable. It serves as evidence of receipt similar to a Post Card, as described in MPEP 503.

New Applications Under 35 U.S.C. 111

If a new application is being filed and the application includes the necessary components for a filing date (see 37 CFR 1.53(b)-(d) and MPEP 506), a Filing Receipt (37 CFR 1.54) will be issued in due course and the date shown on this Acknowledgement Receipt will establish the filing date of the application.

National Stage of an International Application under 35 U.S.C. 371

If a timely submission to enter the national stage of an international application is compliant with the conditions of 35 U.S.C. 371 and other applicable requirements a Form PCT/DO/EO/903 indicating acceptance of the application as a national stage submission under 35 U.S.C. 371 will be issued in addition to the Filing Receipt, in due course.

New International Application Filed with the USPTO as a Receiving Office

If a new international application is being filed and the international application includes the necessary components for an international filing date (see PCT Article 11 and MPEP 1810), a Notification of the International Application Number and of the International Filing Date (Form PCT/RO/105) will be issued in due course, subject to prescriptions concerning national security, and the date shown on this Acknowledgement Receipt will establish the international filing date of the application.

CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS

CROSS REFERENCE TO RELATED PATENT APPLICATIONS

[0001] This patent application is a division of U.S. patent application Ser. No. 12/059,728 filed March 30, 2008 which is a division of U.S. patent application Ser. No. 12/059,721 filed Mar. 19, 2002 entitled Apparatus and Methods for Providing Career Employment Services.

FIELD OF THE INVENTION

[0002] This invention relates to network connected information systems, and, more particularly, to network connected information systems providing data processing applications in connection with optimizing individuals' employment searches and career opportunities, and optimizing employers' recruiting and hiring processes and decisions.

BACKGROUND OF THE INVENTION

[0003] Finding and hiring highly qualified employees or talent for specific jobs is one of the most important objectives an employer undertakes. In furthering the employer's objective of hiring the best possible employees, an employer would ideally have access to detailed information regarding as large a pool of talent as possible and the pool of talent would include prospective employees who are highly qualified for the particular job that the employer seeks to fill. Without such information, a great deal of time and expense is often expended by employers in connection with their recruiting and screening functions, while, nevertheless, achieving unacceptable results.

[0004] Traditionally, employers have found potential talent among new school graduates through school-related job counseling resources, in response to classified advertisements for particular jobs, referrals from existing employees, and through the use of third-party recruiters ("headhunters"). Each of these alternatives is inefficient, and some are costly, as well. Furthermore, employers' articulation of the skills they seek to hire are imprecise. Typically, school-related job counseling resources, classified advertising, and word-of-mouth referrals deal in generalities.

Docket 15703.4



UNITED STATES PATENT AND TRADEMARK OFFICE

UNITED STATES DEPARTMENT OF COMMERCE
United States Patent and Trademark Office
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P.O. Box 1450
Alexandria, Virginia 22313-1450
www.uspto.gov

Table with 7 columns: APPLICATION NUMBER, FILING or 371(c) DATE, GRP ART UNIT, FIL FEE REC'D, ATTY,DOCKET.NO, TOT CLAIMS, IND CLAIMS. Values: 12/846,635, 07/29/2010, 3623, 2102, 15703.5, 60, 6

CONFIRMATION NO. 2336

UPDATED FILING RECEIPT

66714
INTELLECTUAL PROPERTY CENTER, LLC
7101 College Boulevard
SUITE 1520
OVERLAND PARK, KS 66210



Date Mailed: 06/14/2011

Receipt is acknowledged of this non-provisional patent application. The application will be taken up for examination in due course. Applicant will be notified as to the results of the examination. Any correspondence concerning the application must include the following identification information: the U.S. APPLICATION NUMBER, FILING DATE, NAME OF APPLICANT, and TITLE OF INVENTION. Fees transmitted by check or draft are subject to collection. Please verify the accuracy of the data presented on this receipt. If an error is noted on this Filing Receipt, please submit a written request for a Filing Receipt Correction. Please provide a copy of this Filing Receipt with the changes noted thereon. If you received a "Notice to File Missing Parts" for this application, please submit any corrections to this Filing Receipt with your reply to the Notice. When the USPTO processes the reply to the Notice, the USPTO will generate another Filing Receipt incorporating the requested corrections

Applicant(s)

Marc Vianello, Mission, KS;

Power of Attorney: The patent practitioners associated with Customer Number 66714

Domestic Priority data as claimed by applicant

This application is a DIV of 12/059,728 03/31/2008
which is a DIV of 10/101,644 03/19/2002 PAT 7,424,438

Foreign Applications (You may be eligible to benefit from the Patent Prosecution Highway program at the USPTO. Please see http://www.uspto.gov for more information.)

If Required, Foreign Filing License Granted: 10/04/2010

The country code and number of your priority application, to be used for filing abroad under the Paris Convention, is US 12/846,635

Projected Publication Date: 09/22/2011

Non-Publication Request: No

Early Publication Request: No

** SMALL ENTITY **

Title

CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS

Preliminary Class

705

PROTECTING YOUR INVENTION OUTSIDE THE UNITED STATES

Since the rights granted by a U.S. patent extend only throughout the territory of the United States and have no effect in a foreign country, an inventor who wishes patent protection in another country must apply for a patent in a specific country or in regional patent offices. Applicants may wish to consider the filing of an international application under the Patent Cooperation Treaty (PCT). An international (PCT) application generally has the same effect as a regular national patent application in each PCT-member country. The PCT process **simplifies** the filing of patent applications on the same invention in member countries, but **does not result** in a grant of "an international patent" and does not eliminate the need of applicants to file additional documents and fees in countries where patent protection is desired.

Almost every country has its own patent law, and a person desiring a patent in a particular country must make an application for patent in that country in accordance with its particular laws. Since the laws of many countries differ in various respects from the patent law of the United States, applicants are advised to seek guidance from specific foreign countries to ensure that patent rights are not lost prematurely.

Applicants also are advised that in the case of inventions made in the United States, the Director of the USPTO must issue a license before applicants can apply for a patent in a foreign country. The filing of a U.S. patent application serves as a request for a foreign filing license. The application's filing receipt contains further information and guidance as to the status of applicant's license for foreign filing.

Applicants may wish to consult the USPTO booklet, "General Information Concerning Patents" (specifically, the section entitled "Treaties and Foreign Patents") for more information on timeframes and deadlines for filing foreign patent applications. The guide is available either by contacting the USPTO Contact Center at 800-786-9199, or it can be viewed on the USPTO website at <http://www.uspto.gov/web/offices/pac/doc/general/index.html>.

For information on preventing theft of your intellectual property (patents, trademarks and copyrights), you may wish to consult the U.S. Government website, <http://www.stopfakes.gov>. Part of a Department of Commerce initiative, this website includes self-help "toolkits" giving innovators guidance on how to protect intellectual property in specific countries such as China, Korea and Mexico. For questions regarding patent enforcement issues, applicants may call the U.S. Government hotline at 1-866-999-HALT (1-866-999-4158).

LICENSE FOR FOREIGN FILING UNDER

Title 35, United States Code, Section 184

Title 37, Code of Federal Regulations, 5.11 & 5.15

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This license is to be retained by the licensee and may be used at any time on or after the effective date thereof unless it is revoked. This license is automatically transferred to any related applications(s) filed under 37 CFR 1.53(d). This license is not retroactive.

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NOT GRANTED

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PATENT APPLICATION FEE DETERMINATION RECORD

Substitute for Form PTO-875

Application or Docket Number
12/846,635

APPLICATION AS FILED - PART I

(Column 1) (Column 2)

FOR	NUMBER FILED	NUMBER EXTRA
BASIC FEE (37 CFR 1.16(a), (b), or (c))	N/A	N/A
SEARCH FEE (37 CFR 1.16(k), (l), or (m))	N/A	N/A
EXAMINATION FEE (37 CFR 1.16(o), (p), or (q))	N/A	N/A
TOTAL CLAIMS (37 CFR 1.16(j))	60 minus 20 = *	40
INDEPENDENT CLAIMS (37 CFR 1.16(h))	6 minus 3 = *	3
APPLICATION SIZE FEE (37 CFR 1.16(s))	If the specification and drawings exceed 100 sheets of paper, the application size fee due is \$270 (\$135 for small entity) for each additional 50 sheets or fraction thereof. See 35 U.S.C. 41(a)(1)(G) and 37 CFR 1.16(s).	
MULTIPLE DEPENDENT CLAIM PRESENT (37 CFR 1.16(j))		

* If the difference in column 1 is less than zero, enter "0" in column 2.

SMALL ENTITY

RATE(\$)	FEE(\$)
N/A	82
N/A	270
N/A	110
x 26 =	1040
x 110 =	330
	270
	0.00
TOTAL	2102

OR OTHER THAN SMALL ENTITY

RATE(\$)	FEE(\$)
N/A	
N/A	
N/A	
TOTAL	

APPLICATION AS AMENDED - PART II

(Column 1) (Column 2) (Column 3)

AMENDMENT A		CLAIMS REMAINING AFTER AMENDMENT		HIGHEST NUMBER PREVIOUSLY PAID FOR	PRESENT EXTRA
	Total (37 CFR 1.16(i))	*	Minus	**	=
	Independent (37 CFR 1.16(h))	*	Minus	***	=
	Application Size Fee (37 CFR 1.16(s))				
FIRST PRESENTATION OF MULTIPLE DEPENDENT CLAIM (37 CFR 1.16(j))					

SMALL ENTITY

RATE(\$)	ADDITIONAL FEE(\$)
x =	
x =	
TOTAL ADD'L FEE	

OR OTHER THAN SMALL ENTITY

RATE(\$)	ADDITIONAL FEE(\$)
x =	
x =	
TOTAL ADD'L FEE	

(Column 1) (Column 2) (Column 3)

AMENDMENT B		CLAIMS REMAINING AFTER AMENDMENT		HIGHEST NUMBER PREVIOUSLY PAID FOR	PRESENT EXTRA
	Total (37 CFR 1.16(i))	*	Minus	**	=
	Independent (37 CFR 1.16(h))	*	Minus	***	=
	Application Size Fee (37 CFR 1.16(s))				
FIRST PRESENTATION OF MULTIPLE DEPENDENT CLAIM (37 CFR 1.16(j))					

SMALL ENTITY

RATE(\$)	ADDITIONAL FEE(\$)
x =	
x =	
TOTAL ADD'L FEE	

OR OTHER THAN SMALL ENTITY

RATE(\$)	ADDITIONAL FEE(\$)
x =	
x =	
TOTAL ADD'L FEE	

* If the entry in column 1 is less than the entry in column 2, write "0" in column 3.

** If the "Highest Number Previously Paid For" IN THIS SPACE is less than 20, enter "20".

*** If the "Highest Number Previously Paid For" IN THIS SPACE is less than 3, enter "3".

The "Highest Number Previously Paid For" (Total or Independent) is the highest found in the appropriate box in column 1.

Electronic Patent Application Fee Transmittal

Application Number:	12846635
Filing Date:	29-Jul-2010
Title of Invention:	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS
First Named Inventor/Applicant Name:	Marc Vianello
Filer:	Arthur K. Shaffer
Attorney Docket Number:	15703.5

Filed as Small Entity

Utility under 35 USC 111(a) Filing Fees

Description	Fee Code	Quantity	Amount	Sub-Total in USD(\$)
Basic Filing:				
Pages:				
Utility Appl Size fee per 50 sheets >100	2081	2	135	270

Claims:

Miscellaneous-Filing:

Petition:

Patent-Appeals-and-Interference:

Post-Allowance-and-Post-Issuance:

Extension-of-Time:

Monster Worldwide, Inc. Exhibit 1025 (p.136/380)

Description	Fee Code	Quantity	Amount	Sub-Total in USD(\$)
Extension - 1 month with \$0 paid	2251	1	65	65
Miscellaneous:				
Total in USD (\$)				335

Electronic Acknowledgement Receipt

EFS ID:	9186944
Application Number:	12846635
International Application Number:	
Confirmation Number:	2336
Title of Invention:	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS
First Named Inventor/Applicant Name:	Marc Vianello
Customer Number:	66714
Filer:	Arthur K. Shaffer
Filer Authorized By:	
Attorney Docket Number:	15703.5
Receipt Date:	07-JAN-2011
Filing Date:	29-JUL-2010
Time Stamp:	13:22:24
Application Type:	Utility under 35 USC 111(a)

Payment information:

Submitted with Payment	yes
Payment Type	Credit Card
Payment was successfully received in RAM	\$335
RAM confirmation Number	9216
Deposit Account	
Authorized User	

File Listing:

Document Number	Document Description	File Name	File Size(Bytes)/ Message Digest	Multi Part (.zip)	Pages (if appl.)
		Monster Worldwide, Inc. Exhibit 1025 (p. 138/380)			

1	Fee Worksheet (PTO-875)	fee-info.pdf	32052 ea78568c36931d11c015758a48fe581c3540d47c	no	2
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Warnings:

Information:

Total Files Size (in bytes):	32052
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New Applications Under 35 U.S.C. 111

If a new application is being filed and the application includes the necessary components for a filing date (see 37 CFR 1.53(b)-(d) and MPEP 506), a Filing Receipt (37 CFR 1.54) will be issued in due course and the date shown on this Acknowledgement Receipt will establish the filing date of the application.

National Stage of an International Application under 35 U.S.C. 371

If a timely submission to enter the national stage of an international application is compliant with the conditions of 35 U.S.C. 371 and other applicable requirements a Form PCT/DO/EO/903 indicating acceptance of the application as a national stage submission under 35 U.S.C. 371 will be issued in addition to the Filing Receipt, in due course.

New International Application Filed with the USPTO as a Receiving Office

If a new international application is being filed and the international application includes the necessary components for an international filing date (see PCT Article 11 and MPEP 1810), a Notification of the International Application Number and of the International Filing Date (Form PCT/RO/105) will be issued in due course, subject to prescriptions concerning national security, and the date shown on this Acknowledgement Receipt will establish the international filing date of the application.



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Table with 7 columns: APPLICATION NUMBER, FILING or 371(c) DATE, GRP ART UNIT, FIL FEE REC'D, ATTY. DOCKET NO, TOT CLAIMS, IND CLAIMS. Values: 12/846,635, 07/29/2010, 3623, 1832, 15703.5, 60, 6

CONFIRMATION NO. 2336

66714
INTELLECTUAL PROPERTY CENTER, LLC
9233 WARD PARKWAY
SUITE 100
KANSAS CITY, MO 64114

FILING RECEIPT



Date Mailed: 10/07/2010

Receipt is acknowledged of this non-provisional patent application. The application will be taken up for examination in due course. Applicant will be notified as to the results of the examination. Any correspondence concerning the application must include the following identification information: the U.S. APPLICATION NUMBER, FILING DATE, NAME OF APPLICANT, and TITLE OF INVENTION. Fees transmitted by check or draft are subject to collection. Please verify the accuracy of the data presented on this receipt. If an error is noted on this Filing Receipt, please submit a written request for a Filing Receipt Correction. Please provide a copy of this Filing Receipt with the changes noted thereon. If you received a "Notice to File Missing Parts" for this application, please submit any corrections to this Filing Receipt with your reply to the Notice. When the USPTO processes the reply to the Notice, the USPTO will generate another Filing Receipt incorporating the requested corrections

Applicant(s)

Marc Vianello, Mission, KS;

Power of Attorney: The patent practitioners associated with Customer Number 66714

Domestic Priority data as claimed by applicant

This application is a DIV of 12/059,728 03/31/2008
which is a DIV of 10/101,644 03/19/2002 PAT 7,424,438

Foreign Applications

If Required, Foreign Filing License Granted: 10/04/2010

The country code and number of your priority application, to be used for filing abroad under the Paris Convention, is US 12/846,635

Projected Publication Date: To Be Determined - pending completion of Missing Parts

Non-Publication Request: No

Early Publication Request: No

** SMALL ENTITY **

Title

CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS

Preliminary Class

705

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CONFIRMATION NO. 2336

FORMALITIES LETTER



66714
INTELLECTUAL PROPERTY CENTER, LLC
9233 WARD PARKWAY
SUITE 100
KANSAS CITY, MO 64114

Date Mailed: 10/07/2010

NOTICE TO FILE MISSING PARTS OF NONPROVISIONAL APPLICATION

FILED UNDER 37 CFR 1.53(b)

Filing Date Granted

Items Required To Avoid Abandonment:

An application number and filing date have been accorded to this application. The item(s) indicated below, however, are missing. Applicant is given TWO MONTHS from the date of this Notice within which to file all required items and pay any fees required below to avoid abandonment. Extensions of time may be obtained by filing a petition accompanied by the extension fee under the provisions of 37 CFR 1.136(a).

SUMMARY OF FEES DUE:

Total additional fee(s) required for this application is \$270 for a small entity

- The specification and drawings submitted electronically contain the equivalent of more than 100 pages. Applicant owes \$270 for 65 pages in excess of 100 pages for a small entity in compliance with 37 CFR 1.27.

Replies should be mailed to:

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/llvuong/



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APPLICATION NUMBER	FILING OR 371(C) DATE	FIRST NAMED APPLICANT	ATTY. DOCKET NO./TITLE
12/846,635	07/29/2010	Marc Vianello	15703.5

CONFIRMATION NO. 2336

POA ACCEPTANCE LETTER



66714
INTELLECTUAL PROPERTY CENTER, LLC
9233 WARD PARKWAY
SUITE 100
KANSAS CITY, MO 64114

Date Mailed: 10/07/2010

NOTICE OF ACCEPTANCE OF POWER OF ATTORNEY

This is in response to the Power of Attorney filed 07/29/2010.

The Power of Attorney in this application is accepted. Correspondence in this application will be mailed to the above address as provided by 37 CFR 1.33.

/agizaw/

Office of Data Management, Application Assistance Unit (571) 272-4000, or (571) 272-4200, or 1-888-786-0101

CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS

CROSS REFERENCE TO RELATED APPLICATIONS

[0001] This patent application is a division of U.S. patent application Ser. No. 12/059,728 filed March 30, 2008 which is a division of U.S. patent application Ser. No. 10/101,644 filed Mar. 19, 2002 entitled Apparatus and Methods for Providing Career Employment Services.

FIELD OF THE INVENTION

[0002] This invention relates to network connected information systems, and, more particularly, to network connected information systems providing data processing applications in connection with optimizing individuals' employment searches and career opportunities, and optimizing employers' recruiting and hiring processes and decisions.

BACKGROUND OF THE INVENTION

[0003] Finding and hiring highly qualified candidate, employees or talent for specific jobs is one of the most important objectives an employer undertakes. In furthering the employer's objective of hiring the best possible employees, an employer would ideally have access to detailed information regarding as large a pool of talent as possible and the pool of talent would include prospective employees who are highly qualified for the particular job that the employer seeks to fill. Without such information, a great deal of time and expense is often expended by employers in connection with their recruiting and screening functions, while, nevertheless, achieving unacceptable results.

[0004] Traditionally, employers have found potential talent among new school graduates through school-related job counseling resources, in response to classified advertisements for particular jobs, referrals from existing employees, and through the use of third-party recruiters ("headhunters"). Each of these alternatives is inefficient, and some are

Docket ~~15703.4~~ 15703.5

costly, as well. Furthermore, employers' articulation of the skills they seek to hire are imprecise. Typically, school-related job counseling resources, classified advertising, and word-of-mouth referrals deal in generalities.

[0005] When an employer seeks to hire an experienced employee, the pool of talent, within which a search is conducted, is often limited to individuals who have already worked in a particular job within a particular industry. Although it may be meritorious that a prospective employee has current or prior experience in a particular job within a particular industry, individuals with experience in other jobs within other industries may possess the particular skills that an employer requires for a particular job. Yet there exists no efficient means for identifying such individuals in other fields who may possess the precise skills sought by the employer. Consequently, an employer's employment recruiting and hiring processes and subsequent operations would be greatly enhanced if the employer could efficiently and cost-effectively identify highly qualified talent both within and without the industry and occupational categories of the employer.

[0006] Another employment problem faced by employers is that they often do not know when a particular employment position may become vacant. Specifically, while it is a business courtesy to provide two weeks notice of termination of at-will employment, employees occasionally terminate employment with less than two weeks notice. Additionally, it may occur that an employee may be terminated for a reason necessitating less than two-weeks notice, and injury, illness, or death may cause an employee to become unavailable to perform his or her job function. Further, even if a full two weeks is available to hire a replacement employee, frequently two weeks is not enough time to hire a person, particularly for skills that are in high demand.

[0007] Another problem faced by employers is that they may stop searching for more highly skilled employee(s) than they have, if an employment position is currently filled. Consequently, an employer's recruiting and hiring processes, and subsequent operations, would be greatly enhanced if the employer could efficiently and cost-effectively identify highly

qualified talent on a continuous basis. Accordingly, there is a need in the art for a practical continuous recruiting system.

[0008] Another employment problem faced by employers is that there is no uniformity among employers in how they communicate the requirements, compensation, and benefits of their employment positions to the public. As a result, it is difficult for talent to efficiently and cost-effectively identify the universe of employment positions for which their skills may be suited. Consequently, an employer's recruiting and hiring processes, and subsequent operations, would be greatly enhanced if the employer could efficiently and cost-effectively communicate detailed information about the skills and experience they require, and the compensation and benefits they offer, in a structured manner that facilitates the search by talent for optimal employment opportunities.

[0009] At the same time that employers are encountering difficulty in identifying highly qualified employees ("talent") to fill specific employment positions, talent is struggling to find the employers and employment opportunities that best match the talent's skills and objectives.

[00010] For talent, establishing and developing a career involves finding, researching, and targeting employers. Traditionally, talent has used the same sort of inefficient means to find employment opportunities as employers have used to find talent. Talent has generally relied on school placement resources, replying to classified advertisements, and word-of-mouth referrals from persons who may already be employed by a particular employer, a process that is as inefficient for talent as it is for employers. And traditionally, talent has relied on résumés to present their qualifications, yet there is no uniformity of résumés among talent. Talent generally must "tailor" their résumés to respond to particular employment opportunities, and talent may have only a limited understanding of the skills being sought by a particular employer. As a result, résumés are often unwieldy devices for employers to consider.

[00011] Also, it may be difficult for talent to determine which employers to target for potential employment, and which potential opportunity represents the optimal use of their skills.

Accordingly, talent can waste much time and energy trying to find the right position and may, nevertheless, fail to find an optimal position.

[00012] Furthermore, it is difficult for talent to identify an appropriate format for expressing his or her skills to an employer. It is also difficult for talent to know what types of information to share with a prospective employer. Consequently, it is advantageous for talent to have the ability to maintain his or her résumé, including a detailed description of training, skills, and experience in a uniformly structured manner on both a current and cumulative basis (a “talent profile”).

[00013] Even when a person is employed in a desirable position, economic or other circumstances may cause the unexpected termination of his or her employment. Specifically, talent may be laid-off or terminated at an unanticipated time. Even if a talent is not terminated, economic conditions may cause his or her employer to go out of business. In some circumstances, talent will be provided with adequate notice or severance pay to allow for adequate time to seek other employment in the event of undesired termination. However, in some circumstances, there is inadequate time. Accordingly, there is a need in the job placement industry for systems that allow talent to be continually in the job market or at least ready to enter the job market on short notice.

[00014] Known methods of recruiting include the process by which a manager will prepare a job description, and send the description to a human resources (“HR”) department, which may check its files of résumés to determine if a qualified applicant has previously contacted the company. The HR department may also consider qualifications of internal candidates, and finally, the HR department may place a classified ad in a newspaper or trade publication. The company may also retain the services of a professional recruiter, who may have connections with suitable talent. In addition to classified ads in printed publications, other media may be used to publish advertisements for talent.

[00015] As distributed computer networks such as the Internet have become widely used, it has become possible to provide classified employment ads to mass markets via on-line

databases and publications. Most major newspapers now have on-line editions that may be used to search classified ads for job positions. For example, the employment classifieds of the Kansas City Star newspaper may be searched on line at <http://www.kansascity.com>.

[00016] Such on-line databases provide convenient access by employers to an audience that is potentially beyond the scope of coverage of subscribers to the printed newspaper. The on-line databases also have an advantage to talent in that talent is better able to search for jobs by geographic location or keyword. Of course, both of those features are present in regular newspaper classified advertising. Nevertheless, on-line databases of classified ads share the same major drawbacks as printed classified ads. First, both are highly unstructured and without uniformity of job parameters. Second, both solicit highly unstructured résumés without uniformity from prospective job candidates. Third, both involve the placement of advertising in exchange for an up-front payment obligation by the employer/advertiser.

[00017] Because a cost is associated with posting a classified ad, there is an economic disincentive for employers to post jobs other than those for which there is a current (or currently expected) vacancy. Furthermore, the classified advertising model employed by newspapers and existing on-line employment sites attracts almost exclusively jobs for which there are current (or currently expected) vacancies. Accordingly, many fewer jobs are advertised than actually exist, and because much of the talent that is currently employed are not continually looking, the jobs that are advertised attract a much smaller pool of highly qualified talent than actually exists. This situation is bridged at significant cost to employers by their use of headhunters who recruit currently employed persons who may be willing to change jobs for a better opportunity, but are unwilling to continuously bear the burden of the search effort.

[00018] For employers with on-going recruiting and employment problems, the inefficiencies of existing mediums of finding the best, and, in many cases, sufficient talent for a job is a serious problem that contributes to on-going operational inefficiencies. Likewise, for talent who would like to have access to the complete picture of available jobs, the economic

disincentive placed on employers to provide information about all of their jobs is a serious problem that diminishes talent's ability to optimize his or her career.

[00019] For employers, the classified ad system allows a company to develop a group of résumés of persons who have responded to ads. Employers may also consider classified ads placed by talent, indicating that they are available for employment. However, there is a similar economic disincentive for talent to pay for publication of a classified ad. Further, this combined group of talent résumés is small in relation to the potential universe of talent, and it does not provide an employer with the detailed and comprehensive information necessary for employers to select an ideal candidate.

[00020] Other recruiting systems are basically improvements to the newspaper-based classified ad system. Several improvements have been proposed and implemented. Specifically the Monster.com job board, which may be found at www.monster.com, collects résumés and allows posting of classified employment ads. Systems like Monster.com represent an improvement to the traditional classified ad system, in that these types of bulletin boards collect résumés for free. Nevertheless, the posted jobs are essentially searchable classified ads, and the résumés posted on Monster.com are not searchable without payment of a significant fee. Again, this places an economic disincentive on employers to search out the best qualified candidate for a job.

[00021] The Monster.com site indicates that it is covered by U.S. Patent No. 5,832,497 to Jeffrey C. Taylor ("the Taylor patent" or "Taylor"). The Taylor patent describes a system for managing classified employment ads, using of two databases to store information about résumés and about jobs.

[00022] Taylor discloses providing job industries, company identifiers, job disciplines and job titles. Taylor describes using a password system to specify who has access to the job records for the purposes of adding, changing, and deleting job records. Employer-users are charged for contact information on applicant users. Fees are structured as a basic subscription

charge allowing a predetermined number of accesses, with a predetermined fee associated with each access above the predetermined number of accesses.

[00023] Several other on-line job sites collect information about applicants and provide this information to prospective employers in various ways; however, these systems suffer from drawbacks similar to those of the Taylor patent. Specifically, HotJobs.com, Ltd. (www.hotjobs.com) allows a user to choose a city and also to specify a corresponding metropolitan area. Using HotJobs, a user can search for a job in New York, for example, and find jobs in nearby cities, without knowing the names of the other cities.

[00024] To use the HotJobs site, a job search user first registers by providing his or her E-mail address and a password. Next the job search user is prompted to either paste in the text of an existing résumé or to answer a set of questions that will provide for the automatic generation of a résumé. In addition to asking questions pertinent to the résumé, the HotJobs system asks job search users about the types of jobs they are seeking, whether they are willing to relocate, and whether they would like their résumé to be searchable by employers and/or recruiters. If the job search user elects not to allow his or her résumé to be searchable, the résumé will only be accessible by those employers that the job search user specifies by using a process described below. An arbitrary job search user of the HotJobs web site may search all of the posted jobs. By registering and creating a résumé, the job search user can apply to any of the posted jobs.

[00025] Like Monster.com, HotJobs.com charges for posting jobs. Therefore, the same economic disincentives are placed on employers that would use the HotJobs system as is placed on employers that would use the Monster system.

[00026] Accordingly, known on-line job advertising systems represent only minor improvements over the traditional newspaper-based employment classified advertising system. And the known on-line job advertising systems retain the significant economic limitation of being based on the newspaper employment classifieds paradigm. The services charge employers for posting their jobs, just as in the newspaper model, and then they charge fees for merely

having the ability to search through the database of talent résumés.

[00027] Because the pay-to-post and subscribe-to-search systems impose upfront economic barriers on employers, the systems have the disadvantage of providing a disincentive for all employers to post all of their jobs. Further, when talent knows that only a subset of available jobs are posted and that employers are charged to search résumés, talent will not be optimally motivated to use the career site.

[00028] In order to avoid the economic barriers presented by traditional print and on-line media to the comprehensive posting of employment opportunities, some employers have established employer-owned Internet sites wherein they list some or all of their employment positions. Such sites, to the extent that the employer has listed all of its employment positions, can provide a prospective employee with a comprehensive view of opportunities with that employer, but not with any other employer. Therefore, while employer-owned sites avoid the economic barriers of classified advertising, they do so at another cost – the loss of broad exposure to the available pool of prospective employees, most of whom are unaware of the employer-owned sites.

[00029] While the Internet theoretically allows an unlimited number of prospective employees to visit an employer's web site to view potentially all of such employer's positions at little or no cost to the employer, that benefit is accomplished via the transfer of economic burden to the prospective employee who must search countless employer sites hoping for a comprehensive view of employment opportunities. Some people have attempted to reduce the cost-transfer defect of employer-owned sites by creating "collector" sites that electronically link to various employers' separate sites. Such collector sites are mere conduits that may attract incremental attention from prospective employees, but do little, if anything, to ultimately eliminate the economic burden that is shifted to prospective employees. This is because the employers continue to post their employment positions to their separate sites. Under such collector systems, the prospective employee must still periodically visit each site in order to

acquire a comprehensive up-to-date view of the market place of employment opportunities. That burden imposes substantial economic costs on the prospective employee due to the significant time inefficiencies entailed.

[00030] Accordingly, a system is needed that does not have the limitations of existing systems, and that encourages the participation of all employers and all talent in an economically efficient, on-going process of optimizing the use of available skills.

SUMMARY OF THE INVENTION

[00031] Systems, methods, distributed networks, and computer-readable media are provided that relate to employment services. Background information associated with talent-capability attributes is received from talent in a structured format. Job description information is received from employers in a structured format. Prospective matches are identified between employers and talent, and employers and talent are given an opportunity to mutually consent to the exchange of talent contact information. In one embodiment, after such mutual consent has been granted, a financial transaction is consummated wherein the employer pays a fee to the career site operator.

[00032] In one embodiment, skills descriptions are received from talent. In one embodiment, mutual consent is indicated by a request for an interview and an acceptance of a request for an interview. In one embodiment, follow up surveys to employers and talent are used to provide feedback to career site participants.

[00033] In one embodiment, employers provide information regarding multiple divisions, including geographical and access scope information.

[00034] In one embodiment affiliate marketing arrangements are utilized to promote use of the career site. In another embodiment, wholesale marketing techniques are employed. In yet another embodiment, a multi-level retail marketing system is applied to develop employer participation in the career site.

BRIEF DESCRIPTION OF THE DRAWINGS

[00035] These and other inventive features, advantages, and objects will appear from the following Detailed Description when considered in connection with the accompanying drawings in which similar reference characters denote similar elements throughout the several views, and wherein:

[00036] Fig. 1 shows a schematic block diagram of a network in which information systems consistent with the present invention may be practiced;

[00037] Fig. 2 is a schematic block diagram representing interrelationships between databases consistent with the present invention;

[00038] Fig. 3 is a flow diagram representing an unauthenticated user or interacting with a career site consistent with the present invention, and a talent interacting with a career site consistent with the present invention;

[00039] Fig. 4 is a flow diagram representing a process whereby talent searches for and selects jobs and whereby it is determined if talent has the minimum qualifications established and required by the employers for the job(s) that talent has selected, the processes being performed in connection with talent interacting with a career site in operating in a manner consistent with the present invention;

[00040] Fig. 5A is a flow diagram representing a series of talent-initiated processes for gathering governmentally regulated information about a talent in a manner consistent with the present invention;

[00041] Fig. 5B is a flow diagram representing a series of employer-initiated processes for gathering governmentally regulated information about a talent in a manner consistent with the present invention;

[00042] Fig. 6A is a flow diagram representing a talent-initiated process for collecting information pertaining to protected classes of employees, the process being performed in connection with talent interacting with a career site consistent with the present invention;

[00043] Fig. 6B is a flow diagram representing an employer-initiated process for collecting information pertaining to protected classes of employees, the process being performed in connection with talent interacting with a career site consistent with the present invention;

[00044] Fig. 7A is a flow diagram representing a talent-initiated process for determining the eligibility of talent to be employed in certain jobs requiring U.S. citizenship, the process being performed in connection with talent interacting with a career site consistent with the present invention;

[00045] Fig. 7B is a flow diagram representing an employer-initiated process for determining the eligibility of talent to be employed in certain jobs requiring U.S. citizenship, the process being performed in connection with talent interacting with a career site consistent with the present invention;

[00046] Fig 8 is a flow diagram representing a process performed in connection with an unauthenticated user interacting with a career site consistent with the present invention, and an employer interacting with a career site consistent with the present invention;

[00047] Fig. 9 is a flow diagram representing a series of processes performed in connection with an employer interacting with a career site consistent with the present invention;

[00048] Fig. 10 is a flow diagram representing an employer-initiated process whereby an employer searches for and selects talent profiles for the purpose of establishing talent interest in the employer's employment opportunity using a career site in operated in a manner consistent with the present invention;

[00049] Fig. 11 is a flow diagram representing an employer-initiated process for determining whether talent is interested in the employer's employment opportunity in a manner consistent with the present invention;

[00050] Fig. 12 is a flow diagram representing the purchase of talent contact information by an employer in a manner consistent with the present invention;

[00051] Fig. 13 is a flow diagram representing the payment of referral fees and commissions for a career site operated in a manner consistent with the present invention;

[00052] Fig. 14 is a flow diagram representing a procedure whereby additional information about talents' and employers' employment decisions is gathered subsequent to the release of talent contact information to a prospective employer in a manner consistent with the present invention;

[00053] Fig. 15 is a schematic block diagram representing the relationship of trade associations to talent, employers and a career site in a system consistent with one embodiment of the present invention;

[00054] Fig. 16 is schematic a block diagram representing the relationship of educational institutions, professional associations, and labor unions to talent, employers and a career site in a system consistent with another embodiment of the present invention;

[00055] Fig. 17 is a schematic block diagram representing the relationship of wholesalers to trade associations, professional associations, educational institutions, labor unions, employers, talent, and a career site in a system consistent with yet another embodiment of the present invention; and

[00056] Fig. 18 is a flow diagram representing the relationship of multiple levels of retailers with a career site in a system consistent with a further embodiment of the present invention.

DETAILED DESCRIPTION OF THE INVENTION

[00057] As required, detailed embodiments of the present invention are disclosed herein; however, it is to be understood that the disclosed embodiments are merely exemplary of the invention, which may be embodied in various forms. Therefore, specific structural and functional details disclosed herein are not to be interpreted as limiting, but merely as a basis for the claims and as a representative basis for teaching one skilled in the art to variously employ the present invention in virtually any appropriately detailed structure.

[00058] Referring to the drawings in greater detail, Fig. 1 shows a block diagram of an embodiment of a network in which information systems consistent with the present invention are practiced. Computers 110 represent client computers that are used by talent, employer-users, and other users and administrators of career systems consistent with the present invention. Client computers 110 are of any type of data processing system capable of interacting with a network based application, including conventional personal computer (“PC”) type computer systems that are available from companies such as Hewlett-Packard Company and Dell Computer Corporation, employing an operating system such as, for example, the Linux operating system (which is available from companies such as Red Hat, Inc.) or the Windows operating system (which is available from the Microsoft Corporation). Alternatively, computers 110 utilize a UNIX platform such as those available from Sun Microsystems and Silicon Graphics Inc. or the type of computer sold under the trademark Macintosh™ by Apple Computer Corporation.

[00059] In alternative embodiments client computers 110 may also be implemented using other types of computing platforms including thin clients, such as, for example, network computers or using personal digital assistants (“PDA”), such as, for example, the iPAQ™ from Compaq Computer Corporation, or the Palm Pilot™ from Palm, Inc.

[00060] Network 120 represents a network, such as, for example, the Internet, which is an interconnected network of other networks, including local area networks (“LANs”), wide area networks, (“WANs”), wireless networks, the public services telephone network (“PSTN”) or any other network capable of transmitting and receiving digital information.

[00061] Through the network 120, client computers 110 may interact with network applications such as career site application 140. In one embodiment, the career site application 140 comprises a web server 150 such as, the Apache web server available from the Apache Software Foundation, or the Internet Information Server (“IIS”) available from the Microsoft Corporation. In one embodiment, web server 150 provides application specific information to client computers 110 based on information associated with a database server 170. Application information is structured based on business logic contained in an application server 160. E-mail server 142 operates in connection with the web server 150 to facilitate sending and receiving of E-mail messages. Alternatively, each of the E-mail server 142, the web server 150, the application server 160, and the database server 170 may be implemented in various ways, including as three separate processes running on three separate server computer systems, as processes or threads running on a single computer system, as processes running in virtual machines, and as multiple distributed processes running on multiple computer systems distributed throughout a network. In one embodiment, multiple servers corresponding to the E-mail server 142, the web server 150, the application server 160, and the database server 170 are used. In this embodiment, conventional load balancing techniques are employed to balance network load between the multiple servers.

[00062] In one embodiment, application server 160 is a ColdFusion™ application server available from Macromedia, Inc. In this embodiment, when one of client computers 110 requests a web page from web server 150, a request is transmitted through web server 150 to application server 160, where the request is processed and data requested from database server 170 as necessary. Upon processing of the request a response is prepared and returned to one of client computers 110 via web server 150.

[00063] Computer systems such as web server 150 and application server 160 include memories in which information resides. These memories may be either non-volatile, as in the case of flash electrically erasable programmable read only memory, or volatile as in the case of random access memory.

I. CAREER SITE OVERVIEW

[00064] In one embodiment a career site is provided in connection with a web site running on a web server such as web server 150 of Fig. 1. Users wishing to search jobs or talent profiles on the career site do not have to register to gain access to a subset of features on the career site. In one embodiment, when a career site is operated as a business, a fee is generated when an employer elects to purchase contact information corresponding to a talent profile. Consistent with the invention, there is no risk to an employer by listing its jobs on the site because, unlike a typical classified ad, there is no fee associated with listing jobs on the career site. Further, a participating employer pays nothing until it identifies talent having an appropriate set of skills and experience, and the talent has expressed interest in the employer.

[00065] In one embodiment, the amount of the fee paid by an employer to the career site before obtaining contact information is related to the educational level of a particular talent. In this embodiment, the structured system of recording educational levels in the talent profile is used in connection with accounting aspects of the career site. For example, in one embodiment, the charge for talent contact info is mapped to the highest education level as follows: (i) GED costs \$30; (ii) high school costs \$40; (iii) vocational educational training costs \$50; (iv) associate's degree costs \$50; (v) bachelor's degree costs \$65; (vi) master's degree costs \$80; and (vii) doctorate costs \$100. In another embodiment, a flat fee, such as, for example \$50 is charged for all talent contact information regardless of education level or required compensation. In another embodiment, the price of contact information is related to the maximum offered compensation of the employer and is independent of educational level. In yet another embodiment a combination of factors is used in determining the cost of contact information, including for example, education level and the intersection of required and offered compensation.

[00066] Any employer that wishes to add job descriptions to the job database may do so without incurring any costs payable to the career site operator for such additions to the job database. In one embodiment, an employer that requires the assistance of the career site operator

in entering its jobs in the career site databases may be required to pay fees for such assistance, but an employer's use of such assistance is at the employer's discretion. Consequently, the ability to avoid the economic barriers represented by the existing models of searching for prospective employees removes the disincentive to posting all of an employer's jobs that is found in classified advertising based systems.

[00067] Since employers may comprehensively post any number of jobs for free, the career site may be considered a continuous recruiting system. As a result, employers may efficiently, effectively, and at low cost optimize the pool of skills represented by their personnel. And the resulting comprehensive listing of jobs, encourages talent to post and maintain, throughout their career life, a talent profile that enumerates and describes talent's specific skills and qualifications in order to match as often as possible the skills defined by employers in any number of job listings. Because talent profiles are exposed on a continuous basis to comprehensive listings of jobs by a potentially comprehensive pool of employers, the career site may be considered a continuous employment search and continuous career enhancing system.

[00068] The arbitrary user of the invention may search job listings and talent profiles for free. While it is common for job seekers to be able to search advertised jobs of multiple employers for free on various commercial media, and to be able to search jobs of individual employers for free on separate employer-owned on-line sites, nowhere may job seekers search a comprehensive database of freely-listed employment opportunities that is unimpeded by the transaction cost of advertising. And employers that want to search résumés face even more hurdles. In the case of print media, résumés cannot be searched; in the case of current on-line systems, résumé searches are typically subject to subscription and other fees. Accordingly, there is a need in the art for practical and inexpensive ways for employers to search for résumés.

[00069] Consistent with the present invention, talent profile searches yield results that do not include either the talent's contact information or the name of talent's current employer. Therefore, applicants need not be concerned that their information is available to be searched. Additionally, since one of the fields in a talent profile allows an applicant-user to specify that he

or she is currently content with his or her position, talent need not be concerned that posting a talent profile may place talent's current employment at risk in the unlikely event that the talent's current employer may happen upon talent's profile and recognize it. In one embodiment, talent profiles are always active. In another embodiment, talent profiles are always active unless rendered inactive for failure to respond to requests for interviews.

[00070] In an alternative embodiment, a talent is provided an opportunity to disable his or her talent profile. In this embodiment, if a particular talent profile is disabled the talent résumé will not be provided to employers, and the talent will not receive messages regarding requests for interviews.

[00071] When an employer is seeking talent and searches the talent database for a person with a predetermined level of training, skills, and experience, and finds one or more suitable talent profiles, the employer becomes the initiating party to the ensuing transactions. When a talent is seeking employment and searches the database for a desirable employment position, the talent becomes the initiating party to the ensuing transactions.

[00072] Next the system compares the parameters of the talent profile and the job listing involved in the initiating party's inquiry, including comparing the minimum required compensation of the talent with the maximum provided compensation of the job position. If the parameters do not match or overlap, the initiating party is told that the parameters (for example compensation requirements) do not match. The initiating party may then be permitted an opportunity to change parameters and to try the comparison again.

[00073] In one embodiment, if talent-initiator attempts to apply for a job listing having a minimum compensation requirement that exceeds the employers maximum requirement, a message is sent to the applicant stating that "Your minimum compensation expectation exceeds the employer's maximum, and, therefore, we have not forwarded your profile to the employer. Would you like to change your compensation expectation?" In this way, for example, if talent discovers that his or her expectations are not matched with the current set of posted jobs the talent has an opportunity to adjust compensation requirements. Similarly, an employer-initiator

may become interested in a talent profile exhibiting a particular set of training, experience, and skills, but the minimum compensation requirement expected by the talent may exceed the maximum compensation requirement that the employer has defined for the job it seeks to fill. In such a circumstance a message is sent to the employer informing it of that fact, whereupon the employer may decide to increase the maximum salary range or to make a new inquiry pertaining to a different talent.

[00074] In one embodiment, if a talent is notified that his or her minimum required compensation is too high and declines to lower his or her minimum, the corresponding employer is notified that talent are considering the employer's job descriptions and electing not to lower their minimum requirements. In this way, employers are provided an opportunity to raise the maximum compensation requirement, even in situations in which a talent is the initiating party.

[00075] In an employer initiated process, when an employer declines to increase its maximum compensation requirement in response to a message that it is too low for talents' minimum requirements, the employer-identified talent are notified of the failed match and that an anonymous employer has declined to increase maximum compensation requirement. Then, talent is provided an opportunity to lower their minimum requirements. In this way, an initial, anonymous salary negotiation can take place to facilitate employer and talent matching.

[00076] Mutual interest is the basis for facilitating the exchange of contact information between talent and an employer. Once an internal matching has occurred in response to an action by an initiating party, the non-initiating party must consent before the release of talent's contact information.

[00077] When a talent is the initiating party, the talent, by initiating the process, grants his or her consent to provide contact information in the event that the employer wishes to purchase the talent's complete talent profile. If the employer expresses interest in pursuing the recruiting opportunity, the transaction is completed, each party is notified, the talent's contact information is transmitted to the employer, and the employer contacts the talent. In one embodiment, an employer that declines a talent-initiated employment inquiry is presented with a

survey requesting reasons why the employer declined. Reasons may include, for example, talent's lack of experience. Responsive e-mails or other communications are then presented to the talent about why the employer declined the talent's inquiry. In one embodiment, if the employer does not respond to the initial inquiry or to the subsequent survey, the talent is informed, "The employer corresponding to the job that you selected declined to pursue your inquiry. No reason was stated."

[00078] When an employer is the initiating party, the employer indicates its consent to purchasing the complete talent profile in the event that the talent is interested in the employer's employment opportunity. If the talent is interested in pursuing the employment opportunity, the transaction is completed, each party is notified, the talent's contact information is transmitted to the employer, and the employer contacts the talent. In one embodiment, a talent that declines interest in an employer-initiated employment opportunity is presented with a survey requesting reasons why the talent declined the employment opportunity. Reasons may include, for example, geographic location. Responsive e-mails or other communications are then presented to the employer about why the talent was not interested in the employer's employment opportunity. In one embodiment, if the talent does not respond to the initial inquiry or to the subsequent survey, the employer is informed, "The talent that you selected declined your employment opportunity. No reason was stated."

[00079] Feedback is useful for several reasons. For example, it allows talent to develop a realistic understanding of the types of skills and qualifications for which employers are looking and the compensation and benefits that employers are willing to provide; allows employers to assess the adequacy of their compensation packages and other aspects of their employment of their employment environment; and removes or reduces the uncertainty associated with rejection by the non-initiating party, or that may accompany waiting for a response from the non-initiating party when it is unclear whether the lack of a response indicates a delay in processing or a rejection.

[00080] Transmission of contact information may be carried out in various ways, including presenting the information via an authenticated web page, electronic mail, facsimile, or any other convenient medium for communicating contact information.

[00081] Job listings that are presented by employers are different from classified ads. In one embodiment, job listings are similar to the employers' internal human resources job descriptions.

[00082] Although job information may be entered manually, one embodiment consistent with the present invention allows electronic exchange of such information from separately maintained human resource databases directly into career site databases. This process is facilitated and optimized by the structured nature of the career site databases.

[00083] In one embodiment, the career site receives precise talent profile information, otherwise referred to herein as candidate attributes, including a uniformly described college degree, with major and minor degree programs. In one embodiment, employer job listings are associated with a database of more than 31,000 occupations. In one embodiment, the occupations database includes information that can be obtained from the U.S. Department of Labor at <http://www.oalj.dol.gov/libdot.htm>.

[00084] In one embodiment, some of the talent profile information, for example, talent's current employer or current compensation is not disclosed to employers unless they purchase a complete talent profile. In one embodiment, talent profile information may include information that may be disclosed to employers only under special circumstances. For example, citizenship information may be optionally collected from a talent, so that if the talent wishes to apply for a position requiring a particular citizenship status, he or she will be able to automatically provide that information. In many cases, however, it is inappropriate for an employer to consider citizenship in its hiring decisions, because such consideration may lead to discrimination on the basis of national origin. Accordingly, a career site, consistent with the present invention will provide citizenship information only in circumstances in which it would be appropriate for an employer to consider the information.

[00085] Similarly, Federal Law and Executive Order require certain employers to collect and analyze race and gender information of all applicants to ensure that impermissible discrimination is not taking place. Accordingly, career sites consistent with the present invention have the ability to optionally collect information from talent regarding race and gender information. In one embodiment, race and gender information is provided to the employer at the time the employer makes the hiring decision, but the employer agrees not to use the information to unlawfully discriminate in any way. Furthermore, after hiring decisions are made, and on a predetermined interval, such as, quarterly, race and gender information on an individual basis is provided to the employer for a fee. In this way, employers may inexpensively comply with legal requirements, have adequate information to prevent discrimination, and document that non-discriminatory practices are in fact compliant.

[00086] In one embodiment, the career site inquires about a talent's licenses and certificates, such as for example, Licensed Practical Nurse, or Certified Public Accountant. In another embodiment, the career site asks about professional accomplishments. In a further embodiment, the career site asks about a talent's English and foreign language skills. In an additional embodiment, the career site asks about a talent's professional associations. In another embodiment, the career site asks about the educational institution(s) attended by the talent, and the talent's field(s) of study, including specialties such as medical specialties. In a further embodiment, a talent is asked to classify his or her current and past employment history according to the North American Industry Classification System ("NAICS") and the Dictionary of Occupational Titles ("DOT"). These detailed questions provide a better understanding of a talent's experience than merely asking about what an applicant did in his or her prior positions. Further, the system allows input of educational and professional awards, professional recognitions, and honors that talent has received.

[00087] Additionally, in yet another embodiment, the career site is designed to receive skills information from a talent. By allowing a talent to describe skills organized in a structured manner, a talent has the ability to manage and to achieve optimal future employment by comprehensively collecting data on his or her marketable attributes. Further, the skills

information provided by a talent is in a format that distinguishes itself from mere conclusory statements of skill, such as, for example, “highly skilled in Russian language.” Instead, the talent is asked to (i) identify a skill among various skills set forth by the DOT that constitute analytical, communications, and mechanical skills; (ii) explain how the skill was acquired; and (iii) explain how the skill helped the talent perform his or her employment duties in a better fashion. By describing skills as identified above, it is clear how the person has acquired and utilized the particular skill, which allows an optimal evaluation of talent.

[00088] Methods, systems, and distributed networks consistent with the present invention provide a powerful cumulative database management system for talent and employers alike. For talent it is a cumulative skills management system that a talent can maintain over the talent’s lifetime and that can be used to cumulatively describe: (i) educational programs, including educational institutions, levels of education, fields of study, and specialty fields of study; (ii) employment positions, including employer names and prior job descriptions that are cross-indexed to the NAICS, and the DOT; (iii) licenses and certifications; (iv) languages; (v) analytical skills that are cross-indexed to the DOT; (vi) communications skills that are cross-indexed to the DOT; (vii) mechanical skills that are cross-indexed to the DOT; (viii) professional affiliations; (ix) professional references by employment position; (x) professional accomplishments; (xi) personal references; (xii) personal accomplishments; and (xiii) other relevant cumulative items associated with the constantly evolving attributes associated with a person’s actual experiences.

[00089] For employers, the management system is a cumulative human resources recruiting and management system that enables management of: (i) employer-account users corresponding to various employer human resources recruiting and management functions; (ii) the recruiting needs of divisions or business units within the enterprise; (iii) the recruiting needs of employment positions, cross-indexed to the DOT, including current open positions, and if desired all employment positions within the company; (iv) recruiting pay scales; (v) benefits programs; (vi) self-identification and reporting requirements of race and gender of applicants to document effective non-discrimination policies of the employer; (vii) reporting of the self-

identification data if required by regulators; (x) jobs requiring U.S. citizenship; (xi) the number of filled and unfilled employment positions; (xii) the skills required for each employment position; and (xiii) other human resources recruiting and management functions.

[00090] Because a talent classifies each of his or her employers by industry and dates of employment, methods, systems, and distributed networks can be configured to aggregate relevant portions of the talent's work experience in any tier of an industry using NAICS codes that are a part of the industries database consistent with the present invention. Further, because a talent classifies each of his or her employment positions by occupation and dates of employment, the talent's work experience in any tier of occupations can be aggregated using the DOT codes that are a part of occupations databases consistent with the present invention.

[00091] Additionally, by using structured job data corresponding to analytical, communications, and mechanical skills that are a component part of the DOT classification system, employers have the ability to search occupational titles other than the particular occupational title associated with a particular employment position for skills similar to those required for the particular employment position. Identifying target skills found in other occupational titles may, optionally, be based on the primary analytical, communication, and mechanical skill required for each occupational title, but may include skills other than the primary skills, and in any combination.

[00092] Because the analytical, communications, and mechanical skills that the career site requests talent to describe correspond to the DOT codes, employers have the ability to search for relevant skills that a talent described in his or her talent profile.

[00093] In one embodiment, employers may search based on a closest metropolitan area. According to this embodiment, a search will match talent residing outside of a particular metropolitan area if the talent's location is nevertheless closer, in terms of cost, distance, or time, to the selected metropolitan area than to any other metropolitan area. In one embodiment, talent may search for employers based on a closest metropolitan area. In an alternative embodiment,

the closest metropolitan area feature is not used in connection with U.S. metropolitan areas but is used in connection with metropolitan areas outside of the U.S.

A. TALENT

[00094] Users may search job listings at no cost without registering with the career site. However, in order to apply for an employment position, a user must have registered as a “talent” and must have posted a talent profile to the career site’s talent profile database. In order to post his or her profile to the talent profile database, a talent must (i) select a username and password to prevent unauthorized access to the talent’s profile; (ii) provide all required personal information, such as, for example, name, address, phone number, and e-mail address; (iii) provide all required information with respect to at least one school that the talent has attended, such information to include, for example, the name of the school, the talent’s graduation status, the talent’s level of education, and the talent’s primary field of study; and (iv) provide all required information with respect to at least one employment position that the talent has held (or indicate that he or she has never been employed), such information to include, for example, the name of the employer, the dates of employment, the title of the job held, the employer’s industry classification according to the NAICS, the occupational classification of the employment position held according to the DOT, a description of the employment position held, and other information relevant to the employment position talent has held. Optionally, talent may enter information describing his or her special skills and abilities such as analytical skills, communications skills, mechanical skills, language skills, licenses and certifications, and professional and personal accomplishments.

[00095] In one embodiment, the talent’s identity is not discernable to the arbitrary user of the career site. In another embodiment, digital certificates are employed to prevent unauthorized access to the talent’s profile. Authentication and authorization may be performed for a user account using other methods, including biometrics, smart cards, and tokens.

[00096] After having created a talent profile, a talent may conduct more refined searches of the career site’s jobs database, and may apply for jobs on the system.

[00097] In one embodiment, once a talent profile is established, the talent may access a message repository similar to an electronic mail box. The repository contains information about jobs sought and the status of the employers' response to the talent's inquiries. The repository also contains information regarding employer inquiries regarding the talent's profile. In each case, the information is linked to a specific job listing, and provides other information such as the current status of each inquiry, the dates of inquiry, and the response by either the employer or the talent depending upon who initiated the inquiry.

[00098] In another embodiment, potential matches are automatically suggested to talent based on comparisons with job descriptions seeking talent having attributes similar to those provided in the talent profile.

B. EMPLOYERS

[00099] Users may search talent profiles without registering with the career site. However, in one embodiment, in order to obtain any talent contact information, a user must establish an account as an "employer," and must post at least one job listing to the career site's jobs database. To establish an account, the employer must register with the career site. In one embodiment, the individual establishing the account on behalf of the employer is designated as the "account manager." In one embodiment, the identity of the initial account manager is established when an employer account is created. In one embodiment, another individual may be designated as a substitute or replacement account manager. In one embodiment, the identity of account managers is not discernable to the arbitrary user of the career site.

[000100] In one embodiment, a username and password is selected by or provided to the account manager to prevent unauthorized access to an employer's account. In another embodiment, digital certificates are employed. Authentication and authorization may be performed for a user account using other methods, including biometrics, smart cards, and tokens.

[000101] Some employers, especially large enterprises, may wish to allow multiple persons to have access to their account ("account users") to maintain job listings on the career

site. Some employers, especially large enterprises, may wish to create multiple divisions of their account to categorize job listings pursuant to the employers' operational divisions. Some employers may wish to allow multiple account users for various divisions, and/or to assign multiple divisions to one or more account users. Accordingly, in one embodiment, the employer-user is asked whether the employer has multiple divisions. If the answer to the multiple divisions question is "No" then all posted jobs for the employer go to a single listing for the employer. If the answer is "Yes" then the employer may designate separate divisions, which correspond to the employer's separate business units, facilities, offices, departments, etc., and which may be separate legal entities such as subsidiaries. In this way an employer more effectively manages its jobs by location, division, or business unit.

[000102] In one embodiment, employer division information is structured in a hierarchical manner, beginning with the parent company, which is the employer in whose name the employer account is established. Each subsequent division is categorized, for example, according to Statements of Financial Accounting Standards No. 141 and 142, as: (i) a subsidiary company, which typically corresponds to legal entities at least partially owned by the parent company; (ii) an operating division, which corresponds to plants, product lines, or other constructs identified by an employer as a "division"; (iii) a reporting unit, which is an employer identified segment of an operating division; and (iv) a department, which is an employer identified, and separately tracked, segment of a reporting unit. Any number of divisions of any category may be associated with an employer account.

[000103] In another embodiment, the employer is asked whether it wants to allow multiple users to have limited access to the employer's account. If the answer is "No," then only the account manager may use the account. If the answer is "Yes," then the account manager may identify multiple account users. In another embodiment, account managers may grant account users access to conduct administrative and recruiting functions for some divisions, and restrict access to other divisions. Further, in one embodiment, employers may grant account users access to conduct administrative and recruiting functions for some job listings, and restrict access to other job listings within the same division. In one embodiment, to accommodate these

features, the account manager establishes a username and password for each account user. Ordinarily an employer account manager will have the authority to grant and restrict access to account users.

[000104] Once an employer is authenticated, the employer's account manager may access a message repository similar to an electronic mail box. Account users may access message repositories established for them that correspond to the account users' division and job listing assignments. Such repositories contain information about talent sought and the status of such talents' responses to the employer. The repositories also contain information about talent inquiries regarding the employer's job listings. The talent sought and talent inquiries sections of the repositories contain records having information including: (i) employer division(s); (ii) account user(s); (iii) linked job title(s), which provide a connection to the posted job(s), (iv) linked talent profile identifier(s), which provide a connection to blind or complete talent profile(s); (v) dates of inquiry and response; and (vi) current status.

[000105] In one embodiment, when the employer initially creates or later modifies its employer profile, the system asks the employer to classify itself using an industry classification. When an employer indicates that it has multiple locations, divisions, or business units above, the employer is prompted for an industry classification for each of its sub-entities.

[000106] In one embodiment, the billing contact for the employer defaults to the first account manager of the employer account. However, the default billing contact may provide information about a different billing contact by clicking on a check box. User interfaces other than the check box may be used to provide instant access to entering an additional billing contact. Billing contacts may be done for the entire enterprise, or assigned on a sub-entity basis.

[000107] In another embodiment, when a job listing is created, the employer is asked to (i) classify the job according to the DOT; (ii) describe the various skills required for the job such as educational level, field of study, specialty, and language skills, etc. using the career site's databases; (iii) provide a narrative description of the job; and (iv) provide other information

pertinent to the career site's functionality, such as the maximum compensation requirement that the employer has assigned for the job listing, and any regulatory criteria.

C. DATA CONTROLS

[000108] The career site employs a number of internal controls to insure the integrity of its data. In one embodiment, when a user of the career site inputs a city, the city is checked against a database of geographical information, and if the city is not found, the user is provided with an indication that the city was not present in a comprehensive database of cities. In one embodiment, a city is selected from existing choices by way of a multi-level hierarchical data structure, in which the levels include, for example, country, state or province, county or parish, and city.

[000109] Additionally the data input system is advantageously constructed so that all input data is checked for upper and lower limits, and that all data is otherwise in conformance with the restrictions of the career site's systems. For example, in one embodiment, postal codes preferably include the appropriate number of digits for the applicable country; geographic areas are cross-checked against the comprehensive database; U.S. phone numbers must be ten digits; foreign phone numbers preferably include an indication that they are not domestic, e.g. by starting with a "+" sign for example; names (such as, for example, city, employer, school, and other types of names existing in the career site databases) are checked against existing names in the various databases; industry classifications, occupational classifications, fields of study, languages, and various licenses and certifications learned by the system are checked against existing data; and information pertaining to analytical skills, communications skills, mechanical skills, and professional and personal accomplishments are collected in a comprehensively structured manner. All of these steps are designed to insure that talent and employers are guided to provide the fullest extent of relevant information, and to insure the uniformity and integrity of data to the fullest extent possible.

[000110] In one embodiment, telephone numbers are received in an unstructured manner, without restriction. In this embodiment, application server 160 determines if an international or

domestic number has been entered, based on the number of total digits entered. In this embodiment, special characters (i.e. +) are not stored with the phone number field. Special characters may be removed in various places within career site application 140, e.g. in a browser associated with client computer 110 or in web server 150 or in application server 160.

II. DATABASES

[000111] Fig. 2 is a block diagram representing interrelationships between data sources consistent with the present invention. In one embodiment, a relational database management system (“RDBMS”) may be employed, such as, for example, Oracle9i from Oracle Corporation or SQL Server from Microsoft Corporation. In one embodiment, in connection with an RDBMS, data structures known as tables are used to represent the databases described in connection with the present invention. Data structures other than those used in connection with an RDBMS may be employed. The term database is used herein to merely describe a collection of information.

[000112] In one embodiment, information is intentionally structured to minimize variation between data entries. When allowing members of the public to provide information to a computer system, it is advantageous to maintain data in a consistent format. Accordingly, entries representing the same thing are written in exactly the same way, i.e. “New York City” is always “New York City” and not occasionally “NYC.” This is because, when categorizing and cross-referencing employers and talent based on certain parameters, having an inconsistent data format will cause the employers and talent to be incorrectly categorized.

[000113] Accordingly, it is advantageous to have a comprehensive database of parameters, such as, for example, “fields of study.” In one embodiment, a comprehensive set of fields of study is obtained in advance of operating the career site by examining the degree programs of several representative universities. In one embodiment, additional fields of study may be learned by providing a user with an opportunity to enter a different degree under an “other” category, and then auditing the entered degrees to make sure they are not merely a variation of an existing degree. If the degree is found to be legitimate, it is added to fields of study database 217 preserving data consistency for the next person searching or entering such a

field of study. The employers 210, educational institutions 215, geography 216, fields of medical specialties 218, languages 219, hospital departments 221, trade associations 222, professional associations and labor unions 223, and licenses and certifications 224 databases are updated in a similar manner.

[000114] In one embodiment, benefits database 220 is fixed, in that it does not learn new benefits, but may be modified from time-to-time by the career site operator. However, employers may supplement benefits database 220 with special benefits programs they may have devised, which programs may be designated as applicable to all of the employer's jobs, or limited to specific employer divisions, or limited to specific jobs within specific divisions.

[000115] In this way, data integrity is ensured and variations in data entry style are minimized. Data consistency facilitates matches in searching. In one embodiment, it is not necessary to manually type in a category when searching. If a category is not in a drop down list for searching, the category is not in the database of categories.

[000116] In one embodiment, data integrity is imposed on industries database 213 by providing a multi-level hierarchical industry tree consistent with the NAICS, which is maintained by the U.S. Census Bureau. As the NAICS is modified by the Census Bureau, the classifications in industries database 213 are updated.

[000117] In one embodiment data integrity is imposed on job descriptions in occupations database 214 by providing a multi-level hierarchical job-tree consistent with the DOT, which is maintained by the U.S. Department of Labor. Levels may include, for example, industry classification, occupational category, occupational division, occupational group, and job title. Such a database may be constructed using a relational database model or other types of database models including multi-dimensional database models. As the DOT is modified by the Department of Labor, the classifications in occupations database 214 are updated.

[000118] In one embodiment, industries database 213 and occupations database 214 are associated with each other.

A. Industries Database

[000119] NAICS, the North American Industry Classification System, is a system for classifying businesses by industry. NAICS is a classification system that is constructed based on economic principles. In NAICS, economic units that use like processes to produce goods or services are grouped together. NAICS is a replacement for the Standard Industrial Classification (“SIC”), which had been used in various versions since the 1930s. NAICS is a six-digit system that provides for increased flexibility over the old SIC codes.

[000120] Consistent with the present invention, coded, labeled, and described industry and sub-industry entries are structured into five tiers. For example, code 488111 is for “Air Traffic Control” and is a 4th subpart of the Transportation and Warehousing industry. For example:

Transportation and Warehousing

Support Activities for Transportation

Support Activities for Air Transportation

Airport Operations

Air Traffic Control

[000121] In one embodiment, industries database 213 is searchable by each of 5 tiers. In one embodiment, each entry in the coded, labeled, and described industry listings, within industries database 213, is accompanied by an English language description of the entry that talent and/or employers may access for additional consideration of the classification choice they

make. Talent are asked to classify each employment position they have held by the employer's industry. Employers are asked to classify themselves as a whole (for example, "conglomerate"), and to classify each division that they may set up in the career site system. Divisions may have a different classification than the employer as a whole.

[000122] In one embodiment, industries database 213 is intended to allow a precise classification of the industry or industries in which a particular talent has worked and the industry in which an employer's particular job listing participates. The precise classifications facilitate highly refined searches by talent for jobs and by employers for talent, which searches can be done by any industry tier in industry database 213.

[000123] In one embodiment, industries database 213 will be updated to correspond with updates to NAICS. Industries database 213 searches may be carried out in combination with searches performed on other databases, such as, for example, those represented in Fig. 2.

[000124] In one embodiment, the number of years of experience that talent has in a particular industry tier is calculated by the career site operator to facilitate matching the industry experience offered by the talent to the industry experience required by employers. In one embodiment, industries database 213 is updated as the NAICS is updated from time-to-time by the U.S. Census Bureau. Industries database 213 may be searched in combination with any other databases of the career site, such as, for example those represented in Fig. 2.

B. Occupations Database

[000125] In one embodiment, occupation database 214 uses information from the Dictionary of Occupational Titles - Fourth Edition, Revised 1991, published by the U.S. Department of Labor. DOT is a system for classifying jobs and the skills required for each job. Occupations database 214 includes over 31,000 separately identified occupations or "occupational titles" that are assigned to successively broader groups. In one embodiment, the structure of occupations database 214 consists of coded, labeled, and described occupational and sub-occupational entries consisting of 4 tiers, including:

Occupational Category

Occupational Division

Occupational Group

Occupational Title

[000126] For example, the occupation of Artificial-Breeding Technician is the Occupational Title of the following Category, Division, and Group:

Agricultural, Fishery and Forestry Occupations

Animal Farming

Animal Services

Artificial-Breeding Technician

[000127] Each occupational title is matched to a three-part combination of coded, labeled, and described primary job skills associated therewith. Skill categories include:

[000128] 1. Data and Analytical Skills

[000129] 2. Communications and People Skills

[000130] 3. Mechanical Skills

[000131] The three categories of skills are further broken down into subparts for which there are corresponding codes. The subparts include:

Data and Analytical Skills

[000132] Synthesizing

[000133] Coordinating

[000134] Analyzing

[000135] Compiling

[000136] Computing

[000137] Copying

[000138] Comparing

Communications and People Skills

[000139] Mentoring

[000140] Negotiating

[000141] Instructing

[000142] Supervising

[000143] Diverting

[000144] Persuading

[000145] Speaking - Signaling

[000146] Serving

[000147] Taking Instructions – Helping

Mechanical Skills

[000148] Setting Up

[000149] Precision Working

[000150] Operating - Controlling

[000151] Driving - Operating

[000152] Manipulating

[000153] Tending

[000154] Feeding - Offbearing

[000155] Handling

[000156] In a systematic manner, talent is asked to provide job data by describing their skills in each subcategory of data/analytical, communications/people, and mechanical skills. This job data may be structured according to an occupational classification system. In addition, each occupational title is assigned to a particular industry. For example, the occupational title of Artificial-Breeding Technician is assigned to the Agriculture industry. In one embodiment, occupations database 214 includes a written description or definition of occupational titles that talent and/or employers may access for additional consideration of the classification choice they make.

[000157] A talent is asked to classify each employment position they have held by occupational title, when the employment position is added to his or her talent profile. Employers are asked to classify each job listing they post to the career site by occupational title. Occupations database 214 allows precise classification of talent's current or past employment positions and a precise classification of each employer's individual job listings.

[000158] Talent may use occupations database 214 to search for jobs in any occupational category, division, group, or title. Employers may use occupations database 214 to search for talent that have worked in any occupational category, division, group, or title. Employers may also use occupation database 214 to search for talent that has described specific data/analytical, communications/people, and mechanical skills matching the employer's requirements and expectations for the job. Occupation database 214 may be searched in combination with any other databases of the career site such as, for example, those represented in Fig. 2.

[000159] In one embodiment, selections from occupations database 214 are presented to talent and employers after a keyword search of the occupational titles. In addition to the occupational titles, the corresponding occupational group and industry are presented to assist talent and employers in the selection of a specific occupational title. The results of the keyword search may be sorted alphabetically by occupational group, title, or industry to assist talent and employers in the selection of a specific Occupational Title. If additional assistance is required for classifying an employment position or job listing, a narrative description may be accessed for each occupational title.

[000160] In one embodiment, the number of years of experience that talent has in any Occupational Category, Division, Group, or Title is calculated by the career site operator to facilitate matching the experience offered by the talent in a particular occupation to the occupational experience requirement of employers.

C. Hospital Departments Database

Hospital departments database 221 contains information gathered from hospitals and other sources to prepare a list of functional departments within hospitals. Hospital departments database 221 is used to further classify talent's hospital employment position(s), if any, and an employer hospital's employment positions. This feature is important because, for example, registered nurses may hold many different positions within a hospital. Accordingly, talent and employers may conduct searches based on designated hospital departments. Hospital departments database 221 may be searched in combination with any other databases of the career site, such as, for example, those represented in Fig. 2.

D. Employers Database

[000161] In one embodiment, employers database 210 contains information regarding employers that have provided employer information, and the names of employers provided by talent for whom no employer account has yet been established. Therefore, in one embodiment, talent may add an employer name, location, and industry classification to employers database 210 if said database does not already contain such information. If an employer account is later established, the information provided directly by the employer will be used by the career site operator to replace any information that may have been provided by talent.

[000162] Employers database 210 includes information comprising an employer's (i) name; (ii) address; (iii) phone number; (iv) NAICS code(s), (v) account users and e-mail addresses, and other identifying information, including, for example, a number of divisions or business units of an employer and associations between an employer's account users, divisions, and job listings. In one embodiment, employers database 210 is updated as each employer establishes or registers an employer account with a particular career system operator.

[000163] In one embodiment, a talent may use the employer name portion of the employers database 210 to identify the employer precisely. Employers may conduct searches for talent based on employers' names in order to identify talent who have worked for a particular

employer in the past. This functionality serves as an alternative industry search and may identify talent who misclassified the industry and/or occupational title of their previous employment.

[000164] In one embodiment, logic used in connection with employers database 210 includes a routine to safeguard against employers establishing duplicate employer accounts for a single employer. In this embodiment, when a new employer account is established, it is compared to existing employers using a soundex name comparison and for example a comparison of address and industry codes.

[000165] In one embodiment, talent and unauthenticated users may use employers database 210 to search for jobs listed by particular employers using as broad or as refined a set of criteria as the talent chooses to use. Searches of employers database 210 may be made in combination with any other databases such as, for example, those represented in Fig. 2. Talent may search job listings using any available data field supplied by employers, or by use of key words, except that talent may not search employers database 210 using employers' confidential information, including, for example, the names and addresses of the account manager or account users.

[000166] In one embodiment, personally identifying information regarding persons associated with employers in employers database 210 and maximum compensation requirement allocation may not be viewed by anyone other than the account manager and account users associated with a particular employer, and authorized personnel associated with the career site operator.

E. Talent Profiles

[000167] Talent profiles database 205 contains biographical information about talent that would be useful for an employer or recruiter to determine if the talent has suitable skills, training, and experience to be considered for a particular job. Talent profiles database 205 includes information received from talent. In one embodiment talent information is received and stored in a structured format. The talent information includes information selected by talent from lists of

information such as, for example, information contained in industries database 213, fields of study database 217, educational institution database 215, occupations database 214, employers database 210, hospital departments database 221, medical specialties database 218, geography database 216, languages database 219, professional associations and labor unions database 223, trade associations database 222, and licenses and certifications database 224. Talent information may also include other data supplied by talent from their own sources. In one embodiment, personally identifiable information is not available for searching or viewing by anyone other than the particular talent and authorized personnel of the career site provider.

[000168] Employers may use talent profile database 205 to search for talent using as broad or as refined a set of criteria as the particular employer chooses to use. Employers may search talent profiles database 205 using any available data field supplied by talent, or by use of key words, except that employers may not search talent profiles database 205 using talent's confidential information. When an employer searches talent profiles, otherwise referred to herein as candidate profiles, the employer does not receive certain information designated as confidential, including, for example the talent's name, home address, telephone number, E-mail address, minimum compensation requirements, and current employer's name. Nevertheless, a match would not have occurred between a talent profile and a job listing if there were not overlap between the maximum compensation requirement in the job description and the minimum compensation requirement associated with particular talent. Requirements are a special type of parameter, and are otherwise referred to as threshold requirements, because they will prohibit a match if a particular condition is not satisfied. In this example, the maximum compensation requirement of the job description was below the minimum compensation requirement of the talent, thus the threshold requirement was not satisfied and a match did not occur. In one embodiment, when an employer purchases talent contact information, the employer is provided with the talent's name, home address, telephone number, E-mail address, and current employer's name but is not provided the talent's minimum compensation requirements.

[000169] In one embodiment, a talent creates his or her profile directly as indicated in block 204. Alternatively, talent profile information may be added to talent profiles database 205 from existing data sources of talent profile information. In either case educational institution referrals 201, professional association referrals 202, and other sources of talent profiles 203 may be used to provide talent profile information.

F. Jobs Database

[000170] Jobs database 211 includes information gathered from employers in a structured format. It includes information provided by employers from industries database 213, field of study database 217, educational institution database 215, occupations database 214, employers database 210, hospital departments database 221, medical specialties database 218, geography database 216, languages database 219, professional associations and labor unions database 223, trade associations database 222, and licenses and certifications database 224. Jobs database 211 may also include other information supplied by employers from independent sources.

[000171] Personally identifiable information such as the names and other information of account managers, billing contacts, account users, and other confidential information such as maximum compensation requirement allowed for a job, may be accessed only by an account manager associated with the employer or by authorized personnel of the career site operator.

[000172] Talent uses jobs database 211 to search for jobs on as broad or as refined a set of criteria as they choose to provide. Talent may search job listings using any available data field supplied by employers, except that talent may not search jobs listings using the confidential and personally identifiable information of employers' account managers, billing contacts, account users, and maximum compensation requirement specified for the particular job listing. Nevertheless, a match would not have occurred between talent and an employer if there were not overlap between the maximum compensation requirement in the job description and the minimum compensation requirement associated with particular talent.

[000173] In one embodiment, employers are encouraged to list every job they have or intend to have. In this embodiment, such listings are maintained indefinitely by the career site operator, and the listings are expanded, contracted, or edited by each employer, either by individual manual entry, or by automatic electronic exchange with an employer's enterprise database application, as the employer's recruiting and operational needs change.

G. Geography Database

[000174] In one embodiment, geography database 216 is used in connection with talent profile database 205, employers database 210, and jobs database 211 to precisely locate talent, employers, and jobs. Geography database 216 may be used to measure the proximity of talent to employers or jobs. In one embodiment, a database of postal codes may be acquired by continued operation of the career system. As users enter the names of their cities, the associated postal codes are stored in a database with an association to a town. If a particular user mistypes or incorrectly specifies a town or a postal code, repeated use will provide an ability to identify the incorrect associations by checking for consistency with other records and other sources, such as databases that are commercially available. Political sub-entities may include entities such as, for example, cities, towns, or villages; counties, or parishes; and states, provinces, or regions.

[000175] In one embodiment, a commercial database containing associations between political sub-entities and postal codes is used directly. In an additional embodiment of the present invention, the association between political sub-entities and postal codes may optionally learn city and postal code associations by aggregate analysis of data that is entered into the system by users.

[000176] Other convenient geographical units exist. For example, the U.S. Census Bureau has provided the public with metropolitan area ("MA") population estimates. These MA population estimates are associated with county and sub-county population estimates, which are based on censuses conducted by the U.S. Census Bureau. MAs are further designated as Metropolitan Statistical Areas ("MSA") or Consolidated Metropolitan Statistical Areas

(“CMSA”). Within an MA, a “central city” is designated based on the city with the largest population in each MSA or CMSA.

[000177] MAs include MSAs, CMSAs, and primary metropolitan statistical areas (“PMSA”). An area that qualifies as an MSA and has a population of one million or more may be recognized as a CMSA if separate component areas that demonstrate strong internal, social, and economic ties, including availability of transportation, can be identified within the entire area and local opinion supports the component areas. Component areas, if recognized, are designated PMSAs. If no PMSAs are designated within the area, then the area remains an MSA.

[000178] In one embodiment, a user may conduct a geographical search by county, because some rural counties are not part of an MSA, and accordingly a user, whether applicant or employer will not be excluded from a search on the basis that a particular location is not part of an MSA.

[000179] In this way, methods and systems consistent with the present invention provide optimal geographic choice in searching for jobs and candidates. This is particularly useful for employers that would like to consider persons with close geographical ties to the area in which a particular job is located.

H. Associations Databases

[000180] Trade associations database 222 and professional associations and labor unions database 223 include the vast majority of established trade and professional associations in the world. In one embodiment, there are approximately 7,649 trade and professional associations in trade associations database 222 and professional associations and labor unions database 223. Talent and employers use trade associations database 222 and professional associations and labor unions database 223 to make a precise designation of such organizations with which they associated. Employers use professional associations and labor unions database 223 to refine their searches for certain skills possessed by talent who belong to particular associations.

[000181] In one embodiment of the present invention, commissions may be paid to professional associations that are affiliated with talent who are using the career site, and to trade associations that are affiliated with employers that are using the career site.

I. Fields of Study and Educational Institutions Databases

[000182] When talent provide talent profile information to talent profile database 205, they are asked to provide specific, structured background information, including information about training and experience. To facilitate collection of structured data, fields of study database 217, medical specialties database 218, and educational institution database 215 are provided.

[000183] Fields of study database 217 includes information collected from various representative educational institutions to prepare a list of educational emphasis that is intended to enumerate the vast majority of possible fields of study. In one embodiment, fields of study database 217 identifies narrower fields of study that exist within broader fields. For example, “Pharmacy” may be broken down into the following subparts:

Clinical Sciences

Doctor of Pharmacy

General

Medicinal Chemistry

Pharmaceutical Chemistry

Pharmaceutics

Pharmacy Administrative and Social Sciences

[000184] Talent are asked to designate their field(s) of study by selecting from an enumerated list obtained from a data source, such as, for example fields of study database 217. If fields of study database 217 does not include a talent's particular field of study, then the talent is asked to type in his or her particular degree. The database will be updated as previously unlisted degrees are identified and optionally audited for duplication and correctness.

[000185] Medical specialties database 218 includes information collected from various educational institutions in order to prepare a list of specialties within the various medical fields of study, and is intended to enumerate the vast majority of possible medical specialties. In one embodiment, medical specialties database 218 identifies narrower fields of study that exist within a broader medical field of study. For example, a specialty within the "medical - surgery" field of study might be "hand surgery."

[000186] Field of study database 217 is intended to allow a precise classification of talent's major and minor areas of educational emphasis. Medical specialty database 218 is intended to allow a further refinement of classification with respect to the educational and occupational emphasis of licensed health care providers, such as doctors, nurses, and therapists. It will be apparent to the casual observer that other occupations offer specialization, such as, for example, the legal profession. An embodiment of the present invention is the expansion of the specialty database concept to occupations other than medical occupations.

[000187] Precise classifications facilitate highly refined searches by talent for jobs requiring appropriate education and by employers for talent with particular education.

[000188] Educational institutions database 215 contains information about educational institutions. Educational institution database 215 is intended to include the vast majority of all colleges, universities, and vocational schools in the world. Based on the enumerated list, talent are asked to precisely designate the schools of higher education they have attended. If educational institution database 215 does not include the school from which a talent graduated or attended, the talent is asked to provide the name of the school.

[000189] Employers may use the educational institution database 215 information to search for talent who graduated or attended specific institutions. In one embodiment, educational institution database 215 will be updated as new schools are identified by talent or employers, or as colleges, universities, or vocational schools establish accounts with the career services provider consistent with the present invention.

J. Languages Database

[000190] When talent provide talent profile information to talent profiles database 205, they are asked to identify their language skills. To facilitate collection of this information in a structured manner, languages database 219 is provided. Languages database 219 is intended to enumerate the vast majority of the world's languages. In one embodiment, languages database 219 will be updated as additional languages are identified by talent, employers, or other sources available to the career site.

K. Benefits Database

[000191] In one embodiment, benefits database 220 is associated with employers and job descriptions. The benefits database includes a standardized listing of benefits that may be associated with a particular employer or job. Some examples of standard benefits include incentive pay, health insurance, including an identification of health care providers, 401-K, dental insurance, continuing education, signing bonus, pension, on-site daycare, flex-time, free parking, relocation, paid vacation, and differential shift pay. Because benefits information is recorded and stored in this way, it becomes searchable by talent. In one embodiment, when talent searches for jobs, icons are displayed that represent the particular standardized benefits that the employer offers with the particular job. The benefits database may, at the option of each employer, also include benefits that are unique to the employer.

IV. SEARCHES FOR TALENT AND JOBS

[000192] Searches of an arbitrary career site databases may be conducted in conjunction with any or all of the other career site databases. These criteria may be used in connection with

self-searches (whereby the user conducts a search at his or her prompting), and with automatic searches (whereby the user specifies at least one set of search parameters that are saved by the career site operator in order to conduct periodic searches) of the career site to facilitate matching talent with the type of position talent is seeking.

[000193] In one embodiment, a talent is asked to identify every country in which he or she may lawfully work. Such information facilitates searches conducted by employers. In one embodiment, employers and talent have the ability to conduct either or both of “domestic” and “foreign” searches. For employers, a domestic search identifies the talent profiles of talent who live in and are lawfully eligible to be employed in a designated country, which may or may not be specified as the U.S. Employers may also conduct a foreign search to identify the talent profiles of talent who live outside of a designated country, but who are lawfully eligible to work in the designated country, which again may or may not be specified as the U.S.

[000194] In one embodiment, talent may conduct a domestic search to identify jobs located within a designated country, which may or may not be specified as the U.S. For talent, a foreign search identifies jobs located outside of a designated country, which again may or may not be specified as the U.S.

[000195] Searching may be performed by way of search interfaces 206 and 212. Potential search capabilities include both searching jobs database 211 and talent profiles database 205. In one embodiment, the process of searching domestic job descriptions includes selecting a geographical region. In one embodiment an applicant may search for jobs by any available geographic designation, which includes country; state, province, region or similar designation; county, parish, township or similar designation; city, town, village, or similar designation; zip or postal code.

[000196] In one embodiment, a user of the site may search for talent profiles or jobs that are aggregated within a designated geographic area. If some or all of the designated area encompasses an MSA, then two levels of results are presented. The first level presents the

results that are within the designated geographic area; the second level presents the results that are within the corresponding MSA and, if applicable, CMSA.

[000197] In one embodiment, the user of the site may broaden or narrow the search. For instance, the user may broaden his or her search from a designated city or MSA within a state to the entire state. Or the user may narrow from a CMSA, such as, for example, the Baltimore/Washington CMSA, to a PMSA or a component of a PMSA, such as, for example, limiting the search to the District of Columbia or to a specific zip code. A search may be broadened or narrowed to any of the available geographical divisions in geography database 216.

[000198] In one embodiment, geography database 216 includes searchable listings of every country in the world, and each country's states, provinces, or other political subdivision, cities, and postal codes gathered as part of the data collection in connection with talent profiles database 205, employers database 210, and jobs database 211. In one embodiment, for countries other than the U.S., employers and talent are asked to select from a list or directly provide a metropolitan area, or fractional portion thereof, closest to their place of residence. If a city is not listed, then it is not in the database, and the closest metropolitan area should be selected.

[000199] In one embodiment, employers directly create accounts as shown in connection with block 209. Additionally, trade associations 207 and other sources yielding employers 208 may be used to refer employers to the career site and to provide information to employers database 209. Alternatively, employer data sources may provide employer data directly, such as, for example in the case of a trade association providing employer information about its employer members.

[000200] In one embodiment of the present invention, the results of talent-initiated searches for jobs are presented to the talent ranked by the maximum compensation requirement offered by the employer for the particular job; the job offering the highest compensation is listed first and the job offering the lowest compensation is listed last. Nevertheless, the actual compensation ranges specified by employers are not disclosed to anyone. In one embodiment, the results of employer-initiated searches for talent are presented to employers on a scoring

system (discussed later in this patent application) consistent with this invention; the talent profile having the highest degree of compatibility is the one evidencing the most favorable score and is listed first. The talent profile with the least favorable score is listed last. Nevertheless, the score calculated by the career site operator is not disclosed to anyone, and is merely used to determine the order of presentation.

[000201] At the election of the user, one or more search parameters devised by the user will be saved by the career site operator for such user's future use within the career site. At the election of the user, the results of searches conducted by the user will be saved for such user's future use within the career site.

V. TALENT-INITIATED PROCESSES

[000202] Fig. 3 is a flow diagram representing a process performed in connection with an unauthenticated user and a talent (i.e. a user that has registered as a talent) interacting with a career site consistent with the present invention. First, an unauthenticated user visits the career site (stage 301). In one embodiment, the career site provides users with access to a web page. A user could alternatively access an application in forms other than a web page, such as, for example, by way of a speech recognition interface. Next, the unauthenticated user visits pages of interest in the application (stage 302). The pages or content of interest may include (a) searching (i) talent profiles, (ii) job listings, (iii) articles; and (b) viewing advertisements, or other content in the career site. The unauthenticated user may search jobs and talent profiles, but may not apply for jobs or purchase talent contact information (stage 303).

[000203] While accessing the site, a first-time user has an ongoing opportunity to register with the site (stage 304). Users must register as either "talent" or "employers." If a user decides not to register and has no more pages or content of interest to him or her, then the session ends (stage 328). If an authenticated user intends to register as a talent, then he or she continues with the process described in Fig. 3 (stage 304, et seq.). If an authenticated user intends to register as an employer, then he or she continues with the process described at Fig. 8 (stage 804).

[000204] Authentication is the process of identifying an individual, usually based on a username and password or credentials. Other methods of authentication may be employed without departing from the scope of the present invention, including digital certificates, token cards, and biometrics. An authenticated user is a user that has provided adequate credentials to an authentication system, based on a predetermined standard for adequacy of credentials. In connection with the present invention, “predetermined” means to be determined prior to any attempted access.

[000205] In one embodiment, an unauthenticated user of a career site application may access only a subset of the available features of the career site application. Areas to which access is allowed to unauthenticated users in this embodiment include: (i) a home page associated with the career site; (ii) a talent section that provides information to talent about registering with the system and about how to use the system; (iii) an employer section that provides information to employers about registering with the system and how to use the system; (iv) “quick search” of the job description, talent profile, and employer databases; (v) a “storefront” section where the user may learn more about specific employers that are using the career site for recruiting purposes; (vi) an industry news section where users may access news articles pertaining to one or more industries or employers that the talent has identified, and/or in which talent has expressed interest as evidenced by talent’s most recent job search and/or employment application; (vii) a section that describes commercially available reports prepared by the career site operator; (viii) an “affiliate” section that describes the career site’s affiliate marketing programs; (ix) an “about us” section that provides information about the career site operator, including information such as, for example, contact information for the site operator; (x) a privacy statement regarding information that is collected; and (xi) terms of use of the career site.

[000206] In one embodiment, “quick search” is a function designed to search the career site’s databases in a manner that is less specific than the “full search” function, which is capable of searching all data fields in the career site’s databases.

[000207] In one embodiment, an unauthenticated user is not allowed to perform the functions of (i) “full search” function; (ii) create or modify a talent profile; (iii) create or modify an employer account; (iv) create or modify a job listing; (v) apply for a job; (vi) convey an employment opportunity to talent; or (vii) create or modify storefronts.

[000208] In one embodiment, registering with the career site involves choosing to register as either “talent” or as “employer.” The remainder of this section generally pertains only to users who have registered as “talent.”

[000209] Registering as talent involves providing several discrete pieces of information. In this embodiment, required information includes, for example, first name, last name, residence address, e-mail address, telephone number, a unique user-ID and password, birth date, and the answer to one question chosen by the talent from among several questions presented that is used for identification purposes if the talent ever forgets the user-ID or password. The discrete pieces of information required for registration may be expanded or contracted without departing from the scope of the present invention.

[000210] If the user elects to register with the site as talent, the talent will receive a welcome message via e-mail (stage 305). The talent then also has full site access (stage 306, et seq.). Next the talent has an opportunity to complete a talent profile (stage 307). In one embodiment, talent is encouraged to complete a talent profile, because it will increase the likelihood that an employer will be motivated to contact the talent with an employment opportunity. In one embodiment, a talent is encouraged to complete the talent profile, because the talent may not apply for a job listed in the jobs database unless talent’s profile includes the minimum required information.

[000211] In one embodiment, once a talent registers and authenticates with the site, the talent may access a career site message repository that resembles an electronic mail box. The message repository contains information about the positions or job listings for which talent has applied and the status of each such application, including employer name, linked job title, dates of inquiry and response, whether the employer has accepted or declined to proceed, and the

reason employer declined. The message repository also contains information about employers' inquiries submitted to the talent, including employer name, linked job title, dates of inquiry and response, and whether the talent has accepted or declined to proceed, and the reason that the talent declined, if applicable.

[000212] Consistent with the present invention, talent profiles are received and stored in the talent profiles database 205 for any talent that wishes to store a talent profile in the system. Even talent who are not currently seeking employment may develop and maintain their talent profiles including an extensive set of skill descriptions. Consequently, talent profiles are continuously available for consideration for new employment opportunities, thus enhancing the talent's ability to optimize his or her career opportunities.

[000213] Talent profiles are made available to the public for searching and browsing without any contact information, and without the talent's current employer's name. Accordingly, a talent's current employment position is not jeopardized. In any event, since the present invention contemplates continuous job search by all talent and continuous recruiting by all employers, it is anticipated that the arbitrary talent will elect to display his or her talent profile continuously. In the event that a talent does not want to continuously display his or her talent profile, then the talent may elect to make his or her entire talent profile "invisible" to others until the talent reverses that election.

[000214] In completing an employment profile, a talent is guided through a detailed, multi-step process during which talent provides information, such as, for example: (i) personal contact information; (ii) educational history; (iii) employment history; (iv) special skills and qualifications; (v) professional affiliations; (vi) optionally, race and gender information for use in programs, such as, for example, affirmative action programs and (vii) optionally, citizenship information for use in programs, such as, for example, government contracting programs. If a talent chooses not to complete an employment profile, he or she will not have full access to the site and will not be able to apply for jobs until the minimum requirements for a talent profile are satisfied. If the talent elects to complete a talent profile, the results are saved for searching,

analytical, and reporting purposes (stage 321). Based on the saved information, a fully disclosed talent profile 322 is available for inspection by the talent, and a limited disclosure talent profile (i.e., one lacking contact information) is available for public inspection (stage 323).

[000215] Fig. 3 also includes a process for already registered talent to “sign in.” First, if the talent is not already signed-in, then he or she must “sign in” using his or her previously selected user-ID and password (stage 324). Next, the talent is presented with all employer-initiated and certain talent-initiated inquiries (e.g., for example, the results of automatic searches) that have occurred since talent’s last visit to the site or another time period determined by the career site operator (stage 325). If any of the listed inquiries require a response from the talent, then he or she must respond to each such inquiry before conducting additional searches or applying for additional employment positions (stage 326), or the session ends (stage 327). After responding to the necessary messages, the talent may access the career site and its databases (stage 308).

[000216] Fig. 4 is a flow diagram representing a process for conducting searches of job listings consistent with the present invention. As indicated in block 400 this process is performed in connection with a process such as the one described in connection with Fig. 3. To search a jobs database as indicated in block 401, a talent may identify a job listing by way of self-search (stage 402) or may specify an automatic search (stage 403). In performing a self-search, talent uses a search form to perform individual, custom searches of the employers database. Automatic searches are conducted on a recurring basis, such as daily, by the career site operator based on the search parameters that the employed has specified for each of its job listings. To conduct a search, whether self-search or automatic search, employers must specify a geographic point of reference and at least one of several non-geographic search parameters, such as industry, occupation, license, or language.

[000217] In one embodiment, a talent may initiate a search by specifying the search either as a domestic search or as a foreign search as described earlier in this patent application, and by selecting a geographic point of reference such as a country, state, county, city, or zip code. In

this embodiment, a talent may indicate his or her selection from a drop-down list of choices corresponding to the level of geographic area of interest to talent. For example, if a talent is interested in searching for any job of a certain type within a country, then the talent will select a country from a predetermined list of countries. In this embodiment, if a talent specifies only a country, e.g. "United States of America" then all jobs in the U.S. that match the talent's other search parameters will be reported in order of highest to lowest maximum compensation requirement specified by each employer. Other methods may be employed to order the presentation of jobs. In one embodiment, the career site operator may limit the number of jobs reported to a maximum number, for example, 25. The number jobs reported to talent by the career site operator may vary from all jobs or a predetermined number. In this embodiment, employers' maximum compensation requirement figures are not disclosed in the ranking, and job descriptions having the same maximum compensation requirement figure are ordered alphabetically by employer name.

[000218] A talent may optionally provide cumulatively more restrictive search parameters by choosing from progressively smaller geographic subdivisions, such as: (i) state, province, or region within a particular country; (ii) county or parish within a particular state, province or region; and (iii) city, town, or village within a particular county or parish. In one embodiment, a preexisting geographical database facilitates collection of structured data by providing the talent with an enumerated list of possible selections for each step. That is to say that if a talent wishes to specify a city, he or she selects a country from the list of possible countries, then selects a state, province, or region from a list of the same from within the selected country, and, finally, selects a city from a list of cities and towns within the selected state, province, or region. Some countries may not have state, provinces, regions, counties, or parishes, or the same may be unknown to the career site operator, in which event, the talent may select directly from the available list of cities, towns, or villages within the particular country. In one embodiment, a talent may by-pass certain geographical subdivisions such as counties or parishes within U.S. states or within the states, provinces, or regions of other countries, and directly select a city, town, or village within a particular state, province, or region.

[000219] In one embodiment, if a talent elected to search for jobs by postal code, the talent selects a country from a list of countries. Next, the talent provides a postal code corresponding to the selected country, and the talent need identify no other geographic subdivision of the selected country.

[000220] In one embodiment, a predetermined number of jobs will be reported to a talent who selects only search by city or search by zip code. However, in one embodiment, additional search parameters may be provided. In one embodiment, if a talent specifies a geographic subdivision of a country, e.g. the State of Missouri, then all jobs in the specified subdivision that match the talent's other search parameters will be reported. In one embodiment, if a talent specifies a postal code of a country, e.g., 66202 in the U.S., then all jobs in the specified postal code that match the talent's other search parameters will be reported. In either embodiment, the reported jobs may be ranked in order of highest to lowest maximum compensation requirement specified by each employer. However, in one embodiment, the career site operator may limit the number of jobs reported to a maximum number, for example, 25. In this embodiment, employers' maximum compensation requirement figures are not disclosed in the ranking, and job descriptions having the same maximum compensation requirement figure are ordered alphabetically by employer name.

[000221] In one embodiment, at least one of a group of additional optional search steps must be specified. In one embodiment, the group of search steps includes, accessing the career site databases (stage 404), for example: (i) industry search; (ii) occupation search; (iii) education search, including any combination of (a) level of education, (b) field of study, (c) specialty, and (d) educational institution; (iv) employer name search; (v) licenses and certifications keyword search; and (vi) languages search; (vii) analytical skills search; (viii) communications skills search; (ix) mechanical skills search; (x) hospital department; and (xi) other keyword search. In this embodiment, each additional search step may be specified as cumulative (i.e., A and B) or alternative (i.e., A or B). For example, a talent may formulate a search as follows: all jobs in a particular city requiring a predetermined level of education and a predetermined license. A

talent may also formulate a search in the alternative: i.e. all jobs in a particular postal code requiring either a predetermined level of education or a predetermined certification.

[000222] In this embodiment, an optional industry search makes use of an underlying industry database to facilitate collection of structured data. In one embodiment, the industry database contains five tiers of industry specificity. A talent specifies only the first tier of industry specificity, resulting in a broad search. Alternatively, a talent specifies an industry at a more detailed level, resulting in a more focused search. In this embodiment, a talent can also specify a number of years of experience in the specified industry. By providing a number of years of experience, a talent has the ability to filter out those job listings that require more industry experience than the talent specified.

[000223] If a talent elects to provide occupation search parameters, the talent is requested to provide an occupational division. To facilitate a more detailed search, the talent may optionally provide occupational group, or occupational title. In one embodiment, a talent may additionally provide a department, for example, in the case of searching hospital job descriptions. A talent may also search by specialty, for example, in the case of licensed health care professionals. In connection with occupation search parameters, a talent may also specify a number of years of experience in the specified occupational division, group, or title. The number of years of experience may be used to filter out those job listings that require more occupational experience than the talent specified.

[000224] If a talent elects to provide education search parameters, he or she provides an educational level, i.e. general equivalency diploma (“GED”), high school, vocational school, college – associate, college – bachelor, college – master, or college – doctorate. A talent may further specify a field of study, i.e. “mathematics.” A talent may also further specify a specialty, e.g. a medical specialty of “Plastic Surgery.”

[000225] A talent may also elect to provide a search step that searches job listings by at least one employer name. Additional keyword search steps include searching by at least one license or certification keyword, i.e. “professional engineer” or “certified nurse anesthetist.”

Other keyword search steps may be provided, corresponding to which the text of any searchable parameter of a job description will be matched for the purpose of the search.

[000226] In one embodiment, search results are provided in a structured format, in which job descriptions are provided only if they satisfy all of the criteria as set forth in connection with talent-provided job search parameters.

[000227] In one embodiment, for search reporting purposes, job descriptions are separated into two groups: (i) the matching jobs that are located within the specified point of geographic reference, such as a city or postal code; and (ii) the matching jobs that are located within the MSA/PMSA and CMSA that encompasses the selected point of geographic reference. In connection with group (ii), a distance is optionally provided between the location of each job and the talent-specified location in the search.

[000228] In one embodiment, the jobs presented to the talent are ordered in descending order based on the maximum compensation requirement that the employer has defined for the particular job listing. In this embodiment, the employers' maximum compensation requirement figures are not disclosed in the ranking, and job descriptions having the same maximum compensation requirement figure are ordered alphabetically by employer name.

[000229] In one embodiment, an automatic search is performed based on talent specifications similar to that provided in connection with a self-search. In an automatic search, the career site performs an automatically recurring periodic search against all job listings. In one embodiment, if a talent specifies an automatic search, the system stores a predetermined number of unique automatic searches, such as, for example, 10 (stages 407 and 408), which are used to automatically search job listings using different parameters. In this embodiment, search results are presented pursuant to each talent-specified search routine in the fashion previously described for self-searches. If, alternatively, a talent identified an employer via a self-search, in one embodiment the system may save only the most recent search (stages 405 and 406). In alternative embodiments, an arbitrary number of self-searches may be stored to facilitate repeating self-searches at later times.

[000230] A talent-initiated match is a match that occurs because of an initial action taken by a talent. When a talent-initiated match occurs, it is because of one of several reasons including: (i) the talent has located a job description through self-search; and/or (ii) the talent has received notice of a match from the career application by way of an automatic search. The talent may save the search results (stages 411 and 412), discard the results (stage 413), process the results as employment inquiries (stage 414), or conduct another search (stage 410). By submitting an employment inquiry, the talent granted permission to the career site to provide his or her contact information to that employer, if the employer is interested in the talent. Employment inquiries are saved and made available in various reports (stages 415 and 416).

[000231] If the talent elects to process the search results as employment inquiries, the next step is to determine whether talent's qualifications and compensation requirements meet the minimum requirements specified by the employer (stage 417). At this stage, the talent's qualifications are compared to the job listing, including non-public aspects of the job description such as for example, maximum compensation requirement value, or the lawful ability to work in a particular country. If the listing employer has identified any qualifications as mandatory threshold requirements, the talent must possess the minimum amount of the corresponding skill in order to be considered for the position. If the talent does not have appropriate experience, education, or other minimum qualification, talent is contemporaneously sent a "not qualified" message, indicating the lack of a match between the job listing and the talent's profile (stage 418). Next, the message is saved and made available in connection with various reports (stages 419 and 420).

[000232] If minimum requirements are not met, the talent decides whether to process an employment inquiry for another job listing (stage 409), or to conduct another search (stage 410). If the talent decides not to conduct another search, the session ends (stage 421). Alternatively, if the talent wishes to conduct another search, the process proceeds back to the search stage (stage 401).

[000233] If the minimum requirements for the selected job listing are met, then processing advances to Fig. 5A, which is a flow diagram representing a series of talent-initiated process for gathering governmentally regulated information about a talent. First, the career site determines whether the employer has requested that talent applying for the particular job provide information pertaining to their race and gender (i.e., Federal Employment Records Information, “FERI”) (stage 501). If the employer requested FERI (stage 501), then processing moves to Fig. 6A.

[000234] Fig. 6A is a flow diagram for obtaining FERI from talent on a voluntary basis. If the talent profile does not already include FERI (stage 601), then the talent is requested to voluntarily supply such information (stage 602). If the talent supplies FERI (stage 603), the employer may not use the information to discriminate in the employment process in any way, and the information is stored for the later use of the employer (stages 609, 610, 611, and 612).

[000235] In order to avoid FERI routine in processing future employment inquiries, the talent may elect to save his or her FERI in his or her talent profile (stages 606 and 607), in which case the FERI generally will not be visible to anyone except the particular talent (stage 608). If the talent elects not to save FERI data it will be discarded (stage 605). However, employers may use FERI in order to favor certain protected classes of talent. Regardless of whether the talent has supplied his or her FERI, the employment inquiry is processed to the next stage (stage 604, returning to stage 502).

[000236] Returning now, to Fig. 5A, if the employer has not requested that talent provide FERI, the employment inquiry is processed to the next stage (stage 503). Here, the career site determines whether the employer has indicated that the job listing selected by the talent is requires work authorization (stage 503), such as for certain positions and contracts with the U.S. government and its political subdivisions. If the job selected by the talent requires work authorization, then processing moves to Fig. 7A.

[000237] Fig. 7A is a flow diagram illustrating exemplary procedures for obtaining work authorization representations. If the talent profile includes the required work authorization

information (stage 701), and if the talent is qualified (stage 702), then the employment inquiry is processed to the next stage (returning to 504 of Fig. 5A). If the talent profile includes the required work authorization information (stage 701), and if the talent is not qualified (stage 702), then the employment inquiry is not processed any further, the talent receives a message that he or she is “not qualified” for the selected job listing (stage 703) and the processing of the employment inquiry ends (stages 713 and 714).

[000238] If the talent profile does not include the required work authorization information (stage 701), then the talent is asked to supply that information (stage 704). If the talent does not supply the required information (stage 705), then processing of the employment inquiry ends (stages 715 and 716). If the talent supplies the required information (stage 705), and if the talent is qualified (stage 706), then the employment inquiry is processed to the next stage (returning to stage 504 of Fig. 5A). If the talent supplies the required information (stage 705), and if the talent is not qualified (stage 706), then the talent receives a “not qualified” message (stage 707), and processing of the employment inquiry ends (stages 715 and 716).

[000239] Regardless of whether the talent is qualified or not qualified, the talent may save his or her work authorization information in his or her talent profile in order to avoid this routine in processing future employment inquiries for job listings that require work authorization information (stage 708), in which case the information becomes a part of the talent profile, but is not visible to anyone other than the particular talent (stages 710 and 711). Next processing ends (stage 717). If the talent does not elect to save his or her work authorization information, then any completed work authorization information is discarded and processing ends (stage 709).

[000240] Because it may reasonably be anticipated that job listings may be subject to other governmentally imposed restrictions or record keeping, Fig. 5A contemplates other routines for processing such requirements (stages 505 and 506).

[000241] The next stage (stage 507) is to check the employer’s account to determine if its billing information is current. If the employer’s billing information is not operative, then the employer receives a message to that effect (stage 512), and the employer’s account becomes

“inactive” (stage 513) because it no longer meets the minimum standards for an employer account.

[000242] In one embodiment, the employer is contacted by email on the occurrence of inactivation of its account. In another embodiment, the employer is notified of the inactivation when it logs in to the career site. If the employer updates its billing information (stage 514), then processing may resume (return to stage 507). If, after a predetermined period of time, the employer has not updated its billing information, it is assumed that the employer has declined the talent’s inquiry. Whereupon, the talent receives a message stating that the employer declined but gave no reason for its decline (stage 515), and the session ends (stage 516).

[000243] Returning to stage 507, if the employer’s billing information is current, then the talent’s employment inquiry is submitted to the employer (stage 508). By submitting an employment inquiry, the talent granted permission to the career site to provide his or her contact information to an interested employer. The talent’s employment inquiry consists of talent’s “blind” talent profile (stage 509) and a brief survey (510) for use in the event that the employer declines the talent’s employment inquiry. At this stage, the talent profile omits the talent’s personally identifying information and the name and location of the talent’s current employer (collectively, “contact information”), and is referred to as a “blind talent profile.” Processing continues at Fig. 12 (stage 511).

[000244] In one embodiment, an employer may determine approximate current geographical information about a talent, based on the metro area identified in connection with talent’s current residence. Further, an employer may obtain information about a talent based on the industry classification of the talent’s current or most recent position. It is possible that some persons, including employers, may attempt to circumvent the career site’s procedures. However, several reasons exist to dissuade employers and unauthenticated users from attempting to circumvent the procedures:

[000245] 1. It is difficult to obtain contact information for a talent without using the career site’s procedures to obtain the talent’s consent to release contact information. The

difficulty arises from the fact that the talent's (a) name; (b) street address; (c) phone number; (d) e-mail address; and (f) current employer's name and address are not publicly displayed when talent profiles are searched. Therefore, an employer's ability to contact a talent based on information in the talent profile is no better than if one were to surmise the existence of a talent employed by any identifiable employer.

[000246] 2. With respect to searches conducted by unauthenticated users, neither talent's current or past employer's names are publicly displayed when talent profiles are searched.

[000247] 3. The career site procedures are often more efficient and cost effective compared to other forms of recruiting, though the isolated word-of-mouth referral of a qualified candidate could be considered to be more efficient. Therefore, there are economic reasons for employers to adhere to the career site's procedures.

[000248] 4. By virtue of the fact that talent have posted their talent profiles with the career site, they are stating a preferred means of contact that employers with legitimate recruiting interest can be expected to honor.

[000249] 5. Before conducting any searches, unauthenticated users must agree to the career site's terms and conditions of use.

[000250] 6. Upon registering, employers agree not to circumvent or attempt to circumvent the career site's procedures when they establish their employer account with the career site.

[000251] 7. Employers obtain important information in support of their recruiting and hiring practices by using the career site. The opportunity to collect such information could be irrevocably lost if an employer were to circumvent the career site's procedures.

[000252] Fig. 12 is described in connection with the above description of Fig. 5A as indicated in stage 1200. If a talent's employment inquiry is successfully processed by the career

site, and a blind talent profile and survey are forwarded to an employer by the career site, the employer must respond to the inquiry (stage 1201) the next time that the employer signs-in to the site. In one embodiment, if the employer does not respond to all messages from the career site that require response, then the employer's account is made "inactive" (stage 1202), meaning that the employer may not conduct transactions (such as submitting employment inquiries to talent, conducting full searches, editing account information and job listings, or purchasing talent contact information) on the site. In one embodiment, the employer is notified, for example, by E-mail upon the inactivation of the employer's account. In another embodiment, the employer discovers inactivation at the time it next logs in to the career site.

[000253] In one embodiment, after all messages have been answered, the employer's account is returned to "active" status. If the employer has not responded within a predetermined number of days, then the talent is sent a message to the effect that the employer is not interested in the talent, but gave no reason (stage 1203). This information is saved for the talent and the employer (stage 1204), and processing ends (stage 1205).

[000254] In one embodiment, if an employer repeatedly fails to respond to requests for interviews, then the employer's account is suspended or inactivated. In one embodiment, the account suspension or inactivation will expire after a predetermined period of time. In another embodiment, the account suspension or inactivation will not be removed until the employer takes some action, such as, for example contacting the career site operator.

[000255] If the employer responds (stage 1201), the employer indicates if it wants to contact the talent and answers the survey (stage 1206). If the answer is "no," the talent receives a message that the employer was not interested in talent, and the talent is provided with the reason given by the employer for employer's decision (stage 1207). This information is saved for the talent and the employer (stage 1204), and the processing ends (stage 1205).

[000256] If the employer is interested in interviewing the talent, then the processing enters the next phase, which commences at stage 1208. This next phase is discussed in the section entitled "Completing the Transaction."

VI. EMPLOYER-INITIATED PROCESSES

[000257] Fig. 8 is a flow diagram representing a process performed in connection with an unauthenticated user and an employer (i.e., a user that has registered as an employer) interacting with a career site consistent with the present invention. First, an unauthenticated user visits the career site (stage 801). In one embodiment, the career site provides unauthenticated users with access to a web page. A user or employer could alternatively access an application in forms other than a web page, such as, for example by voice recognition. Next, the unauthenticated user visits pages of interest in the application (stage 802). The pages or content of interest may include searching talent profiles (stage 803) provided by talent-contributors, searching job listings, articles, advertisements, or other content in the career site. While accessing the site, a first-time user has an ongoing opportunity to register with the site as an employer (stage 804). Users must register as either “employer” or “talent.” Refer to Fig. 3 at stage 304 for registration as talent. If a user decides not to register and has no more pages or content of interest, then the session ends.

[000258] Authentication is the process of identifying an individual, usually based on a username and password or credentials, however, in an alternative embodiment, other methods of authentication are employed without departing from the scope of the present invention, including digital certificates, token cards, and biometrics. An authenticated user is a user that has provided adequate credentials to an authentication system, based on a predetermined standard for adequacy of credentials.

[000259] In one embodiment, an unauthenticated user of a career site application may access only a subset of the available features of the career site application. Areas to which access is allowed to unauthenticated users in this embodiment include: (i) a home page associated with the career site; (ii) a talent section that provides information to talent about registering with the system and about how to use the system; (iii) an employer section that provides information to employers about registering with the system and how to use the system; (iv) “quick search” of the job description, talent profile, and employer databases; (v) a

“storefront” section where the user may learn more about specific employers that are using the career site for recruiting purposes; (vi) an industry news section where users may access news articles pertaining to one or more industries or employers that the talent has identified, and/or in which talent has expressed interest as evidenced by talent’s most recent job search and/or employment application; (vii) a section that describes commercially available reports prepared by the career site operator; (viii) an “affiliate” section that describes the career site’s affiliate marketing programs; (ix) an “about us” section that provides information about the career site operator, including information such as, for example, contact information for the site operator; (x) a privacy statement regarding information that is collected; and (xi) terms of use of the career site.

[000260] In one embodiment, “quick search” is a function designed to search the career site’s databases in a manner that is less specific than the “full search” function, which is capable of searching all data fields in the career site’s databases, and which is restricted to authenticated users of the career site.

[000261] An unauthenticated user may not perform the functions of (i) “full search” function; (ii) create or modify an employer account; (iii) create or modify a talent profile; (iv) create or modify a job listing; (v) apply for a job; (vi) convey an employment inquiry to an employer; or (vii) create or modify storefronts.

[000262] In one embodiment, registering with the career site involves choosing to register as either “employer” or as “talent.” This section of the patent application generally pertains only to users who have registered as “employer.”

[000263] Registering as an employer involves providing several discrete pieces of information. In this embodiment, required information includes, for example, first name, last name, business address, e-mail address, telephone number, a unique user-ID and password, birth date to be used for identification purposes if the employer ever forgets the user-ID or password, and the answer to one question chosen by the employer from among several questions presented that is used for identification purposes if the employer ever forgets the user-ID or password. The

discrete pieces of information required for registration may be expanded or contracted without departing from the scope of the present invention.

[000264] If the user elects to register with the site as an employer, the employer will receive a welcome message via e-mail (stage 806). The employer then also has full site access (stage 807, et seq.). Next the employer has an opportunity to complete an employer profile (stage 807, 808, and Fig. 9).

[000265] In one embodiment, an employer is encouraged to complete the employer profile, because it will increase the likelihood that talent will be motivated to contact the employer with an employment inquiry. In one embodiment, an employer is encouraged to complete the employer profile, because the employer may not submit requests for contact information to talent in the talent database unless the employer's profile includes the minimum required information.

[000266] In one embodiment, the minimum requirements for establishing an employer profile include (a) providing all required employer account information, such as, for example, the employer's account manager contact information, (b) billing information, and at least one job listing. Fig. 9, which is a flow diagram of the employer account set up process, illustrates how an employer may customize its employer profile by establishing, within the profile, (a) separate divisions (stages 901 to 903), (b) separate account users (stages 904 to 906), (c) jobs that require the collection of federal employment records information ("FERI") pertaining to race and gender (stages 907 to 909), (d) jobs that require the collection of work authorization information pertaining to certain government jobs and government contract jobs in the U.S. (stages 910 to 912), and (d) jobs that are subject to other forms of regulation (stages 913 to 915).

[000267] Returning to Fig. 8, in one embodiment, an employer interacting with the present invention may elect either to manually enter job information (stage 823), or to electronically download data using an electronic interface (stage 825). In each case, an employer will access some or all of the career site's databases 809 (stage 822), and the employer's separate database(s) (stage 824). The employer's profile and job listings are stored in the career site's

databases of employers and job listings (stage 826). The public portion of an employer's job listings is available for searches conducted by talent, employers, and unauthorized users. Confidential information is not available to anyone other than the particular employer. An employer may then generate a variety of reports (stage 827).

[000268] In one embodiment, an employer may list as many or all of its employment positions at no cost, because, unlike newspaper classified employment ads and existing on-line systems, there are no up-front fees for creating an employer account or listing a job. Fees are only charged and collected if the talent and the employer mutually agree to the release of the talent's contact information, or if the employer purchases other optional services or products from the career site.

[000269] Consistent with the present invention, employer profiles are received and stored in the employers database for any employer that wishes to store an employer profile in the system. Employer profiles are made available to the public for searching and browsing without any contact information, except that employer names may or may not be displayed to the public at the option of the career site operator.

[000270] Even employers that are not currently seeking talent may develop and maintain employer profiles including an extensive list of jobs. Unless an employer elects otherwise, all of the employer's jobs are continuously available for consideration by prospective employees, thereby enhancing the employer's ability to optimize the skills represented by his or her personnel. Thus, the present invention contemplates continuous recruiting by an employer for all of its jobs. It is anticipated that the typical employer will elect to display all of its jobs continuously. In the event that an employer does not want to continuously display one or more of its jobs, the employer may elect to make one or more jobs "invisible" to others until employer reverses that election.

[000271] In completing an employment profile, an employer is guided through a detailed, multi-step process during which the employer provides information, such as: (i) personal contact information; (ii) billing information; (iii) divisions; (iv) account users; (v) industry

classification(s); (vi) job listings; (vii) qualifications and skills required for each job; (viii) occupational classifications; (ix) trade affiliations; (x) whether FERI is requested, such as, for example, for affirmative action programs; (xi) whether citizenship information is required for use in programs, such as government contracting programs; (xii) the location of jobs; and other relevant information. If an employer chooses not to complete an employer profile, he or she will not have full access to the site until the minimum requirements for an employer profile are satisfied. The minimum requirements for an employer profile include (i) the primary account information providing detailed information about the employer, including contact information for the account manager, (ii) the billing information, and (iii) at least one job listing.

[000272] If the employer elects to complete an employer profile, the results are stored for searching, analytical, and reporting purposes (stage 826). Based on the stored information, a fully disclosed employer profile including all job listings is available for inspection by the employer and its authorized users, and job listings without contact information are available for public inspection (stage 828).

[000273] After an employer has completed the minimum requirements for an employer profile, an employer may access any authenticated user area of the career site via direct sign-in (stage 830), including maintaining aspects of the employer profile pursuant to Fig. 8 and Fig. 9, and conducting full searches of the talent and employers databases. In one embodiment, employers may be restricted from searching the employers database. At stage 831 it is determined whether an employer response is required. If not the process continues to stage 808. If a response is required (stage 832), the session ends (stage 805) if no response is provided and continues at stage 808 if an appropriate response is presented at stage 832.

[000274] In one embodiment, once an employer registers and authenticates with the site, the employer may access a career site message repository that resembles an electronic mailbox. The message repository contains information about the talent profiles for which employer has submitted requests for the release of contact information, including linked talent profile, the dates of employer inquiry and talent response, whether the talent has accepted or declined to

release contact information, and the reason talent declined, if applicable and available. The message repository also contains information about talents' employment inquiry submissions to the employer, including linked talent profile, dates of talent inquiry and employer response, whether the employer has accepted or declined the inquiry, and the reason that the employer declined the talent's inquiry, if applicable.

[000275] Employers that are already registered may enter the career site by direct sign-in using the employer's previously selected user-ID and password. Next, employer is presented with all talent-initiated and certain employer-initiated inquiries (e.g., for example, the results of automatic searches) that have occurred since employer's last visit to the site or another time period determined by the career site operator. In one embodiment, before conducting any transactions on the career site (stage 1001), such as, for example, maintaining employer account, billing, division, user, FERI, work authorization information, other regulated job information, job listings, or searches, an employer is presented with a display of messages from the career site (stage 1022), some of which may require a response from the employer, such as, for example, if talent have made inquiries regarding the employer's job listing(s) and the employer must accept or decline the inquiry, or if the employer has not responded to the follow-up survey that is described in connection with Fig. 14. After responding, an employer may proceed to maintain its account and conduct searches as it wishes (stages 808 and 822).

[000276] Fig. 10 is a flow diagram representing a process for conducting searches of talent profiles consistent with the present invention. To conduct a search, an employer identifies a talent profile by way of self-search (stage 1003) or may specify an automatic search (stage 1004). In performing a self-search, an employer uses a search form to perform individual, custom searches of the talent database. Automatic searches are conducted on a recurring basis, such as daily, by the career site operator based on the search parameters that the employer has specified for each of its job listings. To conduct a search, whether self-search or automatic search, employers must specify a geographic point of reference and at least one of several non-geographic search parameters, such as industry, occupation, license, language, etc.

[000277] In one embodiment, an employer may initiate a search by specifying the search either as (a) a domestic search as described earlier in this patent application, and by selecting a geographic point of reference such as a country, state, county, city, or zip code and at least one non-geographic search parameter; or (b) as a foreign search as described earlier in this patent application, and by selecting a country and at least one non-geographic search parameter. With respect to the geographic selection, an employer may indicate its selection from a drop-down list of choices corresponding to the level of geographic area of interest to employer. For example, if an employer is interested in searching for talent of a certain type within a country, then the employer will select a country from a predetermined list of countries and all talent profiles in that country that match the employer's other search parameters will be reported in order of a score (discussed below) or degree of compatibility calculated by the career site operator.

[000278] For domestic searches, an employer may optionally provide cumulatively more restrictive geographic search parameters by choosing from progressively smaller geographic subdivisions, such as: (i) state, province, or region within a particular country; (ii) county or parish within a particular state, province or region; and (iii) city, town, or village within a particular county or parish. In one embodiment, a pre-existing geographical database facilitates the collection of structured data by providing employers with an enumerated list of possible selections for each step. Specifically, if an employer wishes to specify a city, it selects a country from the list of possible countries, then selects a state, province, or region from a list of the same from within the selected country, and, finally, selects a city from a list of cities and towns within the selected state, province, or region. Some countries may not have state, provinces, regions, counties, or parishes, or the same may be unknown to the career site operator, in which event, the employer may select directly from the available list of cities, towns, or villages within the particular country. In one embodiment, employers may by-pass certain geographical subdivisions, such as counties or parishes within the states of the U.S. or within the states, provinces, or regions of other countries, and directly select a city, town, or village within a particular state, province, or region.

[000279] In one embodiment of domestic searches, if an employer elects to search for talent profiles by postal code, the employer selects a country from a list of countries. Next, the employer provides a postal code corresponding to the selected country, and the employer need identify no other geographic subdivision of the selected country, but must identify at least one non-geographic search parameter.

[000280] In one embodiment, a predetermined number of talent profiles will be reported to an employer based on the geographic area the employer selected, and the employer's other search parameter(s). At least one non-geographic search parameter is required.

[000281] In one embodiment, multiple non-geographic search parameters may be specified. In one embodiment, the group of search steps includes, accessing the career site databases (stage 1005), via different types of searches for example: (i) industry search; (ii) occupation search, including hospital department, if applicable; (iii) education search, including educational institution and multiple levels of education consisting of (a) the specific level of education, such as, for example, bachelor, master, or doctorate, (b) field of study, and (c) specialty, such as, for example, in the case of licensed health care professionals and others; (iv) licenses and certifications keyword search; (v) languages search, including searches of talents' level of fluency in reading, writing, and conversing; (vi) analytical skills search; (vii) communications skills search; (viii) mechanical skills search; (ix) prior employer search; and (x) other keyword search. In this embodiment, each additional search step may be specified as cumulative (i.e., A and B) or alternative (i.e., A or B). For example, an employer may formulate a search as follows: all talent profiles in a particular city displaying a predetermined level of education and a predetermined license. An employer may also formulate a search in the alternative: i.e. all talent profiles in a particular postal code requiring either a predetermined level of education or a predetermined certification.

[000282] In this embodiment, an optional industry search makes use of an underlying industry database to facilitate collection of structured data. In one embodiment, the industry database contains five tiers of industry specificity. An employer may specify only the first tier of

industry specificity, resulting in a broad search. Alternatively, employer may specify an industry at a more detailed level, resulting in a more focused search. In this embodiment, an employer may also specify a number of years of experience in the specified industry. By specifying a number of years of experience, an employer may filter out those talent profiles with less industry experience than the employer specified.

[000283] If an employer elects to provide occupation search parameters, the employer is requested to provide an occupational division based on the DOT. To facilitate a more detailed search, an employer may also optionally provide occupational group, or occupational title. In one embodiment, employer may additionally provide a department, for example, in the case of searching hospital job descriptions. An employer may also search by specialty, for example, in the case of licensed health care professionals.

[000284] In connection with occupation search parameters, an employer may also specify a number of years of experience in the specified occupational division, group, or title. The number of years of experience may be used to filter out those talent profiles that display less occupational experience than employer specified.

[000285] In one embodiment, an employer may elect to search occupational categories, divisions, groups, or titles that are different from the occupational category, division, group, or title for which the employer is seeking talent, but that involve similar skill sets. Therefore, an employer's search for skills is not limited to talent with experience in a particular occupation. Instead, the employer may search any other occupation that it believes may suit its needs.

[000286] If an employer elects to provide education search parameters, it provides an educational level, i.e. general equivalency diploma (GED), high school, vocational school, college – associate, college – bachelor, college – master, or college – doctorate. An employer may further specify a field of study, i.e. “mathematics.” An employer may also further specify a specialty, e.g. a medical specialty of “Plastic Surgery.”

[000287] An employer may also elect to search for talent profiles using the component skills described by the DOT as constituting analytical skills, communications skills, and mechanical skills. In this embodiment, an employer may specify any number and combination of such skills to search for talent who have described their skills of the type specified by the employer. Therefore, an employer's search for skills is not limited to talent with experience in a particular occupation. Instead, the employer may base its search on a specified set of skills, thereby searching all other occupations for the specified skill set.

[000288] An employer may also elect to search for talent profiles evidencing specific language skills. In this embodiment, the employer (i) specifies one or more languages from the career site's languages database; (ii) chooses any number or combination of language-related skills (e.g., "writing," "reading," and "conversing") and (iii) specifies a fluency level (e.g., "fluent," "moderate," or "none"). In this embodiment, the employer may specify one or more languages, and search on either a cumulative basis (such as English and Chinese) or an alternative basis (such as Italian or French). In this embodiment, using "and" will result in a more limited search result, while using "or" will result in a broader search result.

[000289] An employer may also elect to provide a search step that searches talent profiles using a prior employer name. In this embodiment, talents' current employers' names are not searched. Additional keyword search steps include searching by at least one license or certification keyword, i.e. "professional engineer" or "certified nurse anesthetist." Other keyword search steps may be provided, corresponding to which the text of any searchable parameter of a talent profile will be matched for the purpose of the search.

[000290] In one embodiment, search results are provided in a structured format in which "blind" talent profiles (that is to say, without any talent contact information) are provided only if they satisfy all of the criteria as set forth in connection with employer-provided job search parameters. In one embodiment, for search reporting purposes, talent profiles are scored according to degree of compatibility with the employer-specified parameters. In this embodiment, a low score is best. A talent profile receives a score of "1" if talent's current

employment position is in the industry specified in the search. A talent profile receives a score of “2” if talent’s first prior employment position corresponds to the specified industry and a score of “3” if talent’s second prior employment position corresponds to the specified industry, and so on. In one embodiment, if none of talent’s employment corresponds to the specified industry, the talent profile will not be reported to the employer. Similar scores may be assigned in relation to employer departments, such as in the case of hospital departments.

[000291] In one embodiment, additional scores are associated with degree of compatibility between a talent’s employment and an occupation specified in connection with the search. A score of “1” is assigned in the case that talent’s current employment position is in the selected occupation. A score of “2” is assigned if the first prior employment position corresponds to the specified occupation, and so on. As disclosed in connection with fit between employment and industry, a lack of employment experience in the specified occupation will result in exclusion of the talent profile.

[000292] In one embodiment, an additional score is associated with whether the specified educational level is “achieved,” i.e. talent has already graduated, or “expected,” i.e. talent is expected to graduate in the near future. In this embodiment, a score of “1” is assigned to a talent profile in which the educational level is denoted “achieved” and a score of “2” is assigned to a talent profile in which educational level is denoted “expected.” Similar scores may be provided in connection with academic major and medical specialty.

[000293] In one embodiment, if the employer specified a language search, a score of “1” is given if the reported talent profile reports “fluent” writing skills for the language specified by the employer, a score of “2” is given if “moderate” writing skills are reported, and a score of “3” the talent profile reports no writing skills in the specified language. The same scoring is applied to reading and conversing skills in the specified language.

[000294] In one embodiment of the language search feature, if an employer specifies cumulative language requirements, a talent profile will not be reported unless if evidences skills for each specified language. In another embodiment, if an employer specifies an alternative

language requirement, a talent profile will be reported if it reports any one of the specified languages.

[000295] In order to calculate a final score for ranking talent profiles, component scores are added, and the talent profiles are ranked in ascending order. In this embodiment, talents' profile scores are not disclosed in the ranking of talent profiles. In this embodiment, talent profiles having the same score are ordered alphabetically by talent name. In this embodiment, talents' names are not disclosed. Other methods may be employed to order the presentation of talent profiles without departing from the scope of the present invention.

[000296] In one embodiment, if a search yields more than a predetermined number of talent profiles, such as for example 25, then no talent profiles are reported to the employer, and the employer is requested to provide a narrower search. In one embodiment, only a predetermined number of blind talent profiles are reported to the employer, and the employer is warned that the reported set of talent profiles exceeds the predetermined number, and is advised to narrow the search. The number of talent profiles reported to an employer by the career site operator may range from one talent profile to all matching talent profiles without departing from the scope of the present invention.

[000297] In one embodiment, search results are provided in a structured format, in which talent profiles are provided only if they satisfy all of the criteria as set forth in connection with employer-provided talent profile search parameters.

[000298] In one embodiment, for search reporting purposes, talent profiles are separated into two groups: (i) talent profiles that match the search criteria, and that are within the specified point of geographic reference, such as a city or postal code; and (ii) talent profiles that match the search criteria, and are outside of the specified point of geographic reference, but are within the MSA/PMSA and CMSA that encompasses the selected point of geographic reference. In connection with group (ii), a distance is optionally provided between the location of each talent and the employer-specified location in the search.

[000299] In one embodiment, an automatic search is performed based on employer specifications similar to that provided in connection with a self-search. In an automatic search, the career site performs an automatically recurring periodic search for each job listing against all talent profiles. In one embodiment, if an employer specifies an automatic search, the system will save one unique automatic search for each job listing (stage 1007). In this embodiment, search results are presented pursuant to each employer-specified search routine in the fashion previously described for self-searches. If, alternatively, the employer identified a talent profile via a self-search, in one embodiment the system may save only the most recent search (stage 1006). In alternative embodiments, a larger number of self-searches and automatic searches may be stored to facilitate repeating self-searches or to provide automatic search alternatives at later times.

[000300] An employer-initiated match is a match that occurs because of an initial action taken by employer. When an employer-initiated match occurs, it is because of one of several reasons including: (i) the employer has located a talent profile through self-search; and/or (ii) the employer has received notice of a match from the career site by way of an automatic search. As a result of a match, “blind” profiles are identified (stage 1008). An employer may save the search results (stage 1009 and stage 1010), or discard the results by conducting another search (stage 1024 and return to stage 1002) or end the session (stage 1023).

[000301] The employer may select one or more talent profiles from the search results to process as employment inquiries to talent (stage 1011), may conduct another search (stage 1012) or may end the session (stage 1013). If the employer wants to process its selection(s) as employment inquiries, it submits the selections to the career site operator (stage 1014). Upon the employer’s submission of a employment inquiry to the career site, the employer has given its consent to the purchase of the talent’s contact information assuming that the talent consents to the release of the information.

[000302] At this point, the career site operator checks the employer’s account to determine that all billing information is current (stage 1015). If it is not, then the employer receives a message that its billing information must be updated (stage 1021), the message is

saved (stage 1022) and the session ends (stage 1023) until the employer has updated its billing information. An employer's account becomes "inactive" if its billing information is determined to be not current, because current billing information is required in order to satisfy the minimum requirements for an employer account.

[000303] If the employer saved the search results (stage 1009), then the same may be accessed for submission to the career site operator after the employer has updated its billing information. If not, the search results are lost. If the employer's billing information is current (stage 1015), links to the selected talent profiles are saved (stage 1016), and processing continues.

[000304] The next step is to determine whether the maximum compensation requirement that the employer is willing to pay is greater than the minimum compensation required by the talent (stage 1017). In one embodiment, talent profiles that match the employer's skill requirements are reported to the employer for consideration, but will not be forwarded to the talent unless the employer adjusts its maximum pay scale to a level that exceeds the threshold amount required by the talent. If an employer selects a talent profile that requires greater compensation than the employer has defined for its job listing, the employer receives a message that the compensation it is offering is less than the talent requires; therefore, a request to disclose contact information will not be forwarded to the selected talent (stage 1018).

[000305] If the employer chooses, it may redefine the maximum compensation requirement defined in its job listing, and resubmit its employment inquiry. In one embodiment, the minimum compensation that the talent requires is not reported to employers for this purpose, although it is possible that an employer could ascertain the information through a process of trial and error. If the maximum compensation requirement the employer has specified for its job listing exceeds the talent's minimum compensation requirement, then the process proceeds to Fig. 5B.

[000306] Fig. 5B is a flow diagram representing a series of processes for requesting and obtaining (i) federal employment records information ("FERI"), i.e., race and gender information

(stage 551), which is represented in greater detail at Fig. 6B , described below; (ii) work authorization information (U.S. citizenship for certain jobs lawfully requiring the same) (stage 553), which is represented in greater detail at Fig. 7B described below; and (iii) other regulatory parameters that may arise in the future (stage 555). If the job listing has no FERI (stage 551), work authorization (stage 553), or other regulatory (stage 555) requirements, then the job listing is sent to the selected talent for consideration (stage 557).

[000307] In one embodiment, a talent may specify any number of employers as “preferred,” which means that the talent has given advance consent to release his or her confidential contact information to those employers. If the talent specified the particular employer as preferred, then processing proceeds to Fig. 12. Fig. 12 was previously discussed in connection with talent-initiated processes and is discussed from the perspective of employer-initiated processes below. If the talent did not specify the employer as preferred, then processing proceeds to Fig. 11.

[000308] If the job listing is not subject to FERI (stage 551), then processing advances to the work authorization stage (stage 553). If the job listing is subject to FERI, then processing transfers to Fig. 6B, which is a flow diagram for the process of requesting and obtaining FERI.

[000309] At Fig. 6B, first, the talent profile is checked to determine if the talent has already saved his or her FERI (stage 661). If the answer is “yes,” then processing returns to Fig. 5B, whereupon processing advances to the work authorization stage (stage 553). If the answer is “no,” then information about the employment opportunity is presented to the talent, who is asked to complete the optional FERI page of his or her talent profile (stage 652), and is presented with an electronic link to that page. If the talent does not complete the FERI page (stage 653), then processing again returns to Fig. 5B at stage 553, and the transaction may still go forward because the disclosure of FERI by talent is entirely optional. If the talent does complete the FERI page, then that information is saved for the benefit of the employer’s employment reporting obligations (stage 659). In this section, FERI information is saved on behalf of an employer (stage 660). In connection with this information various reports are generated (stage 661). The reports include

information about numbers of candidates in particular groups and may be used for statistical purposes and to show compliance with applicable governmental regulations. Next the routine ends (stage 672).

[000310] If the talent provides FERI, the talent is given an opportunity to save his or her FERI (stage 656 and 657), which allows the talent to avoid this processing routine in the future. If the talent saves his or her FERI, then that information is not publicly presented on his or her talent profile (stage 658), but may be disclosed to employers as part of the employment process. In the event of disclosure to employers as part of the employment process, employers may not use the information to unlawfully discriminate in any way. At this point, processing again returns to Fig. 5B.

[000311] Next, the career site determines whether the employer's job listing indicates a work authorization requirement, such as for certain positions and contracts with the U.S. government and its political subdivisions (stage 553). If the answer is "no," then processing advances to consider other regulatory parameters (stage 555). If the answer is "yes," then processing transfers to Fig. 7B, which represents a process for requesting and obtaining work authorization information.

[000312] At Fig. 7B, the career site determines whether the talent profile selected by the employer includes a completed work authorization section (stage 751). If the employer profile includes the required work authorization information, the career site determines if the talent is qualified for the particular job (stage 752). If the answer is "no," then the talent and employer receive messages that the talent is not qualified because of the work authorization limitation (stage 753), the information is stored for both employer and talent (stage 763), and processing ends (stage 764). If the career site determines that the talent qualifies for the job (stage 752), then processing returns to Fig. 5B at stage 555.

[000313] If the talent profile does not include work authorization information (stage 751), then the talent is presented with a request to supply the work authorization information and an electronic link to the work authorization page of his or her talent profile (stage 754). If the talent

declines to complete the work authorization (stage 755), then the employer is notified of the talent's denial (stage 765), the talent's denial is saved for both the employer and the talent (stage 768), and processing ends (stage 769). However, the employer is given an option of continuing the recruiting process (stage 768) because the employer could obtain the work authorization information after interviewing the talent with the talent's consent. If the employer elects to continue, then the process returns to Fig. 5B. If the employer does not elect to continue, then the process ends (stage 769).

[000314] Returning to stage 755, if the talent completes the work authorization request but is not qualified (stage 756), then both the talent and the employer are notified of that fact (stage 757), the notice is saved for both the employer and the talent (stage 768), and the process ends (stage 769). If the talent is qualified for the job (at stage 756), processing proceeds back to Fig. 5B.

[000315] In one embodiment, regardless of whether the talent is qualified for employment in jobs requiring U.S. citizenship, the talent may elect to save his or her work authorization information in his or her talent profile (stages 758, 760, and 761), whereupon this portion of the routine ends (stage 769). If the talent does not elect to save his or her work authorization information in his or her talent profile, then the data is discarded (stage 759).

[000316] Returning to Fig. 5B, because it may reasonably be anticipated that job listings may be subject to other governmentally imposed restrictions or record keeping, exemplary processes of Fig. 5B contemplate other routines for processing such requirements (stages 555 and 556).

[000317] After the FERI, work authorization, and other regulatory parameters have been processed, the career site determines if the employer is "preferred" (stage 557), as previously discussed. If the talent specified the particular employer as preferred, then processing proceeds to Fig. 12. If the talent did not specify the employer as preferred, then processing proceeds to Fig. 11.

[000318] Turning to Fig. 11, if the talent did not list the employer as preferred, then the employment opportunity is submitted to the talent for his or her consideration (stage 1101). The inquiry consists of the particular Job Listing (stage 1102), a Request to Release Contact Information (stage 1103), and a brief survey for use in the event that the talent declines the opportunity (stage 1104). The inquiry sent to the talent may be effected by a variety of means, including displaying a message to the talent upon sign-in, via e-mail, regular mail, or some combination of means. The information supplied to the talent may include the name of the employer and the city, state/province, and country of the employer but omits any personally identifying information for the employer and its personnel, and omits the employer's address, phone number, and e-mail address.

[000319] In one embodiment, if the information provided to the talent includes the name and geographic location of the employer, the talent may determine the address and phone number of the employer from sources outside of the career site, and attempt to contact the employer directly instead of using the services of the career site. However, a number of factors make such a circumstance unlikely. First, by using the career site, employers have stated a preference for using the site's procedures. Second, the easiest way for the talent to pursue the opportunity presented by the employer is for the talent to utilize the process adopted by the employer, i.e., the career site. Third, employers contractually agree that they will not circumvent the career site system. Fourth, if the career site system were circumvented, important records of the employer's recruiting and hiring process would not be created to be available to the employer and the talent in the future.

[000320] In one embodiment, upon receiving an employment inquiry, a talent is asked to respond (stage 1105). If the talent does not immediately respond, then he or she becomes "inactive," meaning that he or she cannot apply for jobs or receive new opportunities from employers (stage 1106). Upon each sign-in, the talent is prompted to respond to outstanding messages (Fig. 3 at stage 324). If the talent has not responded within a predetermined number of days after the date of the employer-initiated inquiry, then the employer receives a message from the career site to the effect that the talent has declined the employer's inquiry, but that no reason

was given (stage 1107), and the message is saved for the employer and the talent and the process ends (stages 1110 and 1111).

[000321] If the talent does respond, such response will be to either grant or decline permission to release his or her contact information (stage 1108). A decline response requires the answer to a brief survey requesting the reason for declining (stage 1109). Possible reasons may include, for example, the geographic location of the employer, the nature of the job, or talent's personal circumstances, among others. Again, the response is saved for the employer and the talent (stage 1110). If the talent grants permission to release his or her contact information, then that action is saved for the employer and the talent (stage 1112). Processing then continues at Fig. 12.

VII. COMPLETING THE TRANSACTION

[000322] After the talent and the employer have reached mutual consent to the release of talent's contact information, an employer becomes obligated to purchase the "complete" talent profile (stage 1208) that includes the talent's contact information. At such time, the career site sends a notice to the talent to expect contact from the employer (stage 1209), the talent contact information is released to the employer (stage 1210), and the career site invoices and collects its fee from the employer (stages 1211, 1212, and 1213). These transactions are saved for the talent, the employer, and the career site (stage 1214) so that various reports may be prepared (stage 1215). In one embodiment, some reports relate to aggregate information gathered during the operation of the career site and may be used to identify employment trends. After talent contact information is purchased, processing advances to Fig. 13.

[000323] Returning to stage 1208, for an employer that purchases a complete talent profile there are several payment options, including, for example: (i) by credit card; (ii) by prepaid account in which an amount of money is pre-deposited with a career site operator; and (iii) by periodic invoice. In connection with a prepaid account, as an employer purchases talent profiles, fees are deducted from the corresponding account, and periodically, the employer is notified that it is time to replenish the account. Talent contact information may not be purchased

if there is insufficient money in an employer's prepaid account to effect the transaction(s). In connection with the periodic invoice, employers must have met the career site's established credit criteria. For such employers, a monthly statement will be sent for payment on pre-established terms.

[000324] Fig. 13 is a flow diagram representing a procedure of the career site for paying referral fees and commissions that may be payable with respect to completed transactions. In one embodiment, through an affiliate program, referral fees are paid as further described in Fig. 15, Figs. 16, 17, and 18. First, referral fees and commissions are processed (stage 1301). Next, affiliates, wholesalers, and retailers of career site marketing services are sent a message regarding earned referral fees, as appropriate (stages 1302, 1303, and 1304). Next, transactions are stored for processing in the next payment cycle (stage 1305). Finally, payment is made to affiliates, wholesalers, and retailers and the session ends (stages 1306 and 1307).

VIII. TRADE ASSOCIATIONS

[000325] Affiliate organizations in good standing such as trade associations may earn referral fees by referring employers to the career site (see Fig. 13 and Fig. 15). Fig. 15 is a block diagram representing interrelationships between market participants in a system consistent with another embodiment of the present invention, including a marketing program directed to employers. Each time a complete talent profile 1501 is completed by talent 1500 and purchased by a referred employer 1505, a referral fee is paid to the affiliate trade association 1506 by career site operator 1503. In this embodiment, transactions are effected in part by employers using trade associations database 222 to identify trade associations to which they (or their divisions) belong. In this embodiment, if the trade association identified by the employer has become a career site "affiliate" then the trade association 1506 will receive a referral fee for each "complete" talent profile 1501 purchased 1507 by such employers 1505 based on job listings 1504 provided by employers 1505.

[000326] Trade associations 1506 become approved associations by (i) agreeing to a list of responsibilities, (ii) encouraging member employers to submit job listings, and (iii) providing

the career site with a list of its employer-members. In exchange for promoting the career site and the career site operator 1503, the trade association 1506 receives a referral fee whenever a match occurs between a talent profile and a job listing, and the career site is paid. A purchase transaction occurs when (a) talent agrees to release his or her contact information to an employer, and (b) the employer agrees to purchase that talent's contact information.

[000327] In one embodiment, trade associations receive a percentage or fixed referral fee on the revenues that the career site operator earns when talent and employer mutually agree to contact each other regarding employment. The referral fee is paid with respect to all of the employer's job listings, provided that the employer has listed the trade association in the trade affiliations section of its profile. A trade association will continue to receive the referral described as long as it maintains good standing.

[000328] In this embodiment, good standing requires several actions on the part of an affiliated association, including (i) publicly endorsing the career site operator; (ii) consenting to the use of its name in connection with career site advertisements; (iii) promoting career site to its members as part of its member employment program; (iv) advertising, with a minimum specified-size ad, the career site in each issue of its member newsletter at no cost to the career site; (v) listing all of its jobs on the career site; and (vi) linking the association's web site to the career site.

IX. EDUCATIONAL INSTITUTIONS, PROFESSIONAL ASSOCIATIONS, AND LABOR UNIONS

[000329] Affiliate organizations in good standing such as educational institutions, professional associations, and labor (or trade) unions may earn referral fees by referring talent to the career site (see Fig. 13 and Fig. 16). Each time a referred complete talent profile 1604 is purchased by an employer 1606 and the career site is paid, a referral fee is paid to the affiliate educational institution 1601 and/or professional association 1602 and/or labor union 1603. In this embodiment, the transactions are effected in part by talent 1600 using educational

institutions database 215 and professional associations and labor unions database 223 to precisely identify educational institutions 1601 that they have attended and professional associations 1602 and/or labor unions 1603 to which they belong. In this embodiment, if the educational institution and/or professional association and/or labor union identified by the talent has become a career site “affiliate” then the educational institution 1601 and/or professional association 1602 and/or labor union 1603 will received a referral fee each time the talent’s “complete” talent profile is purchased.

[000330] Fig. 16 is a block diagram representing interrelationships between market participants in a system consistent with another embodiment of the present invention, including a marketing program directed to talent. Educational institution 1601 participates by working with talent 1600 to contact and provide information to career site operator 1605. Job listings 1607 are provided to career site operator 1605 by employers 1606, and when a match and purchase transaction occur 1608, a referral fee is paid to an appropriate educational institution 1601 and/or professional association 1602 and/or labor union 1603.

[000331] In one embodiment, educational institutions 1601 receive a percentage or fixed fee on the revenues that the career site earns when talent and employer mutually agree to contact regarding employment 1608. Talent 1603 must have listed the educational institution 1601 in his or her education history associated with the talent profile 1604. An educational institution 1601 will continue to receive the referral fee as long as it is in good standing.

[000332] Educational institutions 1601 maintain good standing by taking several actions, including (i) publicly endorsing the career site operator; (ii) consenting to the use of its name in connection with career site advertisements; (iii) promoting career site to its students and graduates as part of its student employment program; (iv) advertising, with a minimum specified-size ad, the career site in each issue of its alumni newsletter at no cost to the career site; (v) listing all of its jobs on the career site; and (vi) linking the educational institution’s web site to the career site. In one embodiment affiliates enter into an exclusive marketing relationship with

the career site, meaning that the affiliate will not participate in an affiliate program with another career site.

[000333] In one embodiment, professional associations 1602 and labor unions 1603 may receive a percentage or fixed referral fee on the revenues that a career site earns when talent 1600 and employer 1606 mutually agree to contact regarding employment 1608. Talent 1600 must have listed the professional association 1602 and/or labor union 1603 in his or her special skills and affiliations section, associated with the talent profile. A professional association 1602 or labor union 1603 will continue to receive the referral fee as long as it is in good standing.

[000334] Professional associations 1602 and labor unions 1603 maintain good standing by taking several actions, including (i) publicly endorsing the career site operator; (ii) consenting to the use of its name in connection with career site advertisements; (iii) promoting career site to its members as part of its member employment program; (iv) advertising, with a minimum specified-size ad, the career site in each issue of its member newsletter at no cost to the career site; (v) listing all of its jobs on the career site; and (vi) linking the professional association's or labor union's web site to the career site.

X. WHOLESALERS

[000335] In one embodiment, through a wholesaler program, wholesalers in good standing may earn commissions as further described in Fig. 13 and Fig. 17. A wholesaler earns a commission (a) if it is responsible for establishing an employer account, in which case a commission is paid each time the employer purchases a complete talent profile and the career site is paid, and/or (b) if it is responsible for recruiting as an affiliate a trade association, professional association, or educational institution, in which case a commission is paid each time the affiliate is paid a referral fee. In this embodiment, the transactions are effected in part by talent 1708 using educational institutions database 215 and professional associations and labor unions database 223 to precisely identify educational institutions 1706 that they have attended and professional associations 1705 and/or labor unions 1707 to which they belong, and by employers using trade associations database 222 to precisely identify trade associations 1701 to

which they belong. In this embodiment, if the trade association, professional association, educational institution, or labor union, identified by the talent and/or employer has become a career site “affiliate” through the efforts of the wholesaler 1700, then the wholesaler 1700 will paid a commission each time such trade association 1701, professional association 1705, educational institution 1706, or labor union 1707 receives a referral fee.

[000336] Fig. 17 is a block diagram representing interrelationships between market participants in a system consistent with yet another embodiment of the present invention, including wholesale marketing of a career site. Wholesalers 1700 work in conjunction with trade associations 1701, professional associations 1705, educational institutions 1706, and labor unions 1707. Trade associations 1701 provide marketing that results in employers 1702 listing jobs 1703 on the career site 1704. Professional associations 1705, educational institutions 1706, and labor unions 1707 provide marketing directed at members and students becoming talent 1708 who post talent profiles 1708 to the career site 1704. When a purchase 1710 occurs, commissions are paid to the responsible wholesaler 1700 at the time that referral fees are paid to the career site-affiliated trade association 1701, professional association 1705, educational institution 1706, and/or labor union 1707

[000337] In one embodiment, wholesalers 1700 are selected from a group of public accounting firms, payroll processing firms, human resource consulting firms, human resource software developers, and other designated entities. In this embodiment, wholesalers 1700 receive percentage commission on the revenues a career site realizes when talent 1708 and employers 1702 mutually agree to contact each other regarding employment 1710. The commission is paid with respect to an employer’s entire job listings, provided that the employer 1702 account was assigned to wholesaler 1700 at the time the employer 1702 account was established.

[000338] In one embodiment, wholesalers 1700 receive commissions as a wholesaler so long as it and the trade associations 1701, professional associations 1705, educational institutions 1706, and labor unions for which it is responsible remain in good standing. The requirements for

trade associations 1701, professional associations 1705, educational institutions 1706, and labor unions 1707 remaining in good standing were discussed previously. Wholesalers 1700 maintain good standing by taking several actions, including (i) publicly endorsing the career site operator; (ii) consenting to the use of its name in connection with career site advertisements; (iii) using best efforts to promote the career site to employers for the purpose of listing all of their jobs on the career site; (iv) assisting employers (for fees to be paid by employers) with technical aspects of automatically listing all of the employer's jobs on the career site; (v) listing all of its jobs on the career site; and (vi) linking the wholesaler's web site to the career site.

XI. RETAILERS

[000339] In one embodiment, through a retailer program, retailers in good standing may earn commissions as further described in Fig. 13 and Fig. 18. Fig. 18 is a flow diagram representing the relationship of multiple levels of retailers with a career site in a system consistent with a further embodiment of the present invention. A first-level retailer 1800 earns a commission (a) if it is responsible for establishing an employer account with the career site, in which case a commission is paid each time the employer purchases a complete talent profile, or (b) if it is responsible for recruiting another retailer, consistent with the terms and conditions of the career site, in which case a commission is paid each time the other retailer is paid a referral fee. Alternative retailer processes may be employed using one or more levels consistent with local law.

[000340] A first-level retailer identifies a prospective employer (stage 1801). Next, it is determined whether the identified employer is subject to a preexisting wholesale or retail commission (stage 1802). If so, then no retail commission is payable in the case of the identified employer (stage 1803). Returning to stage 1802, if the employer is not subject to another commission, then when the employer pays the career site for talent contacts (stage 1804), a first level commission is paid to the first-level retailer (stage 1805). A first-level retailer may also recruit (stage 1806) second-level retailers 1807. Next, second level retailers add employers to the career site (stage 1808), and it is determined whether the added employers are subject to

another commission (stage 1809). As described in connection with first-level retailers, if a particular employer is already subject to a commission, no retail commission is payable (stage 1803). On the other hand, if at stage 1809, it is determined that a particular employer is not subject to commissions, and the employer pays the career site for talent contacts (stage 1810), then the second-level retailer is paid a first-level commission (stage 1811) and a second-level commission is paid to the first-level retailer (stage 1812).

[000341] Further, second-level retailer 1807 may recruit (stage 1813) a third-level retailer 1814. The third-level retailer adds employers to the career site (stage 1815). If the employer is subject to another commission, no retail commission is payable (stage 1803). However, if the added employer is not subject to another commission (stage 1816) and the added employer pays the career site for talent contacts (stage 1817), then a first-level commission is paid to the third-level retailer (stage 1819), a second-level commission is paid to the second-level retailer (stage 1830) and a third-level commission is paid to the first-level retailer (stage 1820).

[000342] Finally, additional retail levels may be added to the system consistent with local law.

XII. COMMERICALLY AVAILABLE REPORTS

[000343] Data generated with activities carried out in connection with the invention may contain commercially valuable information based on aggregated information. In one embodiment, reports are marketed that indicate industry trends such as salary trends, including which industries are hiring, which industries are not hiring and which geographical areas are hiring and which are not.

XIII. STOREFRONTS

[000344] Employers may rent “storefronts” which are sections of the career site devoted to the particular employer. Employers who rent storefronts have broad discretion with respect to the information that they may present, but may not present personally identifying information, or

information intended to circumvent the procedures of the career site, or information that is unlawful.

XIV. FOLLOW-UP PROCESS

[000345] Fig. 14 is a flow diagram of a process whereby the career site initiates contact with talent and employers with respect to matches that have occurred between talent and employers, and the parties have agreed to the exchange of contact information, i.e., a purchase transaction has occurred. In one embodiment, employers database 210, jobs database 211, and talent profiles database 205 are opened on a periodic basis, such as, for example 60 days after the date of the purchase transaction (stages 1401 and 1402). The employers who purchased talent contact information are asked whether they hired the particular talent (stage 1403). The talent, whose contact information was purchased, are asked whether they were hired by the particular employer (stage 1404). Any responses (stages 1405 and 1406) are saved (stage 1407), and various talent and employer reports may be prepared (stage 1408), and the routine ends (stage 1409).

XV. ENTERPRISE DATABASES

[000346] Methods, systems, and distributed networks consistent with the present invention are capable of facilitating transmission and processing of job description information directly from enterprise human resources and other applications, such as, for example, enterprise database systems from PeopleSoft, Inc. and SAP AG. Similarly, trade or professional associations, educational institutions or other entities may have sufficient consent and data to provide talent profile information for its members or students. This information may be exchanged in various ways as will be apparent to one of ordinary skill in the art.

[000347] It will be appreciated by those of ordinary skill in the art that the invention can be embodied in other specific forms without departing from the spirit or essential character hereof. The present description is therefore considered in all respects to be illustrative and not

restrictive. The scope of the invention is indicated by the appended claims, and all changes that come within the meaning and range of-equivalents thereof are intended to be embraced therein.

CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS

CROSS REFERENCE TO RELATED PATENT APPLICATIONS

[0001] This patent application is a division of U.S. patent application Ser. No. 12/059,728 filed March 30, 2008 which is a division of U.S. patent application Ser. No. 10/101,644 filed Mar. 19, 2002 entitled Apparatus and Methods for Providing Career Employment Services.

FIELD OF THE INVENTION

[0002] This invention relates to network connected information systems, and, more particularly, to network connected information systems providing data processing applications in connection with optimizing individuals' employment searches and career opportunities, and optimizing employers' recruiting and hiring processes and decisions.

BACKGROUND OF THE INVENTION

[0003] Finding and hiring highly qualified employees or talent for specific jobs is one of the most important objectives an employer undertakes. In furthering the employer's objective of hiring the best possible employees, an employer would ideally have access to detailed information regarding as large a pool of talent as possible and the pool of talent would include prospective employees who are highly qualified for the particular job that the employer seeks to fill. Without such information, a great deal of time and expense is often expended by employers in connection with their recruiting and screening functions, while, nevertheless, achieving unacceptable results.

[0004] Traditionally, employers have found potential talent among new school graduates through school-related job counseling resources, in response to classified advertisements for particular jobs, referrals from existing employees, and through the use of third-party recruiters ("headhunters"). Each of these alternatives is inefficient, and some are costly, as well. Furthermore, employers' articulation of the skills they seek to hire are imprecise. Typically,

school-related job counseling resources, classified advertising, and word-of-mouth referrals deal in generalities.

[0005] When an employer seeks to hire an experienced employee, the pool of talent, within which a search is conducted, is often limited to individuals who have already worked in a particular job within a particular industry. Although it may be meritorious that a prospective employee has current or prior experience in a particular job within a particular industry, individuals with experience in other jobs within other industries may possess the particular skills that an employer requires for a particular job. Yet there exists no efficient means for identifying such individuals in other fields who may possess the precise skills sought by the employer. Consequently, an employer's employment recruiting and hiring processes and subsequent operations would be greatly enhanced if the employer could efficiently and cost-effectively identify highly qualified talent both within and without the industry and occupational categories of the employer.

[0006] Another employment problem faced by employers is that they often do not know when a particular employment position may become vacant. Specifically, while it is a business courtesy to provide two weeks notice of termination of at-will employment, employees occasionally terminate employment with less than two weeks notice. Additionally, it may occur that an employee may be terminated for a reason necessitating less than two-weeks notice, and injury, illness, or death may cause an employee to become unavailable to perform his or her job function. Further, even if a full two weeks is available to hire a replacement employee, frequently two weeks is not enough time to hire a person, particularly for skills that are in high demand.

[0007] Another problem faced by employers is that they may stop searching for more highly skilled employee(s) than they have, if an employment position is currently filled. Consequently, an employer's recruiting and hiring processes, and subsequent operations, would be greatly enhanced if the employer could efficiently and cost-effectively identify highly qualified talent on a continuous basis. Accordingly, there is a need in the art for a practical continuous recruiting system.

[0008] Another employment problem faced by employers is that there is no uniformity among employers in how they communicate the requirements, compensation, and benefits of their employment positions to the public. As a result, it is difficult for talent to efficiently and cost-effectively identify the universe of employment positions for which their skills may be suited. Consequently, an employer's recruiting and hiring processes, and subsequent operations, would be greatly enhanced if the employer could efficiently and cost-effectively communicate detailed information about the skills and experience they require, and the compensation and benefits they offer, in a structured manner that facilitates the search by talent for optimal employment opportunities.

[0009] At the same time that employers are encountering difficulty in identifying highly qualified employees ("talent") to fill specific employment positions, talent is struggling to find the employers and employment opportunities that best match the talent's skills and objectives.

[00010] For talent, establishing and developing a career involves finding, researching, and targeting employers. Traditionally, talent has used the same sort of inefficient means to find employment opportunities as employers have used to find talent. Talent has generally relied on school placement resources, replying to classified advertisements, and word-of-mouth referrals from persons who may already be employed by a particular employer, a process that is as inefficient for talent as it is for employers. And traditionally, talent has relied on résumés to present their qualifications, yet there is no uniformity of résumés among talent. Talent generally must "tailor" their résumés to respond to particular employment opportunities, and talent may have only a limited understanding of the skills being sought by a particular employer. As a result, résumés are often unwieldy devices for employers to consider.

[00011] Also, it may be difficult for talent to determine which employers to target for potential employment, and which potential opportunity represents the optimal use of their skills. Accordingly, talent can waste much time and energy trying to find the right position and may, nevertheless, fail to find an optimal position.

[00012] Furthermore, it is difficult for talent to identify an appropriate format for expressing his or her skills to an employer. It is also difficult for talent to know what types of information to share with a prospective employer. Consequently, it is advantageous for talent to have the ability to maintain his or her résumé, including a detailed description of training, skills, and experience in a uniformly structured manner on both a current and cumulative basis (a “talent profile”).

[00013] Even when a person is employed in a desirable position, economic or other circumstances may cause the unexpected termination of his or her employment. Specifically, talent may be laid-off or terminated at an unanticipated time. Even if a talent is not terminated, economic conditions may cause his or her employer to go out of business. In some circumstances, talent will be provided with adequate notice or severance pay to allow for adequate time to seek other employment in the event of undesired termination. However, in some circumstances, there is inadequate time. Accordingly, there is a need in the job placement industry for systems that allow talent to be continually in the job market or at least ready to enter the job market on short notice.

[00014] Known methods of recruiting include the process by which a manager will prepare a job description, and send the description to a human resources (“HR”) department, which may check its files of résumés to determine if a qualified applicant has previously contacted the company. The HR department may also consider qualifications of internal candidates, and finally, the HR department may place a classified ad in a newspaper or trade publication. The company may also retain the services of a professional recruiter, who may have connections with suitable talent. In addition to classified ads in printed publications, other media may be used to publish advertisements for talent.

[00015] As distributed computer networks such as the Internet have become widely used, it has become possible to provide classified employment ads to mass markets via on-line databases and publications. Most major newspapers now have on-line editions that may be used to search classified ads for job positions. For example, the employment classifieds of the Kansas City Star newspaper may be searched on line at <http://www.kansascity.com>.

[00016] Such on-line databases provide convenient access by employers to an audience that is potentially beyond the scope of coverage of subscribers to the printed newspaper. The on-line databases also have an advantage to talent in that talent is better able to search for jobs by geographic location or keyword. Of course, both of those features are present in regular newspaper classified advertising. Nevertheless, on-line databases of classified ads share the same major drawbacks as printed classified ads. First, both are highly unstructured and without uniformity of job parameters. Second, both solicit highly unstructured résumés without uniformity from prospective job candidates. Third, both involve the placement of advertising in exchange for an up-front payment obligation by the employer/advertiser.

[00017] Because a cost is associated with posting a classified ad, there is an economic disincentive for employers to post jobs other than those for which there is a current (or currently expected) vacancy. Furthermore, the classified advertising model employed by newspapers and existing on-line employment sites attracts almost exclusively jobs for which there are current (or currently expected) vacancies. Accordingly, many fewer jobs are advertised than actually exist, and because much of the talent that is currently employed are not continually looking, the jobs that are advertised attract a much smaller pool of highly qualified talent than actually exists. This situation is bridged at significant cost to employers by their use of headhunters who recruit currently employed persons who may be willing to change jobs for a better opportunity, but are unwilling to continuously bear the burden of the search effort.

[00018] For employers with on-going recruiting and employment problems, the inefficiencies of existing mediums of finding the best, and, in many cases, sufficient talent for a job is a serious problem that contributes to on-going operational inefficiencies. Likewise, for talent who would like to have access to the complete picture of available jobs, the economic disincentive placed on employers to provide information about all of their jobs is a serious problem that diminishes talent's ability to optimize his or her career.

[00019] For employers, the classified ad system allows a company to develop a group of résumés of persons who have responded to ads. Employers may also consider classified ads

placed by talent, indicating that they are available for employment. However, there is a similar economic disincentive for talent to pay for publication of a classified ad. Further, this combined group of talent résumés is small in relation to the potential universe of talent, and it does not provide an employer with the detailed and comprehensive information necessary for employers to select an ideal candidate.

[00020] Other recruiting systems are basically improvements to the newspaper-based classified ad system. Several improvements have been proposed and implemented. Specifically the Monster.com job board, which may be found at www.monster.com, collects résumés and allows posting of classified employment ads. Systems like Monster.com represent an improvement to the traditional classified ad system, in that these types of bulletin boards collect résumés for free. Nevertheless, the posted jobs are essentially searchable classified ads, and the résumés posted on Monster.com are not searchable without payment of a significant fee. Again, this places an economic disincentive on employers to search out the best qualified candidate for a job.

[00021] The Monster.com site indicates that it is covered by U.S. Patent No. 5,832,497 to Jeffrey C. Taylor (“the Taylor patent” or “Taylor”). The Taylor patent describes a system for managing classified employment ads, using of two databases to store information about résumés and about jobs.

[00022] Taylor discloses providing job industries, company identifiers, job disciplines and job titles. Taylor describes using a password system to specify who has access to the job records for the purposes of adding, changing, and deleting job records. Employer-users are charged for contact information on applicant users. Fees are structured as a basic subscription charge allowing a predetermined number of accesses, with a predetermined fee associated with each access above the predetermined number of accesses.

[00023] Several other on-line job sites collect information about applicants and provide this information to prospective employers in various ways; however, these systems suffer from

drawbacks similar to those of the Taylor patent. Specifically, HotJobs.com, Ltd. (www.hotjobs.com) allows a user to choose a city and also to specify a corresponding metropolitan area. Using HotJobs, a user can search for a job in New York, for example, and find jobs in nearby cities, without knowing the names of the other cities.

[00024] To use the HotJobs site, a job search user first registers by providing his or her E-mail address and a password. Next the job search user is prompted to either paste in the text of an existing résumé or to answer a set of questions that will provide for the automatic generation of a résumé. In addition to asking questions pertinent to the résumé, the HotJobs system asks job search users about the types of jobs they are seeking, whether they are willing to relocate, and whether they would like their résumé to be searchable by employers and/or recruiters. If the job search user elects not to allow his or her résumé to be searchable, the résumé will only be accessible by those employers that the job search user specifies by using a process described below. An arbitrary job search user of the HotJobs web site may search all of the posted jobs. By registering and creating a résumé, the job search user can apply to any of the posted jobs.

[00025] Like Monster.com, HotJobs.com charges for posting jobs. Therefore, the same economic disincentives are placed on employers that would use the HotJobs system as is placed on employers that would use the Monster system.

[00026] Accordingly, known on-line job advertising systems represent only minor improvements over the traditional newspaper-based employment classified advertising system. And the known on-line job advertising systems retain the significant economic limitation of being based on the newspaper employment classifieds paradigm. The services charge employers for posting their jobs, just as in the newspaper model, and then they charge fees for merely having the ability to search through the database of talent résumés.

[00027] Because the pay-to-post and subscribe-to-search systems impose upfront economic barriers on employers, the systems have the disadvantage of providing a disincentive for

all employers to post all of their jobs. Further, when talent knows that only a subset of available jobs are posted and that employers are charged to search résumés, talent will not be optimally motivated to use the career site.

[00028] In order to avoid the economic barriers presented by traditional print and on-line media to the comprehensive posting of employment opportunities, some employers have established employer-owned Internet sites wherein they list some or all of their employment positions. Such sites, to the extent that the employer has listed all of its employment positions, can provide a prospective employee with a comprehensive view of opportunities with that employer, but not with any other employer. Therefore, while employer-owned sites avoid the economic barriers of classified advertising, they do so at another cost – the loss of broad exposure to the available pool of prospective employees, most of whom are unaware of the employer-owned sites.

[00029] While the Internet theoretically allows an unlimited number of prospective employees to visit an employer's web site to view potentially all of such employer's positions at little or no cost to the employer, that benefit is accomplished via the transfer of economic burden to the prospective employee who must search countless employer sites hoping for a comprehensive view of employment opportunities. Some people have attempted to reduce the cost-transfer defect of employer-owned sites by creating "collector" sites that electronically link to various employers' separate sites. Such collector sites are mere conduits that may attract incremental attention from prospective employees, but do little, if anything, to ultimately eliminate the economic burden that is shifted to prospective employees. This is because the employers continue to post their employment positions to their separate sites. Under such collector systems, the prospective employee must still periodically visit each site in order to acquire a comprehensive up-to-date view of the market place of employment opportunities. That burden imposes substantial economic costs on the prospective employee due to the significant time inefficiencies entailed.

[00030] Accordingly, a system is needed that does not have the limitations of existing systems, and that encourages the participation of all employers and all talent in an economically efficient, on-going process of optimizing the use of available skills.

SUMMARY OF THE INVENTION

[00031] Systems, methods, distributed networks, and computer-readable media are provided that relate to employment services. Background information associated with talent-capability attributes is received from talent in a structured format. Job description information is received from employers in a structured format. Prospective matches are identified between employers and talent, and employers and talent are given an opportunity to mutually consent to the exchange of talent contact information. In one embodiment, after such mutual consent has been granted, a financial transaction is consummated wherein the employer pays a fee to the career site operator.

[00032] In one embodiment, skills descriptions are received from talent. In one embodiment, mutual consent is indicated by a request for an interview and an acceptance of a request for an interview. In one embodiment, follow up surveys to employers and talent are used to provide feedback to career site participants.

[00033] In one embodiment, employers provide information regarding multiple divisions, including geographical and access scope information.

[00034] In one embodiment affiliate marketing arrangements are utilized to promote use of the career site. In another embodiment, wholesale marketing techniques are employed. In yet another embodiment, a multi-level retail marketing system is applied to develop employer participation in the career site.

BRIEF DESCRIPTION OF THE DRAWINGS

[00035] These and other inventive features, advantages, and objects will appear from the following Detailed Description when considered in connection with the accompanying drawings in which similar reference characters denote similar elements throughout the several views, and wherein:

[00036] Fig. 1 shows a schematic block diagram of a network in which information systems consistent with the present invention may be practiced;

[00037] Fig. 2 is a schematic block diagram representing interrelationships between databases consistent with the present invention;

[00038] Fig. 3 is a flow diagram representing an unauthenticated user or interacting with a career site consistent with the present invention, and a talent interacting with a career site consistent with the present invention;

[00039] Fig. 4 is a flow diagram representing a process whereby talent searches for and selects jobs and whereby it is determined if talent has the minimum qualifications established and required by the employers for the job(s) that talent has selected, the processes being performed in connection with talent interacting with a career site in operating in a manner consistent with the present invention;

[00040] Fig. 5A is a flow diagram representing a series of talent-initiated processes for gathering governmentally regulated information about a talent in a manner consistent with the present invention;

[00041] Fig. 5B is a flow diagram representing a series of employer-initiated processes for gathering governmentally regulated information about a talent in a manner consistent with the present invention;

[00042] Fig. 6A is a flow diagram representing a talent-initiated process for collecting information pertaining to protected classes of employees, the process being performed in connection with talent interacting with a career site consistent with the present invention;

[00043] Fig. 6B is a flow diagram representing an employer-initiated process for collecting information pertaining to protected classes of employees, the process being performed in connection with talent interacting with a career site consistent with the present invention;

[00044] Fig. 7A is a flow diagram representing a talent-initiated process for determining the eligibility of talent to be employed in certain jobs requiring U.S. citizenship, the process being performed in connection with talent interacting with a career site consistent with the present invention;

[00045] Fig. 7B is a flow diagram representing an employer-initiated process for determining the eligibility of talent to be employed in certain jobs requiring U.S. citizenship, the process being performed in connection with talent interacting with a career site consistent with the present invention;

[00046] Fig 8 is a flow diagram representing a process performed in connection with an unauthenticated user interacting with a career site consistent with the present invention, and an employer interacting with a career site consistent with the present invention;

[00047] Fig. 9 is a flow diagram representing a series of processes performed in connection with an employer interacting with a career site consistent with the present invention;

[00048] Fig. 10 is a flow diagram representing an employer-initiated process whereby an employer searches for and selects talent profiles for the purpose of establishing talent interest in the employer's employment opportunity using a career site in operated in a manner consistent with the present invention;

[00049] Fig. 11 is a flow diagram representing an employer-initiated process for determining whether talent is interested in the employer's employment opportunity in a manner consistent with the present invention;

[00050] Fig. 12 is a flow diagram representing the purchase of talent contact information by an employer in a manner consistent with the present invention;

[00051] Fig. 13 is a flow diagram representing the payment of referral fees and commissions for a career site operated in a manner consistent with the present invention;

[00052] Fig. 14 is a flow diagram representing a procedure whereby additional information about talents' and employers' employment decisions is gathered subsequent to the release of talent contact information to a prospective employer in a manner consistent with the present invention;

[00053] Fig. 15 is a schematic block diagram representing the relationship of trade associations to talent, employers and a career site in a system consistent with one embodiment of the present invention;

[00054] Fig. 16 is schematic a block diagram representing the relationship of educational institutions, professional associations, and labor unions to talent, employers and a career site in a system consistent with another embodiment of the present invention;

[00055] Fig. 17 is a schematic block diagram representing the relationship of wholesalers to trade associations, professional associations, educational institutions, labor unions, employers, talent, and a career site in a system consistent with yet another embodiment of the present invention; and

[00056] Fig. 18 is a flow diagram representing the relationship of multiple levels of retailers with a career site in a system consistent with a further embodiment of the present invention.

DETAILED DESCRIPTION OF THE INVENTION

[00057] As required, detailed embodiments of the present invention are disclosed herein; however, it is to be understood that the disclosed embodiments are merely exemplary of the invention, which may be embodied in various forms. Therefore, specific structural and functional details disclosed herein are not to be interpreted as limiting, but merely as a basis for the claims and as a representative basis for teaching one skilled in the art to variously employ the present invention in virtually any appropriately detailed structure.

[00058] Referring to the drawings in greater detail, Fig. 1 shows a block diagram of an embodiment of a network in which information systems consistent with the present invention are practiced. Computers 110 represent client computers that are used by talent, employer-users, and other users and administrators of career systems consistent with the present invention. Client computers 110 are of any type of data processing system capable of interacting with a network based application, including conventional personal computer (“PC”) type computer systems that are available from companies such as Hewlett-Packard Company and Dell Computer Corporation, employing an operating system such as, for example, the Linux operating system (which is available from companies such as Red Hat, Inc.) or the Windows operating system (which is available from the Microsoft Corporation). Alternatively, computers 110 utilize a UNIX platform such as those available from Sun Microsystems and Silicon Graphics Inc. or the type of computer sold under the trademark Macintosh™ by Apple Computer Corporation.

[00059] In alternative embodiments client computers 110 may also be implemented using other types of computing platforms including thin clients, such as, for example, network computers or using personal digital assistants (“PDA”), such as, for example, the iPAQ™ from Compaq Computer Corporation, or the Palm Pilot™ from Palm, Inc.

[00060] Network 120 represents a network, such as, for example, the Internet, which is an interconnected network of other networks, including local area networks (“LANs”), wide area

networks, (“WANs”), wireless networks, the public services telephone network (“PSTN”) or any other network capable of transmitting and receiving digital information.

[00061] Through the network 120, client computers 110 may interact with network applications such as career site application 140. In one embodiment, the career site application 140 comprises a web server 150 such as, the Apache web server available from the Apache Software Foundation, or the Internet Information Server (“IIS”) available from the Microsoft Corporation. In one embodiment, web server 150 provides application specific information to client computers 110 based on information associated with a database server 170. Application information is structured based on business logic contained in an application server 160. E-mail server 142 operates in connection with the web server 150 to facilitate sending and receiving of E-mail messages. Alternatively, each of the E-mail server 142, the web server 150, the application server 160, and the database server 170 may be implemented in various ways, including as three separate processes running on three separate server computer systems, as processes or threads running on a single computer system, as processes running in virtual machines, and as multiple distributed processes running on multiple computer systems distributed throughout a network. In one embodiment, multiple servers corresponding to the E-mail server 142, the web server 150, the application server 160, and the database server 170 are used. In this embodiment, conventional load balancing techniques are employed to balance network load between the multiple servers.

[00062] In one embodiment, application server 160 is a ColdFusion™ application server available from Macromedia, Inc. In this embodiment, when one of client computers 110 requests a web page from web server 150, a request is transmitted through web server 150 to application server 160, where the request is processed and data requested from database server 170 as necessary. Upon processing of the request a response is prepared and returned to one of client computers 110 via web server 150.

[00063] Computer systems such as web server 150 and application server 160 include memories in which information resides. These memories may be either non-volatile, as in the case

of flash electrically erasable programmable read only memory, or volatile as in the case of random access memory.

I. CAREER SITE OVERVIEW

[00064] In one embodiment a career site is provided in connection with a web site running on a web server such as web server 150 of Fig. 1. Users wishing to search jobs or talent profiles on the career site do not have to register to gain access to a subset of features on the career site. In one embodiment, when a career site is operated as a business, a fee is generated when an employer elects to purchase contact information corresponding to a talent profile. Consistent with the invention, there is no risk to an employer by listing its jobs on the site because, unlike a typical classified ad, there is no fee associated with listing jobs on the career site. Further, a participating employer pays nothing until it identifies talent having an appropriate set of skills and experience, and the talent has expressed interest in the employer.

[00065] In one embodiment, the amount of the fee paid by an employer to the career site before obtaining contact information is related to the educational level of a particular talent. In this embodiment, the structured system of recording educational levels in the talent profile is used in connection with accounting aspects of the career site. For example, in one embodiment, the charge for talent contact info is mapped to the highest education level as follows: (i) GED costs \$30; (ii) high school costs \$40; (iii) vocational educational training costs \$50; (iv) associate's degree costs \$50; (v) bachelor's degree costs \$65; (vi) master's degree costs \$80; and (vii) doctorate costs \$100. In another embodiment, a flat fee, such as, for example \$50 is charged for all talent contact information regardless of education level or required compensation. In another embodiment, the price of contact information is related to the maximum offered compensation of the employer and is independent of educational level. In yet another embodiment a combination of factors is used in determining the cost of contact information, including for example, education level and the intersection of required and offered compensation.

[00066] Any employer that wishes to add job descriptions to the job database may do so without incurring any costs payable to the career site operator for such additions to the job database. In one embodiment, an employer that requires the assistance of the career site operator in entering its jobs in the career site databases may be required to pay fees for such assistance, but an employer's use of such assistance is at the employer's discretion. Consequently, the ability to avoid the economic barriers represented by the existing models of searching for prospective employees removes the disincentive to posting all of an employer's jobs that is found in classified advertising based systems.

[00067] Since employers may comprehensively post any number of jobs for free, the career site may be considered a continuous recruiting system. As a result, employers may efficiently, effectively, and at low cost optimize the pool of skills represented by their personnel. And the resulting comprehensive listing of jobs, encourages talent to post and maintain, throughout their career life, a talent profile that enumerates and describes talent's specific skills and qualifications in order to match as often as possible the skills defined by employers in any number of job listings. Because talent profiles are exposed on a continuous basis to comprehensive listings of jobs by a potentially comprehensive pool of employers, the career site may be considered a continuous employment search and continuous career enhancing system.

[00068] The arbitrary user of the invention may search job listings and talent profiles for free. While it is common for job seekers to be able to search advertised jobs of multiple employers for free on various commercial media, and to be able to search jobs of individual employers for free on separate employer-owned on-line sites, nowhere may job seekers search a comprehensive database of freely-listed employment opportunities that is unimpeded by the transaction cost of advertising. And employers that want to search résumés face even more hurdles. In the case of print media, résumés cannot be searched; in the case of current on-line systems, résumé searches are typically subject to subscription and other fees. Accordingly, there is a need in the art for practical and inexpensive ways for employers to search for résumés.

[00069] Consistent with the present invention, talent profile searches yield results that do not include either the talent's contact information or the name of talent's current employer. Therefore, applicants need not be concerned that their information is available to be searched. Additionally, since one of the fields in a talent profile allows an applicant-user to specify that he or she is currently content with his or her position, talent need not be concerned that posting a talent profile may place talent's current employment at risk in the unlikely event that the talent's current employer may happen upon talent's profile and recognize it. In one embodiment, talent profiles are always active. In another embodiment, talent profiles are always active unless rendered inactive for failure to respond to requests for interviews.

[00070] In an alternative embodiment, a talent is provided an opportunity to disable his or her talent profile. In this embodiment, if a particular talent profile is disabled the talent résumé will not be provided to employers, and the talent will not receive messages regarding requests for interviews.

[00071] When an employer is seeking talent and searches the talent database for a person with a predetermined level of training, skills, and experience, and finds one or more suitable talent profiles, the employer becomes the initiating party to the ensuing transactions. When a talent is seeking employment and searches the database for a desirable employment position, the talent becomes the initiating party to the ensuing transactions.

[00072] Next the system compares the parameters of the talent profile and the job listing involved in the initiating party's inquiry, including comparing the minimum required compensation of the talent with the maximum provided compensation of the job position. If the parameters do not match or overlap, the initiating party is told that the parameters (for example compensation requirements) do not match. The initiating party may then be offered an opportunity to change parameters and to try the comparison again.

[00073] In one embodiment, if talent-initiator attempts to apply for a job listing having a minimum compensation expectation that exceeds the employers maximum, a message is sent to

the applicant stating that “Your minimum compensation expectation exceeds the employer’s maximum, and, therefore, we have not forwarded your profile to the employer. Would you like to change your compensation expectation?” In this way, for example, if talent discovers that his or her expectations are not matched with the current set of posted jobs the talent has an opportunity to adjust compensation requirements. Similarly, an employer-initiator may become interested in a talent profile exhibiting a particular set of training, experience, and skills, but the minimum compensation expected by the talent may exceed the maximum compensation that the employer has defined for the job it seeks to fill. In such a circumstance a message is sent to the employer informing it of that fact, whereupon the employer may decide to increase the maximum salary range or to make a new inquiry pertaining to a different talent.

[00074] In one embodiment, if a talent is notified that his or her minimum required compensation is too high and declines to lower his or her minimum, the corresponding employer is notified that talent are considering the employer’s job descriptions and electing not to lower their minimum requirements. In this way, employers are provided an opportunity to raise the maximum compensation, even in situations in which a talent is the initiating party.

[00075] In an employer initiated process, when an employer declines to increase its maximum compensation in response to a message that it is too low for talents’ minimum requirements, the employer-identified talent are notified of the failed match and that an anonymous employer has declined to increase maximum compensation. Then, talent is provided an opportunity to lower their minimum requirements. In this way, an initial, anonymous salary negotiation can take place to facilitate employer and talent matching.

[00076] Mutual interest is the basis for facilitating the exchange of contact information between talent and an employer. Once an internal matching has occurred in response to an action by an initiating party, the non-initiating party must consent before the release of talent’s contact information.

[00077] When a talent is the initiating party, the talent, by initiating the process, grants his or her consent to provide contact information in the event that the employer wishes to purchase the talent's complete talent profile. If the employer expresses interest in pursuing the recruiting opportunity, the transaction is completed, each party is notified, the talent's contact information is transmitted to the employer, and the employer contacts the talent. In one embodiment, an employer that declines a talent-initiated employment inquiry is presented with a survey requesting reasons why the employer declined. Reasons may include, for example, talent's lack of experience. Responsive e-mails or other communications are then presented to the talent about why the employer declined the talent's inquiry. In one embodiment, if the employer does not respond to the initial inquiry or to the subsequent survey, the talent is informed, "The employer corresponding to the job that you selected declined to pursue your inquiry. No reason was stated."

[00078] When an employer is the initiating party, the employer indicates its consent to purchasing the complete talent profile in the event that the talent is interested in the employer's employment opportunity. If the talent is interested in pursuing the employment opportunity, the transaction is completed, each party is notified, the talent's contact information is transmitted to the employer, and the employer contacts the talent. In one embodiment, a talent that declines interest in an employer-initiated employment opportunity is presented with a survey requesting reasons why the talent declined the employment opportunity. Reasons may include, for example, geographic location. Responsive e-mails or other communications are then presented to the employer about why the talent was not interested in the employer's employment opportunity. In one embodiment, if the talent does not respond to the initial inquiry or to the subsequent survey, the employer is informed, "The talent that you selected declined your employment opportunity. No reason was stated."

[00079] Feedback is useful for several reasons. For example, it allows talent to develop a realistic understanding of the types of skills and qualifications for which employers are looking and the compensation and benefits that employers are willing to provide; allows employers to assess the adequacy of their compensation packages and other aspects of their employment of their

employment environment; and removes or reduces the uncertainty associated with rejection by the non-initiating party, or that may accompany waiting for a response from the non-initiating party when it is unclear whether the lack of a response indicates a delay in processing or a rejection.

[00080] Transmission of contact information may be carried out in various ways, including presenting the information via an authenticated web page, electronic mail, facsimile, or any other convenient medium for communicating contact information.

[00081] Job listings that are presented by employers are different from classified ads. In one embodiment, job listings are similar to the employers' internal human resources job descriptions.

[00082] Although job information may be entered manually, one embodiment consistent with the present invention allows electronic exchange of such information from separately maintained human resource databases directly into career site databases. This process is facilitated and optimized by the structured nature of the career site databases.

[00083] In one embodiment, the career site receives precise talent profile information including a uniformly described college degree, with major and minor degree programs. In one embodiment, employer job listings are associated with a database of more than 31,000 occupations. In one embodiment, the occupations database includes information that can be obtained from the U.S. Department of Labor at <http://www.oalj.dol.gov/libdot.htm>.

[00084] In one embodiment, some of the talent profile information, for example, talent's current employer or current compensation is not disclosed to employers unless they purchase a complete talent profile. In one embodiment, talent profile information may include information that may be disclosed to employers only under special circumstances. For example, citizenship information may be optionally collected from a talent, so that if the talent wishes to apply for a position requiring a particular citizenship status, he or she will be able to automatically provide that information. In many cases, however, it is inappropriate for an employer to consider citizenship in its hiring decisions, because such consideration may lead to discrimination on the

basis of national origin. Accordingly, a career site, consistent with the present invention will provide citizenship information only in circumstances in which it would be appropriate for an employer to consider the information.

[00085] Similarly, Federal Law and Executive Order require certain employers to collect and analyze race and gender information of all applicants to ensure that impermissible discrimination is not taking place. Accordingly, career sites consistent with the present invention have the ability to optionally collect information from talent regarding race and gender information. In one embodiment, race and gender information is provided to the employer at the time the employer makes the hiring decision, but the employer agrees not to use the information to unlawfully discriminate in any way. Furthermore, after hiring decisions are made, and on a predetermined interval, such as, quarterly, race and gender information on an individual basis is provided to the employer for a fee. In this way, employers may inexpensively comply with legal requirements, have adequate information to prevent discrimination, and document that non-discriminatory practices are in fact compliant.

[00086] In one embodiment, the career site inquires about a talent's licenses and certificates, such as for example, Licensed Practical Nurse, or Certified Public Accountant. In another embodiment, the career site asks about professional accomplishments. In a further embodiment, the career site asks about a talent's English and foreign language skills. In an additional embodiment, the career site asks about a talent's professional associations. In another embodiment, the career site asks about the educational institution(s) attended by the talent, and the talent's field(s) of study, including specialties such as medical specialties. In a further embodiment, a talent is asked to classify his or her current and past employment history according to the North American Industry Classification System ("NAICS") and the Dictionary of Occupational Titles ("DOT"). These detailed questions provide a better understanding of a talent's experience than merely asking about what an applicant did in his or her prior positions. Further, the system allows input of educational and professional awards, professional recognitions, and honors that talent has received.

[00087] Additionally, in yet another embodiment, the career site is designed to receive skills information from a talent. By allowing a talent to describe skills organized in a structured manner, a talent has the ability to manage and to achieve optimal future employment by comprehensively collecting data on his or her marketable attributes. Further, the skills information provided by a talent is in a format that distinguishes itself from mere conclusory statements of skill, such as, for example, “highly skilled in Russian language.” Instead, the talent is asked to (i) identify a skill among various skills set forth by the DOT that constitute analytical, communications, and mechanical skills; (ii) explain how the skill was acquired; and (iii) explain how the skill helped the talent perform his or her employment duties in a better fashion. By describing skills as identified above, it is clear how the person has acquired and utilized the particular skill, which allows an optimal evaluation of talent.

[00088] Methods, systems, and distributed networks consistent with the present invention provide a powerful cumulative database management system for talent and employers alike. For talent it is a cumulative skills management system that a talent can maintain over the talent’s lifetime and that can be used to cumulatively describe: (i) educational programs, including educational institutions, levels of education, fields of study, and specialty fields of study; (ii) employment positions, including employer names and prior job descriptions that are cross-indexed to the NAICS, and the DOT; (iii) licenses and certifications; (iv) languages; (v) analytical skills that are cross-indexed to the DOT; (vi) communications skills that are cross-indexed to the DOT; (vii) mechanical skills that are cross-indexed to the DOT; (viii) professional affiliations; (ix) professional references by employment position; (x) professional accomplishments; (xi) personal references; (xii) personal accomplishments; and (xiii) other relevant cumulative items associated with the constantly evolving attributes associated with a person’s actual experiences.

[00089] For employers, the management system is a cumulative human resources recruiting and management system that enables management of: (i) employer-account users corresponding to various employer human resources recruiting and management functions; (ii) the recruiting needs of divisions or business units within the enterprise; (iii) the recruiting needs of

employment positions, cross-indexed to the DOT, including current open positions, and if desired all employment positions within the company; (vi) recruiting pay scales; (vii) benefits programs; (viii) self-identification and reporting requirements of race and gender of applicants to document effective non-discrimination policies of the employer; (ix) reporting of the self-identification data if required by regulators; (x) jobs requiring U.S. citizenship; (xi) the number of filled and unfilled employment positions; (xii) the skills required for each employment position; and (xiii) other human resources recruiting and management functions.

[00090] Because a talent classifies each of his or her employers by industry and dates of employment, methods, systems, and distributed networks can be configured to aggregate relevant portions of the talent's work experience in any tier of an industry using NAICS codes that are a part of the industries database consistent with the present invention. Further, because a talent classifies each of his or her employment positions by occupation and dates of employment, the talent's work experience in any tier of occupations can be aggregated using the DOT codes that are a part of occupations databases consistent with the present invention.

[00091] Additionally, by using structured data corresponding to analytical, communications, and mechanical skills that are a component part of the DOT classification system, employers have the ability to search occupational titles other than the particular occupational title associated with a particular employment position for skills similar to those required for the particular employment position. Identifying target skills found in other occupational titles may, optionally, be based on the primary analytical, communication, and mechanical skill required for each occupational title, but may include skills other than the primary skills, and in any combination.

[00092] Because the analytical, communications, and mechanical skills that the career site requests talent to describe correspond to the DOT codes, employers have the ability to search for relevant skills that a talent described in his or her talent profile.

[00093] In one embodiment, employers may search based on a closest metropolitan area. According to this embodiment, a search will match talent residing outside of a particular metropolitan area if the talent's location is nevertheless closer, in terms of cost, distance, or time, to the selected metropolitan area than to any other metropolitan area. In one embodiment, talent may search for employers based on a closest metropolitan area. In an alternative embodiment, the closest metropolitan area feature is not used in connection with U.S. metropolitan areas but is used in connection with metropolitan areas outside of the U.S.

A. TALENT

[00094] Users may search job listings at no cost without registering with the career site. However, in order to apply for an employment position, a user must have registered as a "talent" and must have posted a talent profile to the career site's talent profile database. In order to post his or her profile to the talent profile database, a talent must (i) select a username and password to prevent unauthorized access to the talent's profile; (ii) provide all required personal information, such as, for example, name, address, phone number, and e-mail address; (iii) provide all required information with respect to at least one school that the talent has attended, such information to include, for example, the name of the school, the talent's graduation status, the talent's level of education, and the talent's primary field of study; and (iv) provide all required information with respect to at least one employment position that the talent has held (or indicate that he or she has never been employed), such information to include, for example, the name of the employer, the dates of employment, the title of the job held, the employer's industry classification according to the NAICS, the occupational classification of the employment position held according to the DOT, a description of the employment position held, and other information relevant to the employment position talent has held. Optionally, talent may enter information describing his or her special skills and abilities such as analytical skills, communications skills, mechanical skills, language skills, licenses and certifications, and professional and personal accomplishments.

[00095] In one embodiment, the talent's identity is not discernable to the arbitrary user of the career site. In another embodiment, digital certificates are employed to prevent unauthorized

access to the talent's profile. Authentication and authorization may be performed for a user account using other methods, including biometrics, smart cards, and tokens.

[00096] After having created a talent profile, a talent may conduct more refined searches of the career site's jobs database, and may apply for jobs on the system.

[00097] In one embodiment, once a talent profile is established, the talent may access a message repository similar to an electronic mail box. The repository contains information about jobs sought and the status of the employers' response to the talent's inquiries. The repository also contains information regarding employer inquiries regarding the talent's profile. In each case, the information is linked to a specific job listing, and provides other information such as the current status of each inquiry, the dates of inquiry, and the response by either the employer or the talent depending upon who initiated the inquiry.

[00098] In another embodiment, potential matches are automatically suggested to talent based on comparisons with job descriptions seeking talent having attributes similar to those provided in the talent profile.

B. EMPLOYERS

[00099] Users may search talent profiles without registering with the career site. However, in one embodiment, in order to obtain any talent contact information, a user must establish an account as an "employer," and must post at least one job listing to the career site's jobs database. To establish an account, the employer must register with the career site. In one embodiment, the individual establishing the account on behalf of the employer is designated as the "account manager." In one embodiment, the identity of the initial account manager is established when an employer account is created. In one embodiment, another individual may be designated as a substitute or replacement account manager. In one embodiment, the identity of account managers is not discernable to the arbitrary user of the career site.

[000100] In one embodiment, a username and password is selected by or provided to the account manager to prevent unauthorized access to an employer's account. In another embodiment, digital certificates are employed. Authentication and authorization may be performed for a user account using other methods, including biometrics, smart cards, and tokens.

[000101] Some employers, especially large enterprises, may wish to allow multiple persons to have access to their account ("account users") to maintain job listings on the career site. Some employers, especially large enterprises, may wish to create multiple divisions of their account to categorize job listings pursuant to the employers' operational divisions. Some employers may wish to allow multiple account users for various divisions, and/or to assign multiple divisions to one or more account users. Accordingly, in one embodiment, the employer-user is asked whether the employer has multiple divisions. If the answer to the multiple divisions question is "No" then all posted jobs for the employer go to a single listing for the employer. If the answer is "Yes" then the employer may designate separate divisions, which correspond to the employer's separate business units, facilities, offices, departments, etc., and which may be separate legal entities such as subsidiaries. In this way an employer more effectively manages its jobs by location, division, or business unit.

[000102] In one embodiment, employer division information is structured in a hierarchical manner, beginning with the parent company, which is the employer in whose name the employer account is established. Each subsequent division is categorized, for example, according to Statements of Financial Accounting Standards No. 141 and 142, as: (i) a subsidiary company, which typically corresponds to legal entities at least partially owned by the parent company; (ii) an operating division, which corresponds to plants, product lines, or other constructs identified by an employer as a "division"; (iii) a reporting unit, which is an employer identified segment of an operating division; and (iv) a department, which is an employer identified, and separately tracked, segment of a reporting unit. Any number of divisions of any category may be associated with an employer account.

[000103] In another embodiment, the employer is asked whether it wants to allow multiple users to have limited access to the employer's account. If the answer is "No," then only the account manager may use the account. If the answer is "Yes," then the account manager may identify multiple account users. In another embodiment, account managers may grant account users access to conduct administrative and recruiting functions for some divisions, and restrict access to other divisions. Further, in one embodiment, employers may grant account users access to conduct administrative and recruiting functions for some job listings, and restrict access to other job listings within the same division. In one embodiment, to accommodate these features, the account manager establishes a username and password for each account user. Ordinarily an employer account manager will have the authority to grant and restrict access to account users.

[000104] Once an employer is authenticated, the employer's account manager may access a message repository similar to an electronic mail box. Account users may access message repositories established for them that correspond to the account users' division and job listing assignments. Such repositories contain information about talent sought and the status of such talents' responses to the employer. The repositories also contain information about talent inquiries regarding the employer's job listings. The talent sought and talent inquiries sections of the repositories contain records having information including: (i) employer division(s); (ii) account user(s); (iii) linked job title(s), which provide a connection to the posted job(s), (iv) linked talent profile identifier(s), which provide a connection to blind or complete talent profile(s); (v) dates of inquiry and response; and (vi) current status.

[000105] In one embodiment, when the employer initially creates or later modifies its employer profile, the system asks the employer to classify itself using an industry classification. When an employer indicates that it has multiple locations, divisions, or business units above, the employer is prompted for an industry classification for each of its sub-entities.

[000106] In one embodiment, the billing contact for the employer defaults to the first account manager of the employer account. However, the default billing contact may provide information about a different billing contact by clicking on a check box. User interfaces other than

the check box may be used to provide instant access to entering an additional billing contact. Billing contacts may be done for the entire enterprise, or assigned on a sub-entity basis.

[000107] In another embodiment, when a job listing is created, the employer is asked to (i) classify the job according to the DOT; (ii) describe the various skills required for the job such as educational level, field of study, specialty, and language skills, etc. using the career site's databases; (iii) provide a narrative description of the job; and (iv) provide other information pertinent to the career site's functionality, such as the maximum compensation that the employer has assigned for the job listing, and any regulatory criteria.

C. DATA CONTROLS

[000108] The career site employs a number of internal controls to insure the integrity of its data. In one embodiment, when a user of the career site inputs a city, the city is checked against a database of geographical information, and if the city is not found, the user is provided with an indication that the city was not present in a comprehensive database of cities. In one embodiment, a city is selected from existing choices by way of a multi-level hierarchical data structure, in which the levels include, for example, country, state or province, county or parish, and city.

[000109] Additionally the data input system is advantageously constructed so that all input data is checked for upper and lower limits, and that all data is otherwise in conformance with the restrictions of the career site's systems. For example, in one embodiment, postal codes preferably include the appropriate number of digits for the applicable country; geographic areas are cross-checked against the comprehensive database; U.S. phone numbers must be ten digits; foreign phone numbers preferably include an indication that they are not domestic, e.g. by starting with a "+" sign for example; names (such as, for example, city, employer, school, and other types of names existing in the career site databases) are checked against existing names in the various databases; industry classifications, occupational classifications, fields of study, languages, and various licenses and certifications learned by the system are checked against existing data; and information pertaining to analytical skills, communications skills, mechanical skills, and

professional and personal accomplishments are collected in a comprehensively structured manner. All of these steps are designed to insure that talent and employers are guided to provide the fullest extent of relevant information, and to insure the uniformity and integrity of data to the fullest extent possible.

[000110] In one embodiment, telephone numbers are received in an unstructured manner, without restriction. In this embodiment, application server 160 determines if an international or domestic number has been entered, based on the number of total digits entered. In this embodiment, special characters (i.e. +) are not stored with the phone number field. Special characters may be removed in various places within career site application 140, e.g. in a browser associated with client computer 110 or in web server 150 or in application server 160.

II. DATABASES

[000111] Fig. 2 is a block diagram representing interrelationships between data sources consistent with the present invention. In one embodiment, a relational database management system (“RDBMS”) may be employed, such as, for example, Oracle9i from Oracle Corporation or SQL Server from Microsoft Corporation. In one embodiment, in connection with an RDBMS, data structures known as tables are used to represent the databases described in connection with the present invention. Data structures other than those used in connection with an RDBMS may be employed. The term database is used herein to merely describe a collection of information.

[000112] In one embodiment, information is intentionally structured to minimize variation between data entries. When allowing members of the public to provide information to a computer system, it is advantageous to maintain data in a consistent format. Accordingly, entries representing the same thing are written in exactly the same way, i.e. “New York City” is always “New York City” and not occasionally “NYC.” This is because, when categorizing and cross-referencing employers and talent based on certain parameters, having an inconsistent data format will cause the employers and talent to be incorrectly categorized.

[000113] Accordingly, it is advantageous to have a comprehensive database of parameters, such as, for example, “fields of study.” In one embodiment, a comprehensive set of fields of study is obtained in advance of operating the career site by examining the degree programs of several representative universities. In one embodiment, additional fields of study may be learned by providing a user with an opportunity to enter a different degree under an “other” category, and then auditing the entered degrees to make sure they are not merely a variation of an existing degree. If the degree is found to be legitimate, it is added to fields of study database 217 preserving data consistency for the next person searching or entering such a field of study. The employers 210, educational institutions 215, geography 216, fields of medical specialties 218, languages 219, hospital departments 221, trade associations 222, professional associations and labor unions 223, and licenses and certifications 224 databases are updated in a similar manner.

[000114] In one embodiment, benefits database 220 is fixed, in that it does not learn new benefits, but may be modified from time-to-time by the career site operator. However, employers may supplement benefits database 220 with special benefits programs they may have devised, which programs may be designated as applicable to all of the employer’s jobs, or limited to specific employer divisions, or limited to specific jobs within specific divisions.

[000115] In this way, data integrity is ensured and variations in data entry style are minimized. Data consistency facilitates matches in searching. In one embodiment, it is not necessary to manually type in a category when searching. If a category is not in a drop down list for searching, the category is not in the database of categories.

[000116] In one embodiment, data integrity is imposed on industries database 213 by providing a multi-level hierarchical industry tree consistent with the NAICS, which is maintained by the U.S. Census Bureau. As the NAICS is modified by the Census Bureau, the classifications in industries database 213 are updated.

[000117] In one embodiment data integrity is imposed on job descriptions in occupations database 214 by providing a multi-level hierarchical job-tree consistent with the DOT, which is

maintained by the U.S. Department of Labor. Levels may include, for example, industry classification, occupational category, occupational division, occupational group, and job title. Such a database may be constructed using a relational database model or other types of database models including multi-dimensional database models. As the DOT is modified by the Department of Labor, the classifications in occupations database 214 are updated.

[000118] In one embodiment, industries database 213 and occupations database 214 are associated with each other.

A. Industries Database

[000119] NAICS, the North American Industry Classification System, is a system for classifying businesses by industry. NAICS is a classification system that is constructed based on economic principles. In NAICS, economic units that use like processes to produce goods or services are grouped together. NAICS is a replacement for the Standard Industrial Classification (“SIC”), which had been used in various versions since the 1930s. NAICS is a six-digit system that provides for increased flexibility over the old SIC codes.

[000120] Consistent with the present invention, coded, labeled, and described industry and sub-industry entries are structured into five tiers. For example, code 488111 is for “Air Traffic Control” and is a 4th subpart of the Transportation and Warehousing industry. For example:

Transportation and Warehousing

Support Activities for Transportation

Support Activities for Air Transportation

Airport Operations

Air Traffic Control

[000121] In one embodiment, industries database 213 is searchable by each of 5 tiers. In one embodiment, each entry in the coded, labeled, and described industry listings, within industries database 213, is accompanied by an English language description of the entry that talent and/or employers may access for additional consideration of the classification choice they make. Talent are asked to classify each employment position they have held by the employer's industry. Employers are asked to classify themselves as a whole (for example, "conglomerate"), and to classify each division that they may set up in the career site system. Divisions may have a different classification than the employer as a whole.

[000122] In one embodiment, industries database 213 is intended to allow a precise classification of the industry or industries in which a particular talent has worked and the industry in which an employer's particular job listing participates. The precise classifications facilitate highly refined searches by talent for jobs and by employers for talent, which searches can be done by any industry tier in industry database 213.

[000123] In one embodiment, industries database 213 will be updated to correspond with updates to NAICS. Industries database 213 searches may be carried out in combination with searches performed on other databases, such as, for example, those represented in Fig. 2.

[000124] In one embodiment, the number of years of experience that talent has in a particular industry tier is calculated by the career site operator to facilitate matching the industry experience offered by the talent to the industry experience required by employers. In one embodiment, industries database 213 is updated as the NAICS is updated from time-to-time by the U.S. Census Bureau. Industries database 213 may be searched in combination with any other databases of the career site, such as, for example those represented in Fig. 2.

B. Occupations Database

[000125] In one embodiment, occupation database 214 uses information from the Dictionary of Occupational Titles - Fourth Edition, Revised 1991, published by the U.S. Department of Labor. DOT is a system for classifying jobs and the skills required for each job. Occupations database 214 includes over 31,000 separately identified occupations or “occupational titles” that are assigned to successively broader groups. In one embodiment, the structure of occupations database 214 consists of coded, labeled, and described occupational and sub-occupational entries consisting of 4 tiers, including:

Occupational Category

Occupational Division

Occupational Group

Occupational Title

[000126] For example, the occupation of Artificial-Breeding Technician is the Occupational Title of the following Category, Division, and Group:

Agricultural, Fishery and Forestry Occupations

Animal Farming

Animal Services

Artificial-Breeding Technician

[000127] Each occupational title is matched to a three-part combination of coded, labeled, and described primary job skills associated therewith. Skill categories include:

[000128] 1. Data and Analytical Skills

[000129] 2. Communications and People Skills

[000130] 3. Mechanical Skills

[000131] The three categories of skills are further broken down into subparts for which there are corresponding codes. The subparts include:

Data and Analytical Skills

[000132] Synthesizing

[000133] Coordinating

[000134] Analyzing

[000135] Compiling

[000136] Computing

[000137] Copying

[000138] Comparing

Communications and People Skills

[000139] Mentoring

[000140] Negotiating

- [000141] Instructing
- [000142] Supervising
- [000143] Diverting
- [000144] Persuading
- [000145] Speaking - Signaling
- [000146] Serving
- [000147] Taking Instructions – Helping

Mechanical Skills

- [000148] Setting Up
- [000149] Precision Working
- [000150] Operating - Controlling
- [000151] Driving - Operating
- [000152] Manipulating
- [000153] Tending
- [000154] Feeding - Offbearing
- [000155] Handling

[000156] In a systematic manner, talent is asked to describe their skills in each subcategory of data/analytical, communications/people, and mechanical skills. In addition, each occupational title is assigned to a particular industry. For example, the occupational title of Artificial-Breeding Technician is assigned to the Agriculture industry. In one embodiment, occupations database 214 includes a written description or definition of occupational titles that talent and/or employers may access for additional consideration of the classification choice they make.

[000157] A talent is asked to classify each employment position they have held by occupational title, when the employment position is added to his or her talent profile. Employers are asked to classify each job listing they post to the career site by occupational title. Occupations database 214 allows precise classification of talent's current or past employment positions and a precise classification of each employer's individual job listings.

[000158] Talent may use occupations database 214 to search for jobs in any occupational category, division, group, or title. Employers may use occupations database 214 to search for talent that have worked in any occupational category, division, group, or title. Employers may also use occupation database 214 to search for talent that has described specific data/analytical, communications/people, and mechanical skills compatible with the employer's requirements and expectations for the job. Occupation database 214 may be searched in combination with any other databases of the career site such as, for example, those represented in Fig. 2.

[000159] In one embodiment, selections from occupations database 214 are presented to talent and employers after a keyword search of the occupational titles. In addition to the occupational titles, the corresponding occupational group and industry are presented to assist talent and employers in the selection of a specific occupational title. The results of the keyword search may be sorted alphabetically by occupational group, title, or industry to assist talent and employers in the selection of a specific Occupational Title. If additional assistance is required for classifying an employment position or job listing, a narrative description may be accessed for each occupational title.

[000160] In one embodiment, the number of years of experience that talent has in any Occupational Category, Division, Group, or Title is calculated by the career site operator to facilitate matching the experience offered by the talent in a particular occupation to the occupational experience required by employers.

C. Hospital Departments Database

[000161] Hospital departments database 221 contains information gathered from hospitals and other sources to prepare a list of functional departments within hospitals. Hospital departments database 221 is used to further classify talent's hospital employment position(s), if any, and an employer hospital's employment positions. This feature is important because, for example, registered nurses may hold many different positions within a hospital. Accordingly, talent and employers may conduct searches based on designated hospital departments. Hospital departments database 221 may be searched in combination with any other databases of the career site, such as, for example, those represented in Fig. 2.

D. Employers Database

[000162] In one embodiment, employers database 210 contains information regarding employers that have provided employer information, and the names of employers provided by talent for whom no employer account has yet been established. Therefore, in one embodiment, talent may add an employer name, location, and industry classification to employers database 210 if said database does not already contain such information. If an employer account is later established, the information provided directly by the employer will be used by the career site operator to replace any information that may have been provided by talent.

[000163] Employers database 210 includes information comprising an employer's (i) name; (ii) address; (iii) phone number; (iv) NAICS code(s), (v) account users and e-mail addresses, and other identifying information, including, for example, a number of divisions or business units of an employer and associations between an employer's account users, divisions, and job listings. In one

embodiment, employers database 210 is updated as each employer establishes or registers an employer account with a particular career system operator.

[000164] In one embodiment, a talent may use the employer name portion of the employers database 210 to identify the employer precisely. Employers may conduct searches for talent based on employers' names in order to identify talent who have worked for a particular employer in the past. This functionality serves as an alternative industry search and may identify talent who misclassified the industry and/or occupational title of their previous employment.

[000165] In one embodiment, logic used in connection with employers database 210 includes a routine to safeguard against employers establishing duplicate employer accounts for a single employer. In this embodiment, when a new employer account is established, it is compared to existing employers using a soundex name comparison and for example a comparison of address and industry codes.

[000166] In one embodiment, talent and unauthenticated users may use employers database 210 to search for jobs listed by particular employers using as broad or as refined a set of criteria as the talent chooses to use. Searches of employers database 210 may be made in combination with any other databases such as, for example, those represented in Fig. 2. Talent may search job listings using any available data field supplied by employers, or by use of key words, except that talent may not search employers database 210 using employers' confidential information, including, for example, the names and addresses of the account manager or account users.

[000167] In one embodiment, personally identifying information regarding persons associated with employers in employers database 210 and maximum compensation allocation may not be viewed by anyone other than the account manager and account users associated with a particular employer, and authorized personnel associated with the career site operator.

E. Talent Profiles

[000168] Talent profiles database 205 contains biographical information about talent that would be useful for an employer or recruiter to determine if the talent has suitable skills, training, and experience to be considered for a particular job. Talent profiles database 205 includes information received from talent. In one embodiment talent information is received and stored in a structured format. The talent information includes information selected by talent from lists of information such as, for example, information contained in industries database 213, fields of study database 217, educational institution database 215, occupations database 214, employers database 210, hospital departments database 221, medical specialties database 218, geography database 216, languages database 219, professional associations and labor unions database 223, trade associations database 222, and licenses and certifications database 224. Talent information may also include other data supplied by talent from their own sources. In one embodiment, personally identifiable information is not available for searching or viewing by anyone other than the particular talent and authorized personnel of the career site provider.

[000169] Employers may use talent profile database 205 to search for talent using as broad or as refined a set of criteria as the particular employer chooses to use. Employers may search talent profiles database 205 using any available data field supplied by talent, or by use of key words, except that employers may not search talent profiles database 205 using talent's confidential information. When an employer searches talent profiles, the employer does not receive certain information designated as confidential, including, for example the talent's name, home address, telephone number, E-mail address, minimum compensation requirements, and current employer's name. Nevertheless, a match would not have occurred between a talent profile and a job listing if there were not overlap between the maximum compensation parameter in the job description and the minimum compensation requirement associated with particular talent. In one embodiment, when an employer purchases talent contact information, the employer is provided with the talent's name, home address, telephone number, E-mail address, and current employer's name but is not provided the talent's minimum compensation requirements.

[000170] In one embodiment, a talent creates his or her profile directly as indicated in block 204. Alternatively, talent profile information may be added to talent profiles database 205 from existing data sources of talent profile information. In either case educational institution referrals 201, professional association referrals 202, and other sources of talent profiles 203 may be used to provide talent profile information.

F. Jobs Database

[000171] Jobs database 211 includes information gathered from employers in a structured format. It includes information provided by employers from industries database 213, field of study database 217, educational institution database 215, occupations database 214, employers database 210, hospital departments database 221, medical specialties database 218, geography database 216, languages database 219, professional associations and labor unions database 223, trade associations database 222, and licenses and certifications database 224. Jobs database 211 may also include other information supplied by employers from independent sources.

[000172] Personally identifiable information such as the names and other information of account managers, billing contacts, account users, and other confidential information such as maximum compensation allowed for a job, may be accessed only by an account manager associated with the employer or by authorized personnel of the career site operator.

[000173] Talent uses jobs database 211 to search for jobs on as broad or as refined a set of criteria as they choose to provide. Talent may search job listings using any available data field supplied by employers, except that talent may not search jobs listings using the confidential and personally identifiable information of employers' account managers, billing contacts, account users, and maximum compensation specified for the particular job listing. Nevertheless, a match would not have occurred between talent and an employer if there were not overlap between the maximum compensation parameter in the job description and the minimum compensation requirement associated with particular talent.

[000174] In one embodiment, employers are encouraged to list every job they have or intend to have. In this embodiment, such listings are maintained indefinitely by the career site operator, and the listings are expanded, contracted, or edited by each employer, either by individual manual entry, or by automatic electronic exchange with an employer's enterprise database application, as the employer's recruiting and operational needs change.

G. Geography Database

[000175] In one embodiment, geography database 216 is used in connection with talent profile database 205, employers database 210, and jobs database 211 to precisely locate talent, employers, and jobs. Geography database 216 may be used to measure the proximity of talent to employers or jobs. In one embodiment, a database of postal codes may be acquired by continued operation of the career system. As users enter the names of their cities, the associated postal codes are stored in a database with an association to a town. If a particular user mistypes or incorrectly specifies a town or a postal code, repeated use will provide an ability to identify the incorrect associations by checking for consistency with other records and other sources, such as databases that are commercially available. Political sub-entities may include entities such as, for example, cities, towns, or villages; counties, or parishes; and states, provinces, or regions.

[000176] In one embodiment, a commercial database containing associations between political sub-entities and postal codes is used directly. In an additional embodiment of the present invention, the association between political sub-entities and postal codes may optionally learn city and postal code associations by aggregate analysis of data that is entered into the system by users.

[000177] Other convenient geographical units exist. For example, the U.S. Census Bureau has provided the public with metropolitan area ("MA") population estimates. These MA population estimates are associated with county and sub-county population estimates, which are based on censuses conducted by the U.S. Census Bureau. MAs are further designated as Metropolitan Statistical Areas ("MSA") or Consolidated Metropolitan Statistical Areas ("CMSA").

Within an MA, a “central city” is designated based on the city with the largest population in each MSA or CMSA.

[000178] MAs include MSAs, CMSAs, and primary metropolitan statistical areas (“PMSA”). An area that qualifies as an MSA and has a population of one million or more may be recognized as a CMSA if separate component areas that demonstrate strong internal, social, and economic ties, including availability of transportation, can be identified within the entire area and local opinion supports the component areas. Component areas, if recognized, are designated PMSAs. If no PMSAs are designated within the area, then the area remains an MSA.

[000179] In one embodiment, a user may conduct a geographical search by county, because some rural counties are not part of an MSA, and accordingly a user, whether applicant or employer will not be excluded from a search on the basis that a particular location is not part of an MSA.

[000180] In this way, methods and systems consistent with the present invention provide optimal geographic choice in searching for jobs and candidates. This is particularly useful for employers that would like to consider persons with close geographical ties to the area in which a particular job is located.

H. Associations Databases

[000181] Trade associations database 222 and professional associations and labor unions database 223 include the vast majority of established trade and professional associations in the world. In one embodiment, there are approximately 7,649 trade and professional associations in trade associations database 222 and professional associations and labor unions database 223. Talent and employers use trade associations database 222 and professional associations and labor unions database 223 to make a precise designation of such organizations with which they associated. Employers use professional associations and labor unions database 223 to refine their searches for certain skills possessed by talent who belong to particular associations.

[000182] In one embodiment of the present invention, commissions may be paid to professional associations that are affiliated with talent who are using the career site, and to trade associations that are affiliated with employers that are using the career site.

I. Fields of Study and Educational Institutions Databases

[000183] When talent provide talent profile information to talent profile database 205, they are asked to provide specific, structured background information, including information about training and experience. To facilitate collection of structured data, fields of study database 217, medical specialties database 218, and educational institution database 215 are provided.

[000184] Fields of study database 217 includes information collected from various representative educational institutions to prepare a list of educational emphasis that is intended to enumerate the vast majority of possible fields of study. In one embodiment, fields of study database 217 identifies narrower fields of study that exist within broader fields. For example, “Pharmacy” may be broken down into the following subparts:

Clinical Sciences

Doctor of Pharmacy

General

Medicinal Chemistry

Pharmaceutical Chemistry

Pharmaceutics

Pharmacy Administrative and Social Sciences

[000185] Talent are asked to designate their field(s) of study by selecting from an enumerated list obtained from a data source, such as, for example fields of study database 217. If fields of study database 217 does not include a talent's particular field of study, then the talent is asked to type in his or her particular degree. The database will be updated as previously unlisted degrees are identified and optionally audited for duplication and correctness.

[000186] Medical specialties database 218 includes information collected from various educational institutions in order to prepare a list of specialties within the various medical fields of study, and is intended to enumerate the vast majority of possible medical specialties. In one embodiment, medical specialties database 218 identifies narrower fields of study that exist within a broader medical field of study. For example, a specialty within the "medical - surgery" field of study might be "hand surgery."

[000187] Field of study database 217 is intended to allow a precise classification of talent's major and minor areas of educational emphasis. Medical specialty database 218 is intended to allow a further refinement of classification with respect to the educational and occupational emphasis of licensed health care providers, such as doctors, nurses, and therapists. It will be apparent to the casual observer that other occupations offer specialization, such as, for example, the legal profession. An embodiment of the present invention is the expansion of the specialty database concept to occupations other than medical occupations.

[000188] Precise classifications facilitate highly refined searches by talent for jobs requiring appropriate education and by employers for talent with particular education.

[000189] Educational institutions database 215 contains information about educational institutions. Educational institution database 215 is intended to include the vast majority of all colleges, universities, and vocational schools in the world. Based on the enumerated list, talent are asked to precisely designate the schools of higher education they have attended. If educational

institution database 215 does not include the school from which a talent graduated or attended, the talent is asked to provide the name of the school.

[000190] Employers may use the educational institution database 215 information to search for talent who graduated or attended specific institutions. In one embodiment, educational institution database 215 will be updated as new schools are identified by talent or employers, or as colleges, universities, or vocational schools establish accounts with the career services provider consistent with the present invention.

J. Languages Database

[000191] When talent provide talent profile information to talent profiles database 205, they are asked to identify their language skills. To facilitate collection of this information in a structured manner, languages database 219 is provided. Languages database 219 is intended to enumerate the vast majority of the world's languages. In one embodiment, languages database 219 will be updated as additional languages are identified by talent, employers, or other sources available to the career site.

K. Benefits Database

[000192] In one embodiment, benefits database 220 is associated with employers and job descriptions. The benefits database includes a standardized listing of benefits that may be associated with a particular employer or job. Some examples of standard benefits include incentive pay, health insurance, including an identification of health care providers, 401-K, dental insurance, continuing education, signing bonus, pension, on-site daycare, flex-time, free parking, relocation, paid vacation, and differential shift pay. Because benefits information is recorded and stored in this way, it becomes searchable by talent. In one embodiment, when talent searches for jobs, icons are displayed that represent the particular standardized benefits that the employer offers with the particular job. The benefits database may, at the option of each employer, also include benefits that are unique to the employer.

IV. SEARCHES FOR TALENT AND JOBS

[000193] Searches of an arbitrary career site databases may be conducted in conjunction with any or all of the other career site databases. These criteria may be used in connection with self-searches (whereby the user conducts a search at his or her prompting), and with automatic searches (whereby the user specifies at least one set of search parameters that are saved by the career site operator in order to conduct periodic searches) of the career site to facilitate matching talent with the type of position talent is seeking.

[000194] In one embodiment, a talent is asked to identify every country in which he or she may lawfully work. Such information facilitates searches conducted by employers. In one embodiment, employers and talent have the ability to conduct either or both of “domestic” and “foreign” searches. For employers, a domestic search identifies the talent profiles of talent who live in and are lawfully eligible to be employed in a designated country, which may or may not be specified as the U.S. Employers may also conduct a foreign search to identify the talent profiles of talent who live outside of a designated country, but who are lawfully eligible to work in the designated country, which again may or may not be specified as the U.S.

[000195] In one embodiment, talent may conduct a domestic search to identify jobs located within a designated country, which may or may not be specified as the U.S. For talent, a foreign search identifies jobs located outside of a designated country, which again may or may not be specified as the U.S.

[000196] Searching may be performed by way of search interfaces 206 and 212. Potential search capabilities include both searching jobs database 211 and talent profiles database 205. In one embodiment, the process of searching domestic job descriptions includes selecting a geographical region. In one embodiment an applicant may search for jobs by any available geographic designation, which includes country; state, province, region or similar designation; county, parish, township or similar designation; city, town, village, or similar designation; zip or postal code.

[000197] In one embodiment, a user of the site may search for talent profiles or jobs that are aggregated within a designated geographic area. If some or all of the designated area encompasses an MSA, then two levels of results are presented. The first level presents the results that are within the designated geographic area; the second level presents the results that are within the corresponding MSA and, if applicable, CMSA.

[000198] In one embodiment, the user of the site may broaden or narrow the search. For instance, the user may broaden his or her search from a designated city or MSA within a state to the entire state. Or the user may narrow from a CMSA, such as, for example, the Baltimore/Washington CMSA, to a PMSA or a component of a PMSA, such as, for example, limiting the search to the District of Columbia or to a specific zip code. A search may be broadened or narrowed to any of the available geographical divisions in geography database 216.

[000199] In one embodiment, geography database 216 includes searchable listings of every country in the world, and each country's states, provinces, or other political subdivision, cities, and postal codes gathered as part of the data collection in connection with talent profiles database 205, employers database 210, and jobs database 211. In one embodiment, for countries other than the U.S., employers and talent are asked to select from a list or directly provide a metropolitan area, or fractional portion thereof, closest to their place of residence. If a city is not listed, then it is not in the database, and the closest metropolitan area should be selected.

[000200] In one embodiment, employers directly create accounts as shown in connection with block 209. Additionally, trade associations 207 and other sources yielding employers 208 may be used to refer employers to the career site and to provide information to employers database 209. Alternatively, employer data sources may provide employer data directly, such as, for example in the case of a trade association providing employer information about its employer members.

[000201] In one embodiment of the present invention, the results of talent-initiated searches for jobs are presented to the talent ranked by the maximum compensation offered by the employer

for the particular job; the job offering the highest compensation is listed first and the job offering the lowest compensation is listed last. Nevertheless, the actual compensation ranges specified by employers are not disclosed to anyone. In one embodiment, the results of employer-initiated searches for talent are presented to employers on a scoring system (discussed later in this patent application) consistent with this invention; the talent profile evidencing the most favorable score is listed first and the talent profile with the least favorable score is listed last. Nevertheless, the score calculated by the career site operator is not disclosed to anyone, and is merely used to determine the order of presentation.

[000202] At the election of the user, one or more search parameters devised by the user will be saved by the career site operator for such user's future use within the career site. At the election of the user, the results of searches conducted by the user will be saved for such user's future use within the career site.

V. TALENT-INITIATED PROCESSES

[000203] Fig. 3 is a flow diagram representing a process performed in connection with an unauthenticated user and a talent (i.e. a user that has registered as a talent) interacting with a career site consistent with the present invention. First, an unauthenticated user visits the career site (stage 301). In one embodiment, the career site provides users with access to a web page. A user could alternatively access an application in forms other than a web page, such as, for example, by way of a speech recognition interface. Next, the unauthenticated user visits pages of interest in the application (stage 302). The pages or content of interest may include (a) searching (i) talent profiles, (ii) job listings, (iii) articles; and (b) viewing advertisements, or other content in the career site. The unauthenticated user may search jobs and talent profiles, but may not apply for jobs or purchase talent contact information (stage 303).

[000204] While accessing the site, a first-time user has an ongoing opportunity to register with the site (stage 304). Users must register as either "talent" or "employers." If a user decides not to register and has no more pages or content of interest to him or her, then the session ends

(stage 328). If an authenticated user intends to register as a talent, then he or she continues with the process described in Fig. 3 (stage 304, et seq.). If an authenticated user intends to register as an employer, then he or she continues with the process described at Fig. 8 (stage 804).

[000205] Authentication is the process of identifying an individual, usually based on a username and password or credentials. Other methods of authentication may be employed without departing from the scope of the present invention, including digital certificates, token cards, and biometrics. An authenticated user is a user that has provided adequate credentials to an authentication system, based on a predetermined standard for adequacy of credentials. In connection with the present invention, “predetermined” means to be determined prior to any attempted access.

[000206] In one embodiment, an unauthenticated user of a career site application may access only a subset of the available features of the career site application. Areas to which access is allowed to unauthenticated users in this embodiment include: (i) a home page associated with the career site; (ii) a talent section that provides information to talent about registering with the system and about how to use the system; (iii) an employer section that provides information to employers about registering with the system and how to use the system; (iv) “quick search” of the job description, talent profile, and employer databases; (v) a “storefront” section where the user may learn more about specific employers that are using the career site for recruiting purposes; (vi) an industry news section where users may access news articles pertaining to one or more industries or employers that the talent has identified, and/or in which talent has expressed interest as evidenced by talent’s most recent job search and/or employment application; (vii) a section that describes commercially available reports prepared by the career site operator; (viii) an “affiliate” section that describes the career site’s affiliate marketing programs; (ix) an “about us” section that provides information about the career site operator, including information such as, for example, contact information for the site operator; (x) a privacy statement regarding information that is collected; and (xi) terms of use of the career site.

[000207] In one embodiment, “quick search” is a function designed to search the career site’s databases in a manner that is less specific than the “full search” function, which is capable of searching all data fields in the career site’s databases.

[000208] In one embodiment, an unauthenticated user is not allowed to perform the functions of (i) “full search” function; (ii) create or modify a talent profile; (iii) create or modify an employer account; (iv) create or modify a job listing; (v) apply for a job; (vi) convey an employment opportunity to talent; or (vii) create or modify storefronts.

[000209] In one embodiment, registering with the career site involves choosing to register as either “talent” or as “employer.” The remainder of this section generally pertains only to users who have registered as “talent.”

[000210] Registering as talent involves providing several discrete pieces of information. In this embodiment, required information includes, for example, first name, last name, residence address, e-mail address, telephone number, a unique user-ID and password, birth date, and the answer to one question chosen by the talent from among several questions presented that is used for identification purposes if the talent ever forgets the user-ID or password. The discrete pieces of information required for registration may be expanded or contracted without departing from the scope of the present invention.

[000211] If the user elects to register with the site as talent, the talent will receive a welcome message via e-mail (stage 305). The talent then also has full site access (stage 306, et seq.). Next the talent has an opportunity to complete a talent profile (stage 307). In one embodiment, talent is encouraged to complete a talent profile, because it will increase the likelihood that an employer will be motivated to contact the talent with an employment opportunity. In one embodiment, a talent is encouraged to complete the talent profile, because the talent may not apply for a job listed in the jobs database unless talent’s profile includes the minimum required information.

[000212] In one embodiment, once a talent registers and authenticates with the site, the talent may access a career site message repository that resembles an electronic mail box. The message repository contains information about the positions or job listings for which talent has applied and the status of each such application, including employer name, linked job title, dates of inquiry and response, whether the employer has accepted or declined to proceed, and the reason employer declined. The message repository also contains information about employers' inquiries submitted to the talent, including employer name, linked job title, dates of inquiry and response, and whether the talent has accepted or declined to proceed, and the reason that the talent declined, if applicable.

[000213] Consistent with the present invention, talent profiles are received and stored in the talent profiles database 205 for any talent that wishes to store a talent profile in the system. Even talent who are not currently seeking employment may develop and maintain their talent profiles including an extensive set of skill descriptions. Consequently, talent profiles are continuously available for consideration for new employment opportunities, thus enhancing the talent's ability to optimize his or her career opportunities.

[000214] Talent profiles are made available to the public for searching and browsing without any contact information, and without the talent's current employer's name. Accordingly, a talent's current employment position is not jeopardized. In any event, since the present invention contemplates continuous job search by all talent and continuous recruiting by all employers, it is anticipated that the arbitrary talent will elect to display his or her talent profile continuously. In the event that a talent does not want to continuously display his or her talent profile, then the talent may elect to make his or her entire talent profile "invisible" to others until the talent reverses that election.

[000215] In completing an employment profile, a talent is guided through a detailed, multi-step process during which talent provides information, such as, for example: (i) personal contact information; (ii) educational history; (iii) employment history; (iv) special skills and qualifications; (v) professional affiliations; (vi) optionally, race and gender information for use in programs, such

as, for example, affirmative action programs and (vii) optionally, citizenship information for use in programs, such as, for example, government contracting programs. If a talent chooses not to complete an employment profile, he or she will not have full access to the site and will not be able to apply for jobs until the minimum requirements for a talent profile are satisfied. If the talent elects to complete a talent profile, the results are saved for searching, analytical, and reporting purposes (stage 321). Based on the saved information, a fully disclosed talent profile 322 is available for inspection by the talent, and a limited disclosure talent profile (i.e., one lacking contact information) is available for public inspection (stage 323).

[000216] Fig. 3 also includes a process for already registered talent to “sign in.” First, if the talent is not already signed-in, then he or she must “sign in” using his or her previously selected user-ID and password (stage 324). Next, the talent is presented with all employer-initiated and certain talent-initiated inquiries (e.g., for example, the results of automatic searches) that have occurred since talent’s last visit to the site or another time period determined by the career site operator (stage 325). If any of the listed inquiries require a response from the talent, then he or she must respond to each such inquiry before conducting additional searches or applying for additional employment positions (stage 326), or the session ends (stage 327). After responding to the necessary messages, the talent may access the career site and its databases (stage 308).

[000217] Fig. 4 is a flow diagram representing a process for conducting searches of job listings consistent with the present invention. As indicated in block 400 this process is performed in connection with a process such as the one described in connection with Fig. 3. To search a jobs database as indicated in block 401, a talent may identify a job listing by way of self-search (stage 402) or may specify an automatic search (stage 403). In performing a self-search, talent uses a search form to perform individual, custom searches of the employers database. Automatic searches are conducted on a recurring basis, such as daily, by the career site operator based on the search parameters that the employed has specified for each of its job listings. To conduct a search, whether self-search or automatic search, employers must specify a geographic point of reference

and at least one of several non-geographic search parameters, such as industry, occupation, license, or language.

[000218] In one embodiment, a talent may initiate a search by specifying the search either as a domestic search or as a foreign search as described earlier in this patent application, and by selecting a geographic point of reference such as a country, state, county, city, or zip code. In this embodiment, a talent may indicate his or her selection from a drop-down list of choices corresponding to the level of geographic area of interest to talent. For example, if a talent is interested in searching for any job of a certain type within a country, then the talent will select a country from a predetermined list of countries. In this embodiment, if a talent specifies only a country, e.g. "United States of America" then all jobs in the U.S. that match the talent's other search parameters will be reported in order of highest to lowest maximum compensation specified by each employer. Other methods may be employed to order the presentation of jobs. In one embodiment, the career site operator may limit the number of jobs reported to a maximum number, for example, 25. The number jobs reported to talent by the career site operator may vary from all jobs or a predetermined number. In this embodiment, employers' maximum compensation figures are not disclosed in the ranking, and job descriptions having the same maximum compensation figure are ordered alphabetically by employer name.

[000219] A talent may optionally provide cumulatively more restrictive search parameters by choosing from progressively smaller geographic subdivisions, such as: (i) state, province, or region within a particular country; (ii) county or parish within a particular state, province or region; and (iii) city, town, or village within a particular county or parish. In one embodiment, a preexisting geographical database facilitates collection of structured data by providing the talent with an enumerated list of possible selections for each step. That is to say that if a talent wishes to specify a city, he or she selects a country from the list of possible countries, then selects a state, province, or region from a list of the same from within the selected country, and, finally, selects a city from a list of cities and towns within the selected state, province, or region. Some countries may not have state, provinces, regions, counties, or parishes, or the same may be unknown to the

career site operator, in which event, the talent may select directly from the available list of cities, towns, or villages within the particular country. In one embodiment, a talent may by-pass certain geographical subdivisions such as counties or parishes within U.S. states or within the states, provinces, or regions of other countries, and directly select a city, town, or village within a particular state, province, or region.

[000220] In one embodiment, if a talent elected to search for jobs by postal code, the talent selects a country from a list of countries. Next, the talent provides a postal code corresponding to the selected country, and the talent need identify no other geographic subdivision of the selected country.

[000221] In one embodiment, a predetermined number of jobs will be reported to a talent who selects only search by city or search by zip code. However, in one embodiment, additional search parameters may be provided. In one embodiment, if a talent specifies a geographic subdivision of a country, e.g. the State of Missouri, then all jobs in the specified subdivision that match the talent's other search parameters will be reported. In one embodiment, if a talent specifies a postal code of a country, e.g., 66202 in the U.S., then all jobs in the specified postal code that match the talent's other search parameters will be reported. In either embodiment, the reported jobs may be ranked in order of highest to lowest maximum compensation specified by each employer. However, in one embodiment, the career site operator may limit the number of jobs reported to a maximum number, for example, 25. In this embodiment, employers' maximum compensation figures are not disclosed in the ranking, and job descriptions having the same maximum compensation figure are ordered alphabetically by employer name.

[000222] In one embodiment, at least one of a group of additional optional search steps must be specified. In one embodiment, the group of search steps includes, accessing the career site databases (stage 404), for example: (i) industry search; (ii) occupation search; (iii) education search, including any combination of (a) level of education, (b) field of study, (c) specialty, and (d) educational institution; (iv) employer name search; (v) licenses and certifications keyword search; and (vi) languages search; (vii) analytical skills search; (viii) communications skills search; (ix)

mechanical skills search; (x) hospital department; and (xi) other keyword search. In this embodiment, each additional search step may be specified as cumulative (i.e., A and B) or alternative (i.e., A or B). For example, a talent may formulate a search as follows: all jobs in a particular city requiring a predetermined level of education and a predetermined license. A talent may also formulate a search in the alternative: i.e. all jobs in a particular postal code requiring either a predetermined level of education or a predetermined certification.

[000223] In this embodiment, an optional industry search makes use of an underlying industry database to facilitate collection of structured data. In one embodiment, the industry database contains five tiers of industry specificity. A talent specifies only the first tier of industry specificity, resulting in a broad search. Alternatively, a talent specifies an industry at a more detailed level, resulting in a more focused search. In this embodiment, a talent can also specify a number of years of experience in the specified industry. By providing a number of years of experience, a talent has the ability to filter out those job listings that require more industry experience than the talent specified.

[000224] If a talent elects to provide occupation search parameters, the talent is requested to provide an occupational division. To facilitate a more detailed search, the talent may optionally provide occupational group, or occupational title. In one embodiment, a talent may additionally provide a department, for example, in the case of searching hospital job descriptions. A talent may also search by specialty, for example, in the case of licensed health care professionals. In connection with occupation search parameters, a talent may also specify a number of years of experience in the specified occupational division, group, or title. The number of years of experience may be used to filter out those job listings that require more occupational experience than the talent specified.

[000225] If a talent elects to provide education search parameters, he or she provides an educational level, i.e. general equivalency diploma (“GED”), high school, vocational school, college – associate, college – bachelor, college – master, or college – doctorate. A talent may

further specify a field of study, i.e. “mathematics.” A talent may also further specify a specialty, e.g. a medical specialty of “Plastic Surgery.”

[000226] A talent may also elect to provide a search step that searches job listings by at least one employer name. Additional keyword search steps include searching by at least one license or certification keyword, i.e. “professional engineer” or “certified nurse anesthetist.” Other keyword search steps may be provided, corresponding to which the text of any searchable parameter of a job description will be matched for the purpose of the search.

[000227] In one embodiment, search results are provided in a structured format, in which job descriptions are provided only if they satisfy all of the criteria as set forth in connection with talent-provided job search parameters.

[000228] In one embodiment, for search reporting purposes, job descriptions are separated into two groups: (i) the matching jobs that are located within the specified point of geographic reference, such as a city or postal code; and (ii) the matching jobs that are located within the MSA/PMSA and CMSA that encompasses the selected point of geographic reference. In connection with group (ii), a distance is optionally provided between the location of each job and the talent-specified location in the search.

[000229] In one embodiment, the jobs presented to the talent are ordered in descending order based on the maximum compensation that the employer has defined for the particular job listing. In this embodiment, the employers’ maximum compensation figures are not disclosed in the ranking, and job descriptions having the same maximum compensation figure are ordered alphabetically by employer name.

[000230] In one embodiment, an automatic search is performed based on talent specifications similar to that provided in connection with a self-search. In an automatic search, the career site performs an automatically recurring periodic search against all job listings. In one embodiment, if a talent specifies an automatic search, the system stores a predetermined number of unique automatic searches, such as, for example, 10 (stages 407 and 408), which are used to

automatically search job listings using different parameters. In this embodiment, search results are presented pursuant to each talent-specified search routine in the fashion previously described for self-searches. If, alternatively, a talent identified an employer via a self-search, in one embodiment the system may save only the most recent search (stages 405 and 406). In alternative embodiments, an arbitrary number of self-searches may be stored to facilitate repeating self-searches at later times.

[000231] A talent-initiated match is a match that occurs because of an initial action taken by a talent. When a talent-initiated match occurs, it is because of one of several reasons including: (i) the talent has located a job description through self-search; and/or (ii) the talent has received notice of a match from the career application by way of an automatic search. The talent may save the search results (stages 411 and 412), discard the results (stage 413), process the results as employment inquiries (stage 414), or conduct another search (stage 410). By submitting an employment inquiry, the talent granted permission to the career site to provide his or her contact information to that employer, if the employer is interested in the talent. Employment inquiries are saved and made available in various reports (stages 415 and 416).

[000232] If the talent elects to process the search results as employment inquiries, the next step is to determine whether talent's qualifications and compensation requirements meet the minimum requirements specified by the employer (stage 417). At this stage, the talent's qualifications are compared to the job listing, including non-public aspects of the job description such as for example, maximum compensation value, or the lawful ability to work in a particular country. If the listing employer has identified any qualifications as mandatory, the talent must possess the minimum amount of the corresponding skill in order to be considered for the position. If the talent does not have appropriate experience, education, or other minimum qualification, talent is contemporaneously sent a "not qualified" message, indicating an incompatibility between the job listing and the talent's profile (stage 418). Next, the message is saved and made available in connection with various reports (stages 419 and 420).

[000233] If minimum requirements are not met, the talent decides whether to process an employment inquiry for another job listing (stage 409), or to conduct another search (stage 410). If the talent decides not to conduct another search, the session ends (stage 421). Alternatively, if the talent wishes to conduct another search, the process proceeds back to the search stage (stage 401).

[000234] If the minimum requirements for the selected job listing are met, then processing advances to Fig. 5A, which is a flow diagram representing a series of talent-initiated process for gathering governmentally regulated information about a talent. First, the career site determines whether the employer has requested that talent applying for the particular job provide information pertaining to their race and gender (i.e., Federal Employment Records Information, “FERI”) (stage 501). If the employer requested FERI (stage 501), then processing moves to Fig. 6A.

[000235] Fig. 6A is a flow diagram for obtaining FERI from talent on a voluntary basis. If the talent profile does not already include FERI (stage 601), then the talent is requested to voluntarily supply such information (stage 602). If the talent supplies FERI (stage 603), the employer may not use the information to discriminate in the employment process in any way, and the information is stored for the later use of the employer (stages 609, 610, 611, and 612).

[000236] In order to avoid FERI routine in processing future employment inquiries, the talent may elect to save his or her FERI in his or her talent profile (stages 606 and 607), in which case the FERI generally will not be visible to anyone except the particular talent (stage 608). If the talent elects not to save FERI data it will be discarded (stage 605). However, employers may use FERI in order to favor certain protected classes of talent. Regardless of whether the talent has supplied his or her FERI, the employment inquiry is processed to the next stage (stage 604, returning to stage 502).

[000237] Returning now, to Fig. 5A, if the employer has not requested that talent provide FERI, the employment inquiry is processed to the next stage (stage 503). Here, the career site determines whether the employer has indicated that the job listing selected by the talent is requires

work authorization (stage 503), such as for certain positions and contracts with the U.S. government and its political subdivisions. If the job selected by the talent requires work authorization, then processing moves to Fig. 7A.

[000238] Fig. 7A is a flow diagram illustrating exemplary procedures for obtaining work authorization representations. If the talent profile includes the required work authorization information (stage 701), and if the talent is qualified (stage 702), then the employment inquiry is processed to the next stage (returning to 504 of Fig. 5A). If the talent profile includes the required work authorization information (stage 701), and if the talent is not qualified (stage 702), then the employment inquiry is not processed any further, the talent receives a message that he or she is “not qualified” for the selected job listing (stage 703) and the processing of the employment inquiry ends (stages 713 and 714).

[000239] If the talent profile does not include the required work authorization information (stage 701), then the talent is asked to supply that information (stage 704). If the talent does not supply the required information (stage 705), then processing of the employment inquiry ends (stages 715 and 716). If the talent supplies the required information (stage 705), and if the talent is qualified (stage 706), then the employment inquiry is processed to the next stage (returning to stage 504 of Fig. 5A). If the talent supplies the required information (stage 705), and if the talent is not qualified (stage 706), then the talent receives a “not qualified” message (stage 707), and processing of the employment inquiry ends (stages 715 and 716).

[000240] Regardless of whether the talent is qualified or not qualified, the talent may save his or her work authorization information in his or her talent profile in order to avoid this routine in processing future employment inquiries for job listings that require work authorization information (stage 708), in which case the information becomes a part of the talent profile, but is not visible to anyone other than the particular talent (stages 710 and 711). Next processing ends (stage 717). If the talent does not elect to save his or her work authorization information, then any completed work authorization information is discarded and processing ends (stage 709).

[000241] Because it may reasonably be anticipated that job listings may be subject to other governmentally imposed restrictions or record keeping, Fig. 5A contemplates other routines for processing such requirements (stages 505 and 506).

[000242] The next stage (stage 507) is to check the employer's account to determine if its billing information is current. If the employer's billing information is not operative, then the employer receives a message to that effect (stage 512), and the employer's account becomes "inactive" (stage 513) because it no longer meets the minimum standards for an employer account.

[000243] In one embodiment, the employer is contacted by email on the occurrence of inactivation of its account. In another embodiment, the employer is notified of the inactivation when it logs in to the career site. If the employer updates its billing information (stage 514), then processing may resume (return to stage 507). If, after a predetermined period of time, the employer has not updated its billing information, it is assumed that the employer has declined the talent's inquiry. Whereupon, the talent receives a message stating that the employer declined but gave no reason for its decline (stage 515), and the session ends (stage 516).

[000244] Returning to stage 507, if the employer's billing information is current, then the talent's employment inquiry is submitted to the employer (stage 508). By submitting an employment inquiry, the talent granted permission to the career site to provide his or her contact information to an interested employer. The talent's employment inquiry consists of talent's "blind" talent profile (stage 509) and a brief survey (510) for use in the event that the employer declines the talent's employment inquiry. At this stage, the talent profile omits the talent's personally identifying information and the name and location of the talent's current employer (collectively, "contact information"), and is referred to as a "blind talent profile." Processing continues at Fig. 12 (stage 511).

[000245] In one embodiment, an employer may determine approximate current geographical information about a talent, based on the metro area identified in connection with talent's current residence. Further, an employer may obtain information about a talent based on

the industry classification of the talent's current or most recent position. It is possible that some persons, including employers, may attempt to circumvent the career site's procedures. However, several reasons exist to dissuade employers and unauthenticated users from attempting to circumvent the procedures:

[000246] 1. It is difficult to obtain contact information for a talent without using the career site's procedures to obtain the talent's consent to release contact information. The difficulty arises from the fact that the talent's (a) name; (b) street address; (c) phone number; (d) e-mail address; and (f) current employer's name and address are not publicly displayed when talent profiles are searched. Therefore, an employer's ability to contact a talent based on information in the talent profile is no better than if one were to surmise the existence of a talent employed by any identifiable employer.

[000247] 2. With respect to searches conducted by unauthenticated users, neither talent's current or past employer's names are publicly displayed when talent profiles are searched.

[000248] 3. The career site procedures are more efficient and cost effective compared to all other forms of recruiting. Only the isolated word-of-mouth referral of a qualified candidate could be considered to be more efficient. Therefore, there are economic reasons for employers to adhere to the career site's procedures.

[000249] 4. By virtue of the fact that talent have posted their talent profiles with the career site, they are stating a preferred means of contact that employers with legitimate recruiting interest can be expected to honor.

[000250] 5. Before conducting any searches, unauthenticated users must agree to the career site's terms and conditions of use.

[000251] 6. Upon registering, employers agree not to circumvent or attempt to circumvent the career site's procedures when they establish their employer account with the career site.

[000252] 7. Employers obtain important information in support of their recruiting and hiring practices by using the career site. The opportunity to collect such information could be irrevocably lost if an employer were to circumvent the career site's procedures.

[000253] Fig. 12 is described in connection with the above description of Fig. 5A as indicated in stage 1200. If a talent's employment inquiry is successfully processed by the career site, and a blind talent profile and survey are forwarded to an employer by the career site, the employer must respond to the inquiry (stage 1201) the next time that the employer signs-in to the site. In one embodiment, if the employer does not respond to all messages from the career site that require response, then the employer's account is made "inactive" (stage 1202), meaning that the employer may not conduct transactions (such as submitting employment inquiries to talent, conducting full searches, editing account information and job listings, or purchasing talent contact information) on the site. In one embodiment, the employer is notified, for example, by E-mail upon the inactivation of the employer's account. In another embodiment, the employer discovers inactivation at the time it next logs in to the career site.

[000254] In one embodiment, after all messages have been answered, the employer's account is returned to "active" status. If the employer has not responded within a predetermined number of days, then the talent is sent a message to the effect that the employer is not interested in the talent, but gave no reason (stage 1203). This information is saved for the talent and the employer (stage 1204), and processing ends (stage 1205).

[000255] In one embodiment, if an employer repeatedly fails to respond to requests for interviews, then the employer's account is suspended or inactivated. In one embodiment, the account suspension or inactivation will expire after a predetermined period of time. In another embodiment, the account suspension or inactivation will not be removed until the employer takes some action, such as, for example contacting the career site operator.

[000256] If the employer responds (stage 1201), the employer indicates if it wants to contact the talent and answers the survey (stage 1206). If the answer is "no," the talent receives a

message that the employer was not interested in talent, and the talent is provided with the reason given by the employer for employer's decision (stage 1207). This information is saved for the talent and the employer (stage 1204), and the processing ends (stage 1205).

[000257] If the employer is interested in interviewing the talent, then the processing enters the next phase, which commences at stage 1208. This next phase is discussed in the section entitled "Completing the Transaction."

VI. EMPLOYER-INITIATED PROCESSES

[000258] Fig. 8 is a flow diagram representing a process performed in connection with an unauthenticated user and an employer (i.e., a user that has registered as an employer) interacting with a career site consistent with the present invention. First, an unauthenticated user visits the career site (stage 801). In one embodiment, the career site provides unauthenticated users with access to a web page. A user or employer could alternatively access an application in forms other than a web page, such as, for example by voice recognition. Next, the unauthenticated user visits pages of interest in the application (stage 802). The pages or content of interest may include searching talent profiles (stage 803), searching job listings, articles, advertisements, or other content in the career site. While accessing the site, a first-time user has an ongoing opportunity to register with the site as an employer (stage 804). Users must register as either "employer" or "talent." Refer to Fig. 3 at stage 304 for registration as talent. If a user decides not to register and has no more pages or content of interest, then the session ends.

[000259] Authentication is the process of identifying an individual, usually based on a username and password or credentials, however, in an alternative embodiment, other methods of authentication are employed without departing from the scope of the present invention, including digital certificates, token cards, and biometrics. An authenticated user is a user that has provided adequate credentials to an authentication system, based on a predetermined standard for adequacy of credentials.

[000260] In one embodiment, an unauthenticated user of a career site application may access only a subset of the available features of the career site application. Areas to which access is allowed to unauthenticated users in this embodiment include: (i) a home page associated with the career site; (ii) a talent section that provides information to talent about registering with the system and about how to use the system; (iii) an employer section that provides information to employers about registering with the system and how to use the system; (iv) “quick search” of the job description, talent profile, and employer databases; (v) a “storefront” section where the user may learn more about specific employers that are using the career site for recruiting purposes; (vi) an industry news section where users may access news articles pertaining to one or more industries or employers that the talent has identified, and/or in which talent has expressed interest as evidenced by talent’s most recent job search and/or employment application; (vii) a section that describes commercially available reports prepared by the career site operator; (viii) an “affiliate” section that describes the career site’s affiliate marketing programs; (ix) an “about us” section that provides information about the career site operator, including information such as, for example, contact information for the site operator; (x) a privacy statement regarding information that is collected; and (xi) terms of use of the career site.

[000261] In one embodiment, “quick search” is a function designed to search the career site’s databases in a manner that is less specific than the “full search” function, which is capable of searching all data fields in the career site’s databases, and which is restricted to authenticated users of the career site.

[000262] An unauthenticated user may not perform the functions of (i) “full search” function; (ii) create or modify an employer account; (iii) create or modify a talent profile; (iv) create or modify a job listing; (v) apply for a job; (vi) convey an employment inquiry to an employer; or (vii) create or modify storefronts.

[000263] In one embodiment, registering with the career site involves choosing to register as either “employer” or as “talent.” This section of the patent application generally pertains only to users who have registered as “employer.”

[000264] Registering as an employer involves providing several discrete pieces of information. In this embodiment, required information includes, for example, first name, last name, business address, e-mail address, telephone number, a unique user-ID and password, birth date to be used for identification purposes if the employer ever forgets the user-ID or password, and the answer to one question chosen by the employer from among several questions presented that is used for identification purposes if the employer ever forgets the user-ID or password. The discrete pieces of information required for registration may be expanded or contracted without departing from the scope of the present invention.

[000265] If the user elects to register with the site as an employer, the employer will receive a welcome message via e-mail (stage 806). The employer then also has full site access (stage 807, et seq.). Next the employer has an opportunity to complete an employer profile (stage 807, 808, and Fig. 9).

[000266] In one embodiment, an employer is encouraged to complete the employer profile, because it will increase the likelihood that talent will be motivated to contact the employer with an employment inquiry. In one embodiment, an employer is encouraged to complete the employer profile, because the employer may not submit requests for contact information to talent in the talent database unless the employer's profile includes the minimum required information.

[000267] In one embodiment, the minimum requirements for establishing an employer profile include (a) providing all required employer account information, such as, for example, the employer's account manager contact information, (b) billing information, and at least one job listing. Fig. 9, which is a flow diagram of the employer account set up process, illustrates how an employer may customize its employer profile by establishing, within the profile, (a) separate divisions (stages 901 to 903), (b) separate account users (stages 904 to 906), (c) jobs that require the collection of federal employment records information ("FERI") pertaining to race and gender (stages 907 to 909), (d) jobs that require the collection of work authorization information pertaining to certain government jobs and government contract jobs in the U.S. (stages 910 to 912), and (d) jobs that are subject to other forms of regulation (stages 913 to 915).

[000268] Returning to Fig. 8, in one embodiment, an employer interacting with the present invention may elect either to manually enter job information (stage 823), or to electronically download job data using an electronic interface (stage 825). In each case, an employer will access some or all of the career site's databases 809 (stage 822), and the employer's separate database(s) (stage 824). The employer's profile and job listings are stored in the career site's databases of employers and job listings (stage 826). The public portion of an employer's job listings is available for searches conducted by talent, employers, and unauthorized users. Confidential information is not available to anyone other than the particular employer. An employer may then generate a variety of reports (stage 827).

[000269] In one embodiment, an employer may list as many or all of its employment positions at no cost, because, unlike newspaper classified employment ads and existing on-line systems, there are no up-front fees for creating an employer account or listing a job. Fees are only charged and collected if the talent and the employer mutually agree to the release of the talent's contact information, or if the employer purchases other optional services or products from the career site.

[000270] Consistent with the present invention, employer profiles are received and stored in the employers database for any employer that wishes to store an employer profile in the system. Employer profiles are made available to the public for searching and browsing without any contact information, except that employer names may or may not be displayed to the public at the option of the career site operator.

[000271] Even employers that are not currently seeking talent may develop and maintain employer profiles including an extensive list of jobs. Unless an employer elects otherwise, all of the employer's jobs are continuously available for consideration by prospective employees, thereby enhancing the employer's ability to optimize the skills represented by his or her personnel. Thus, the present invention contemplates continuous recruiting by an employer for all of its jobs. It is anticipated that the typical employer will elect to display all of its jobs continuously. In the

event that an employer does not want to continuously display one or more of its jobs, the employer may elect to make one or more jobs “invisible” to others until employer reverses that election.

[000272] In completing an employment profile, an employer is guided through a detailed, multi-step process during which the employer provides information, such as: (i) personal contact information; (ii) billing information; (iii) divisions; (iv) account users; (v) industry classification(s); (vi) job listings; (vii) qualifications and skills required for each job; (viii) occupational classifications; (ix) trade affiliations; (x) whether FERI is requested, such as, for example, for affirmative action programs; (xi) whether citizenship information is required for use in programs, such as government contracting programs; (xii) the location of jobs; and other relevant information. If an employer chooses not to complete an employer profile, he or she will not have full access to the site until the minimum requirements for an employer profile are satisfied. The minimum requirements for an employer profile include (i) the primary account information providing detailed information about the employer, including contact information for the account manager, (ii) the billing information, and (iii) at least one job listing.

[000273] If the employer elects to complete an employer profile, the results are stored for searching, analytical, and reporting purposes (stage 826). Based on the stored information, a fully disclosed employer profile including all job listings is available for inspection by the employer and its authorized users, and job listings without contact information are available for public inspection (stage 828).

[000274] After an employer has completed the minimum requirements for an employer profile, an employer may access any authenticated user area of the career site via direct sign-in (stage 830), including maintaining aspects of the employer profile pursuant to Fig. 8 and Fig. 9, and conducting full searches of the talent and employers databases. In one embodiment, employers may be restricted from searching the employers database. At stage 831 it is determined whether an employer response is required. If not the process continues to stage 808. If a response is required (stage 832), the session ends (stage 805) if no response is provided and continues at stage 808 if an appropriate response is presented at stage 832.

[000275] In one embodiment, once an employer registers and authenticates with the site, the employer may access a career site message repository that resembles an electronic mailbox. The message repository contains information about the talent profiles for which employer has submitted requests for the release of contact information, including linked talent profile, the dates of employer inquiry and talent response, whether the talent has accepted or declined to release contact information, and the reason talent declined, if applicable and available. The message repository also contains information about talents' employment inquiry submissions to the employer, including linked talent profile, dates of talent inquiry and employer response, whether the employer has accepted or declined the inquiry, and the reason that the employer declined the talent's inquiry, if applicable.

[000276] Employers that are already registered may enter the career site by direct sign-in using the employer's previously selected user-ID and password. Next, employer is presented with all talent-initiated and certain employer-initiated inquiries (e.g., for example, the results of automatic searches) that have occurred since employer's last visit to the site or another time period determined by the career site operator. In one embodiment, before conducting any transactions on the career site (stage 1001), such as, for example, maintaining employer account, billing, division, user, FERL, work authorization information, other regulated job information, job listings, or searches, an employer is presented with a display of messages from the career site (stage 1022), some of which may require a response from the employer, such as, for example, if talent have made inquiries regarding the employer's job listing(s) and the employer must accept or decline the inquiry, or if the employer has not responded to the follow-up survey that is described in connection with Fig. 14. After responding, an employer may proceed to maintain its account and conduct searches as it wishes (stages 808 and 822).

[000277] Fig. 10 is a flow diagram representing a process for conducting searches of talent profiles consistent with the present invention. To conduct a search, an employer identifies a talent profile by way of self-search (stage 1003) or may specify an automatic search (stage 1004). In performing a self-search, an employer uses a search form to perform individual, custom searches

of the talent database. Automatic searches are conducted on a recurring basis, such as daily, by the career site operator based on the search parameters that the employer has specified for each of its job listings. To conduct a search, whether self-search or automatic search, employers must specify a geographic point of reference and at least one of several non-geographic search parameters, such as industry, occupation, license, language, etc.

[000278] In one embodiment, an employer may initiate a search by specifying the search either as (a) a domestic search as described earlier in this patent application, and by selecting a geographic point of reference such as a country, state, county, city, or zip code and at least one non-geographic search parameter; or (b) as a foreign search as described earlier in this patent application, and by selecting a country and at least one non-geographic search parameter. With respect to the geographic selection, an employer may indicate its selection from a drop-down list of choices corresponding to the level of geographic area of interest to employer. For example, if an employer is interested in searching for talent of a certain type within a country, then the employer will select a country from a predetermined list of countries and all talent profiles in that country that match the employer's other search parameters will be reported in order of a score (discussed below) calculated by the career site operator.

[000279] For domestic searches, an employer may optionally provide cumulatively more restrictive geographic search parameters by choosing from progressively smaller geographic subdivisions, such as: (i) state, province, or region within a particular country; (ii) county or parish within a particular state, province or region; and (iii) city, town, or village within a particular county or parish. In one embodiment, a pre-existing geographical database facilitates the collection of structured data by providing employers with an enumerated list of possible selections for each step. Specifically, if an employer wishes to specify a city, it selects a country from the list of possible countries, then selects a state, province, or region from a list of the same from within the selected country, and, finally, selects a city from a list of cities and towns within the selected state, province, or region. Some countries may not have state, provinces, regions, counties, or parishes, or the same may be unknown to the career site operator, in which event, the employer

may select directly from the available list of cities, towns, or villages within the particular country. In one embodiment, employers may by-pass certain geographical subdivisions, such as counties or parishes within the states of the U.S. or within the states, provinces, or regions of other countries, and directly select a city, town, or village within a particular state, province, or region.

[000280] In one embodiment of domestic searches, if an employer elects to search for talent profiles by postal code, the employer selects a country from a list of countries. Next, the employer provides a postal code corresponding to the selected country, and the employer need identify no other geographic subdivision of the selected country, but must identify at least one non-geographic search parameter.

[000281] In one embodiment, a predetermined number of talent profiles will be reported to an employer based on the geographic area the employer selected, and the employer's other search parameter(s). At least one non-geographic search parameter is required.

[000282] In one embodiment, multiple non-geographic search parameters may be specified. In one embodiment, the group of search steps includes, accessing the career site databases (stage 1005), via different types of searches for example: (i) industry search; (ii) occupation search, including hospital department, if applicable; (iii) education search, including educational institution and multiple levels of education consisting of (a) the specific level of education, such as, for example, bachelor, master, or doctorate, (b) field of study, and (c) specialty, such as, for example, in the case of licensed health care professionals and others; (iv) licenses and certifications keyword search; (v) languages search, including searches of talents' level of fluency in reading, writing, and conversing; (vi) analytical skills search; (vii) communications skills search; (viii) mechanical skills search; (ix) prior employer search; and (x) other keyword search. In this embodiment, each additional search step may be specified as cumulative (i.e., A and B) or alternative (i.e., A or B). For example, an employer may formulate a search as follows: all talent profiles in a particular city displaying a predetermined level of education and a predetermined license. An employer may also formulate a search in the alternative: i.e. all talent profiles in a

particular postal code requiring either a predetermined level of education or a predetermined certification.

[000283] In this embodiment, an optional industry search makes use of an underlying industry database to facilitate collection of structured data. In one embodiment, the industry database contains five tiers of industry specificity. An employer may specify only the first tier of industry specificity, resulting in a broad search. Alternatively, employer may specify an industry at a more detailed level, resulting in a more focused search. In this embodiment, an employer may also specify a number of years of experience in the specified industry. By specifying a number of years of experience, an employer may filter out those talent profiles with less industry experience than the employer specified.

[000284] If an employer elects to provide occupation search parameters, the employer is requested to provide an occupational division based on the DOT. To facilitate a more detailed search, an employer may also optionally provide occupational group, or occupational title. In one embodiment, employer may additionally provide a department, for example, in the case of searching hospital job descriptions. An employer may also search by specialty, for example, in the case of licensed health care professionals.

[000285] In connection with occupation search parameters, an employer may also specify a number of years of experience in the specified occupational division, group, or title. The number of years of experience may be used to filter out those talent profiles that display less occupational experience than employer specified.

[000286] In one embodiment, an employer may elect to search occupational categories, divisions, groups, or titles that are different from the occupational category, division, group, or title for which the employer is seeking talent, but that involve similar skill sets. Therefore, an employer's search for skills is not limited to talent with experience in a particular occupation. Instead, the employer may search any other occupation that it believes may suit its needs.

[000287] If an employer elects to provide education search parameters, it provides an educational level, i.e. general equivalency diploma (GED), high school, vocational school, college – associate, college – bachelor, college – master, or college – doctorate. An employer may further specify a field of study, i.e. “mathematics.” An employer may also further specify a specialty, e.g. a medical specialty of “Plastic Surgery.”

[000288] An employer may also elect to search for talent profiles using the component skills described by the DOT as constituting analytical skills, communications skills, and mechanical skills. In this embodiment, an employer may specify any number and combination of such skills to search for talent who have described their skills of the type specified by the employer. Therefore, an employer’s search for skills is not limited to talent with experience in a particular occupation. Instead, the employer may base its search on a specified set of skills, thereby searching all other occupations for the specified skill set.

[000289] An employer may also elect to search for talent profiles evidencing specific language skills. In this embodiment, the employer (i) specifies one or more languages from the career site’s languages database; (ii) chooses any number or combination of language-related skills (e.g., “writing,” “reading,” and “conversing”) and (iii) specifies a fluency level (e.g., “fluent,” “moderate,” or “none”). In this embodiment, the employer may specify one or more languages, and search on either a cumulative basis (such as English and Chinese) or an alternative basis (such as Italian or French). In this embodiment, using “and” will result in a more limited search result, while using “or” will result in a broader search result.

[000290] An employer may also elect to provide a search step that searches talent profiles using a prior employer name. In this embodiment, talents’ current employers’ names are not searched. Additional keyword search steps include searching by at least one license or certification keyword, i.e. “professional engineer” or “certified nurse anesthetist.” Other keyword search steps may be provided, corresponding to which the text of any searchable parameter of a talent profile will be matched for the purpose of the search.

[000291] In one embodiment, search results are provided in a structured format in which “blind” talent profiles (that is to say, without any talent contact information) are provided only if they satisfy all of the criteria as set forth in connection with employer-provided job search parameters. In one embodiment, for search reporting purposes, talent profiles are scored according to a best fit with the employer-specified parameters. In this embodiment, a low score is best. A talent profile receives a score of “1” if talent’s current employment position is in the industry specified in the search. A talent profile receives a score of “2” if talent’s first prior employment position corresponds to the specified industry and a score of “3” if talent’s second prior employment position corresponds to the specified industry, and so on. In one embodiment, if none of talent’s employment corresponds to the specified industry, the talent profile will not be reported to the employer. Similar scores may be assigned in relation to employer departments, such as in the case of hospital departments.

[000292] In one embodiment, additional scores are associated with a best fit between a talent’s employment and an occupation specified in connection with the search. A score of “1” is assigned in the case that talent’s current employment position is in the selected occupation. A score of “2” is assigned if the first prior employment position corresponds to the specified occupation, and so on. As disclosed in connection with fit between employment and industry, a lack of employment experience in the specified occupation will result in exclusion of the talent profile.

[000293] In one embodiment, an additional score is associated with whether the specified educational level is “achieved,” i.e. talent has already graduated, or “expected,” i.e. talent is expected to graduate in the near future. In this embodiment, a score of “1” is assigned to a talent profile in which the educational level is denoted “achieved” and a score of “2” is assigned to a talent profile in which educational level is denoted “expected.” Similar scores may be provided in connection with academic major and medical specialty.

[000294] In one embodiment, if the employer specified a language search, a score of “1” is given if the reported talent profile reports “fluent” writing skills for the language specified by the

employer, a score of “2” is given if “moderate” writing skills are reported, and a score of “3” the talent profile reports no writing skills in the specified language. The same scoring is applied to reading and conversing skills in the specified language.

[000295] In one embodiment of the language search feature, if an employer specifies cumulative language requirements, a talent profile will not be reported unless it evidences skills for each specified language. In another embodiment, if an employer specifies an alternative language requirement, a talent profile will be reported if it reports any one of the specified languages.

[000296] In order to calculate a final score for ranking talent profiles, component scores are added, and the talent profiles are ranked in ascending order. In this embodiment, talents’ profile scores are not disclosed in the ranking of talent profiles. In this embodiment, talent profiles having the same score are ordered alphabetically by talent name. In this embodiment, talents’ names are not disclosed. Other methods may be employed to order the presentation of talent profiles without departing from the scope of the present invention.

[000297] In one embodiment, if a search yields more than a predetermined number of talent profiles, such as for example 25, then no talent profiles are reported to the employer, and the employer is requested to provide a narrower search. In one embodiment, only a predetermined number of blind talent profiles are reported to the employer, and the employer is warned that the reported set of talent profiles exceeds the predetermined number, and is advised to narrow the search. The number of talent profiles reported to an employer by the career site operator may range from one talent profile to all matching talent profiles without departing from the scope of the present invention.

[000298] In one embodiment, search results are provided in a structured format, in which talent profiles are provided only if they satisfy all of the criteria as set forth in connection with employer-provided talent profile search parameters.

[000299] In one embodiment, for search reporting purposes, talent profiles are separated into two groups: (i) talent profiles that match the search criteria, and that are within the specified point of geographic reference, such as a city or postal code; and (ii) talent profiles that match the search criteria, and are outside of the specified point of geographic reference, but are within the MSA/PMSA and CMSA that encompasses the selected point of geographic reference. In connection with group (ii), a distance is optionally provided between the location of each talent and the employer-specified location in the search.

[000300] In one embodiment, an automatic search is performed based on employer specifications similar to that provided in connection with a self-search. In an automatic search, the career site performs an automatically recurring periodic search for each job listing against all talent profiles. In one embodiment, if an employer specifies an automatic search, the system will save one unique automatic search for each job listing (stage 1007). In this embodiment, search results are presented pursuant to each employer-specified search routine in the fashion previously described for self-searches. If, alternatively, the employer identified a talent profile via a self-search, in one embodiment the system may save only the most recent search (stage 1006). In alternative embodiments, a larger number of self-searches and automatic searches may be stored to facilitate repeating self-searches or to provide automatic search alternatives at later times.

[000301] An employer-initiated match is a match that occurs because of an initial action taken by employer. When an employer-initiated match occurs, it is because of one of several reasons including: (i) the employer has located a talent profile through self-search; and/or (ii) the employer has received notice of a match from the career site by way of an automatic search. As a result of a match, “blind” profiles are identified (stage 1008). An employer may save the search results (stage 1009 and stage 1010), or discard the results by conducting another search (stage 1024 and return to stage 1002) or end the session (stage 1023).

[000302] The employer may select one or more talent profiles from the search results to process as employment inquiries to talent (stage 1011), may conduct another search (stage 1012) or may end the session (stage 1013). If the employer wants to process its selection(s) as

employment inquiries, it submits the selections to the career site operator (stage 1014). Upon the employer's submission of a employment inquiry to the career site, the employer has given its consent to the purchase of the talent's contact information assuming that the talent consents to the release of the information.

[000303] At this point, the career site operator checks the employer's account to determine that all billing information is current (stage 1015). If it is not, then the employer receives a message that its billing information must be updated (stage 1021), the message is saved (stage 1022) and the session ends (stage 1023) until the employer has updated its billing information. An employer's account becomes "inactive" if its billing information is determined to be not current, because current billing information is required in order to satisfy the minimum requirements for an employer account.

[000304] If the employer saved the search results (stage 1009), then the same may be accessed for submission to the career site operator after the employer has updated its billing information. If not, the search results are lost. If the employer's billing information is current (stage 1015), links to the selected talent profiles are saved (stage 1016), and processing continues.

[000305] The next step is to determine whether the maximum compensation that the employer is willing to pay is greater than the minimum compensation specified by the talent (stage 1017). In one embodiment, talent profiles that match the employer's skill requirements are reported to the employer for consideration, but will not be forwarded to the talent unless the employer adjusts its maximum pay scale to a level that exceeds the amount required by the talent. If an employer selects a talent profile that requires greater compensation that the employer has defined for its job listing, the employer receives a message that the compensation it is offering is less than the talent requires; therefore, a request to disclose contact information will not be forwarded to the selected talent (stage 1018).

[000306] If the employer chooses, it may redefine the maximum compensation defined in its job listing, and resubmit its employment inquiry. In one embodiment, the minimum

compensation that the talent requires is not reported to employers for this purpose, although it is possible that an employer could ascertain the information through a process of trial and error. If the maximum compensation the employer has specified for its job listing exceeds the talent's minimum compensation requirement, then the process proceeds to Fig. 5B.

[000307] Fig. 5B is a flow diagram representing a series of processes for requesting and obtaining (i) federal employment records information ("FERI"), i.e., race and gender information (stage 551), which is represented in greater detail at Fig. 6B, described below; (ii) work authorization information (U.S. citizenship for certain jobs lawfully requiring the same) (stage 553), which is represented in greater detail at Fig. 7B described below; and (iii) other regulatory parameters that may arise in the future (stage 555). If the job listing has no FERI (stage 551), work authorization (stage 553), or other regulatory (stage 555) requirements, then the job listing is sent to the selected talent for consideration (stage 557).

[000308] In one embodiment, a talent may specify any number of employers as "preferred," which means that the talent has given advance consent to release his or her confidential contact information to those employers. If the talent specified the particular employer as preferred, then processing proceeds to Fig. 12. Fig. 12 was previously discussed in connection with talent-initiated processes and is discussed from the perspective of employer-initiated processes below. If the talent did not specify the employer as preferred, then processing proceeds to Fig. 11.

[000309] If the job listing is not subject to FERI (stage 551), then processing advances to the work authorization stage (stage 553). If the job listing is subject to FERI, then processing transfers to Fig. 6B, which is a flow diagram for the process of requesting and obtaining FERI.

[000310] At Fig. 6B, first, the talent profile is checked to determine if the talent has already saved his or her FERI (stage 661). If the answer is "yes," then processing returns to Fig. 5B, whereupon processing advances to the work authorization stage (stage 553). If the answer is "no," then information about the employment opportunity is presented to the talent, who is asked to complete the optional FERI page of his or her talent profile (stage 652), and is presented with an

electronic link to that page. If the talent does not complete the FERI page (stage 653), then processing again returns to Fig. 5B at stage 553, and the transaction may still go forward because the disclosure of FERI by talent is entirely optional. If the talent does complete the FERI page, then that information is saved for the benefit of the employer's employment reporting obligations (stage 659). In this section, FERI information is saved on behalf of an employer (stage 660). In connection with this information various reports are generated (stage 661). The reports include information about numbers of candidates in particular groups and may be used for statistical purposes and to show compliance with applicable governmental regulations. Next the routine ends (stage 672).

[000311] If the talent provides FERI, the talent is given an opportunity to save his or her FERI (stage 656 and 657), which allows the talent to avoid this processing routine in the future. If the talent saves his or her FERI, then that information is not publicly presented on his or her talent profile (stage 658), but may be disclosed to employers as part of the employment process. In the event of disclosure to employers as part of the employment process, employers may not use the information to unlawfully discriminate in any way. At this point, processing again returns to Fig. 5B.

[000312] Next, the career site determines whether the employer's job listing indicates a work authorization requirement, such as for certain positions and contracts with the U.S. government and its political subdivisions (stage 553). If the answer is "no," then processing advances to consider other regulatory parameters (stage 555). If the answer is "yes," then processing transfers to Fig. 7B, which represents a process for requesting and obtaining work authorization information.

[000313] At Fig. 7B, the career site determines whether the talent profile selected by the employer includes a completed work authorization section (stage 751). If the employer profile includes the required work authorization information, the career site determines if the talent is qualified for the particular job (stage 752). If the answer is "no," then the talent and employer receive messages that the talent is not qualified because of the work authorization limitation (stage

753), the information is stored for both employer and talent (stage 763), and processing ends (stage 764). If the career site determines that the talent qualifies for the job (stage 752), then processing returns to Fig. 5B at stage 555.

[000314] If the talent profile does not include work authorization information (stage 751), then the talent is presented with a request to supply the work authorization information and an electronic link to the work authorization page of his or her talent profile (stage 754). If the talent declines to complete the work authorization (stage 755), then the employer is notified of the talent's denial (stage 765), the talent's denial is saved for both the employer and the talent (stage 768), and processing ends (stage 769). However, the employer is given an option of continuing the recruiting process (stage 768) because the employer could obtain the work authorization information after interviewing the talent with the talent's consent. If the employer elects to continue, then the process returns to Fig. 5B. If the employer does not elect to continue, then the process ends (stage 769).

[000315] Returning to stage 755, if the talent completes the work authorization request but is not qualified (stage 756), then both the talent and the employer are notified of that fact (stage 757), the notice is saved for both the employer and the talent (stage 768), and the process ends (stage 769). If the talent is qualified for the job (at stage 756), processing proceeds back to Fig. 5B.

[000316] In one embodiment, regardless of whether the talent is qualified for employment in jobs requiring U.S. citizenship, the talent may elect to save his or her work authorization information in his or her talent profile (stages 758, 760, and 761), whereupon this portion of the routine ends (stage 769). If the talent does not elect to save his or her work authorization information in his or her talent profile, then the data is discarded (stage 759).

[000317] Returning to Fig. 5B, because it may reasonably be anticipated that job listings may be subject to other governmentally imposed restrictions or record keeping, exemplary

processes of Fig. 5B contemplate other routines for processing such requirements (stages 555 and 556).

[000318] After the FERI, work authorization, and other regulatory parameters have been processed, the career site determines if the employer is “preferred” (stage 557), as previously discussed. If the talent specified the particular employer as preferred, then processing proceeds to Fig. 12. If the talent did not specify the employer as preferred, then processing proceeds to Fig. 11.

[000319] Turning to Fig. 11, if the talent did not list the employer as preferred, then the employment opportunity is submitted to the talent for his or her consideration (stage 1101). The inquiry consists of the particular Job Listing (stage 1102), a Request to Release Contact Information (stage 1103), and a brief survey for use in the event that the talent declines the opportunity (stage 1104). The inquiry sent to the talent may be effected by a variety of means, including displaying a message to the talent upon sign-in, via e-mail, regular mail, or some combination of means. The information supplied to the talent may include the name of the employer and the city, state/province, and country of the employer but omits any personally identifying information for the employer and its personnel, and omits the employer’s address, phone number, and e-mail address.

[000320] In one embodiment, if the information provided to the talent includes the name and geographic location of the employer, the talent may determine the address and phone number of the employer from sources outside of the career site, and attempt to contact the employer directly instead of using the services of the career site. However, a number of factors make such a circumstance unlikely. First, by using the career site, employers have stated a preference for using the site’s procedures. Second, the easiest way for the talent to pursue the opportunity presented by the employer is for the talent to utilize the process adopted by the employer, i.e., the career site. Third, employers contractually agree that they will not circumvent the career site system. Fourth, if the career site system were circumvented, important records of the employer’s recruiting and hiring process would not be created to be available to the employer and the talent in the future.

[000321] In one embodiment, upon receiving an employment inquiry, a talent is asked to respond (stage 1105). If the talent does not immediately respond, then he or she becomes “inactive,” meaning that he or she cannot apply for jobs or receive new opportunities from employers (stage 1106). Upon each sign-in, the talent is prompted to respond to outstanding messages (Fig. 3 at stage 324). If the talent has not responded within a predetermined number of days after the date of the employer-initiated inquiry, then the employer receives a message from the career site to the effect that the talent has declined the employer’s inquiry, but that no reason was given (stage 1107), and the message is saved for the employer and the talent and the process ends (stages 1110 and 1111).

[000322] If the talent does respond, such response will be to either grant or decline permission to release his or her contact information (stage 1108). A decline response requires the answer to a brief survey requesting the reason for declining (stage 1109). Possible reasons may include, for example, the geographic location of the employer, the nature of the job, or talent’s personal circumstances, among others. Again, the response is saved for the employer and the talent (stage 1110). If the talent grants permission to release his or her contact information, then that action is saved for the employer and the talent (stage 1112). Processing then continues at Fig. 12.

VII. COMPLETING THE TRANSACTION

[000323] After the talent and the employer have reached mutual consent to the release of talent’s contact information, an employer becomes obligated to purchase the “compete” talent profile (stage 1208) that includes the talent’s contact information. At such time, the career site sends a notice to the talent to expect contact from the employer (stage 1209), the talent contact information is released to the employer (stage 1210), and the career site invoices and collects its fee from the employer (stages 1211, 1212, and 1213). These transactions are saved for the talent, the employer, and the career site (stage 1214) so that various reports may be prepared (stage 1215). In one embodiment, some reports relate to aggregate information gathered during the operation of

the career site and may be used to identify employment trends. After talent contact information is purchased, processing advances to Fig. 13.

[000324] Returning to stage 1208, for an employer that purchases a complete talent profile there are several payment options, including, for example: (i) by credit card; (ii) by prepaid account in which an amount of money is pre-deposited with a career site operator; and (iii) by periodic invoice. In connection with a prepaid account, as an employer purchases talent profiles, fees are deducted from the corresponding account, and periodically, the employer is notified that it is time to replenish the account. Talent contact information may not be purchased if there is insufficient money in an employer's prepaid account to effect the transaction(s). In connection with the periodic invoice, employers must have met the career site's established credit criteria. For such employers, a monthly statement will be sent for payment on pre-established terms.

[000325] Fig. 13 is a flow diagram representing a procedure of the career site for paying referral fees and commissions that may be payable with respect to completed transactions. In one embodiment, through an affiliate program, referral fees are paid as further described in Fig. 15, Figs. 16, 17, and 18. First, referral fees and commissions are processed (stage 1301). Next, affiliates, wholesalers, and retailers of career site marketing services are sent a message regarding earned referral fees, as appropriate (stages 1302, 1303, and 1304). Next, transactions are stored for processing in the next payment cycle (stage 1305). Finally, payment is made to affiliates, wholesalers, and retailers and the session ends (stages 1306 and 1307).

VIII. TRADE ASSOCIATIONS

[000326] Affiliate organizations in good standing such as trade associations may earn referral fees by referring employers to the career site (see Fig. 13 and Fig. 15). Fig. 15 is a block diagram representing interrelationships between market participants in a system consistent with another embodiment of the present invention, including a marketing program directed to employers. Each time a complete talent profile 1501 is completed by talent 1500 and purchased by a referred employer 1505, a referral fee is paid to the affiliate trade association 1506 by career site

operator 1503. In this embodiment, transactions are effected in part by employers using trade associations database 222 to identify trade associations to which they (or their divisions) belong. In this embodiment, if the trade association identified by the employer has become a career site “affiliate” then the trade association 1506 will receive a referral fee for each “complete” talent profile 1501 purchased 1507 by such employers 1505 based on job listings 1504 provided by employers 1505.

[000327] Trade associations 1506 become approved associations by (i) agreeing to a list of responsibilities, (ii) encouraging member employers to submit job listings, and (iii) providing the career site with a list of its employer-members. In exchange for promoting the career site and the career site operator 1503, the trade association 1506 receives a referral fee whenever a match occurs between a talent profile and a job listing, and the career site is paid. A match occurs when (a) talent agrees to release his or her contact information to an employer, and (b) the employer agrees to purchase that talent’s contact information.

[000328] In one embodiment, trade associations receive a percentage or fixed referral fee on the revenues that the career site operator earns when talent and employer mutually agree to contact each other regarding employment. The referral fee is paid with respect to all of the employer’s job listings, provided that the employer has listed the trade association in the trade affiliations section of its profile. A trade association will continue to receive the referral described as long as it maintains good standing.

[000329] In this embodiment, good standing requires several actions on the part of an affiliated association, including (i) publicly endorsing the career site operator; (ii) consenting to the use of its name in connection with career site advertisements; (iii) promoting career site to its members as part of its member employment program; (iv) advertising, with a minimum specified-size ad, the career site in each issue of its member newsletter at no cost to the career site; (v) listing all of its jobs on the career site; and (vi) linking the association’s web site to the career site.

IX. EDUCATIONAL INSTITUTIONS, PROFESSIONAL ASSOCIATIONS, AND LABOR

UNIONS

[000330] Affiliate organizations in good standing such as educational institutions, professional associations, and labor (or trade) unions may earn referral fees by referring talent to the career site (see Fig. 13 and Fig. 16). Each time a referred complete talent profile 1604 is purchased by an employer 1606 and the career site is paid, a referral fee is paid to the affiliate educational institution 1601 and/or professional association 1602 and/or labor union 1603. In this embodiment, the transactions are effected in part by talent 1600 using educational institutions database 215 and professional associations and labor unions database 223 to precisely identify educational institutions 1601 that they have attended and professional associations 1602 and/or labor unions 1603 to which they belong. In this embodiment, if the educational institution and/or professional association and/or labor union identified by the talent has become a career site “affiliate” then the educational institution 1601 and/or professional association 1602 and/or labor union 1603 will received a referral fee each time the talent’s “complete” talent profile is purchased.

[000331] Fig. 16 is a block diagram representing interrelationships between market participants in a system consistent with another embodiment of the present invention, including a marketing program directed to talent. Educational institution 1601 participates by working with talent 1600 to contact and provide information to career site operator 1605. Job listings 1607 are provided to career site operator 1605 by employers 1606, and when a match and purchase occur 1608, a referral fee is paid to an appropriate educational institution 1601 and/or professional association 1602 and/or labor union 1603.

[000332] In one embodiment, educational institutions 1601 receive a percentage or fixed fee on the revenues that the career site earns when talent and employer mutually agree to contact regarding employment 1608. Talent 1603 must have listed the educational institution 1601 in his

or her education history associated with the talent profile 1604. An educational institution 1601 will continue to receive the referral fee as long as it is in good standing.

[000333] Educational institutions 1601 maintain good standing by taking several actions, including (i) publicly endorsing the career site operator; (ii) consenting to the use of its name in connection with career site advertisements; (iii) promoting career site to its students and graduates as part of its student employment program; (iv) advertising, with a minimum specified-size ad, the career site in each issue of its alumni newsletter at no cost to the career site; (v) listing all of its jobs on the career site; and (vi) linking the educational institution's web site to the career site. In one embodiment affiliates enter into an exclusive marketing relationship with the career site, meaning that the affiliate will not participate in an affiliate program with another career site.

[000334] In one embodiment, professional associations 1602 and labor unions 1603 may receive a percentage or fixed referral fee on the revenues that a career site earns when talent 1600 and employer 1606 mutually agree to contact regarding employment 1608. Talent 1600 must have listed the professional association 1602 and/or labor union 1603 in his or her special skills and affiliations section, associated with the talent profile. A professional association 1602 or labor union 1603 will continue to receive the referral fee as long as it is in good standing.

[000335] Professional associations 1602 and labor unions 1603 maintain good standing by taking several actions, including (i) publicly endorsing the career site operator; (ii) consenting to the use of its name in connection with career site advertisements; (iii) promoting career site to its members as part of its member employment program; (iv) advertising, with a minimum specified-size ad, the career site in each issue of its member newsletter at no cost to the career site; (v) listing all of its jobs on the career site; and (vi) linking the professional association's or labor union's web site to the career site.

X. WHOLESALERS

[000336] In one embodiment, through a wholesaler program, wholesalers in good standing may earn commissions as further described in Fig. 13 and Fig. 17. A wholesaler earns a

commission (a) if it is responsible for establishing an employer account, in which case a commission is paid each time the employer purchases a complete talent profile and the career site is paid, and/or (b) if it is responsible for recruiting as an affiliate a trade association, professional association, or educational institution, in which case a commission is paid each time the affiliate is paid a referral fee. In this embodiment, the transactions are effected in part by talent 1708 using educational institutions database 215 and professional associations and labor unions database 223 to precisely identify educational institutions 1706 that they have attended and professional associations 1705 and/or labor unions 1707 to which they belong, and by employers using trade associations database 222 to precisely identify trade associations 1701 to which they belong. In this embodiment, if the trade association, professional association, educational institution, or labor union, identified by the talent and/or employer has become a career site “affiliate” through the efforts of the wholesaler 1700, then the wholesaler 1700 will be paid a commission each time such trade association 1701, professional association 1705, educational institution 1706, or labor union 1707 receives a referral fee.

[000337] Fig. 17 is a block diagram representing interrelationships between market participants in a system consistent with yet another embodiment of the present invention, including wholesale marketing of a career site. Wholesalers 1700 work in conjunction with trade associations 1701, professional associations 1705, educational institutions 1706, and labor unions 1707. Trade associations 1701 provide marketing that results in employers 1702 listing jobs 1703 on the career site 1704. Professional associations 1705, educational institutions 1706, and labor unions 1707 provide marketing directed at members and students becoming talent 1708 who post talent profiles 1708 to the career site 1704. When a match 1710 occurs, commissions are paid to the responsible wholesaler 1700 at the time that referral fees are paid to the career site-affiliated trade association 1701, professional association 1705, educational institution 1706, and/or labor union 1707

[000338] In one embodiment, wholesalers 1700 are selected from a group of public accounting firms, payroll processing firms, human resource consulting firms, human resource

software developers, and other designated entities. In this embodiment, wholesalers 1700 receive percentage commission on the revenues a career site realizes when talent 1708 and employers 1702 mutually agree to contact each other regarding employment 1710. The commission is paid with respect to an employer's entire job listings, provided that the employer 1702 account was assigned to wholesaler 1700 at the time the employer 1702 account was established.

[000339] In one embodiment, wholesalers 1700 receive commissions as a wholesaler so long as it and the trade associations 1701, professional associations 1705, educational institutions 1706, and labor unions for which it is responsible remain in good standing. The requirements for trade associations 1701, professional associations 1705, educational institutions 1706, and labor unions 1707 remaining in good standing were discussed previously. Wholesalers 1700 maintain good standing by taking several actions, including (i) publicly endorsing the career site operator; (ii) consenting to the use of its name in connection with career site advertisements; (iii) using best efforts to promote the career site to employers for the purpose of listing all of their jobs on the career site; (iv) assisting employers (for fees to be paid by employers) with technical aspects of automatically listing all of the employer's jobs on the career site; (v) listing all of its jobs on the career site; and (vi) linking the wholesaler's web site to the career site.

XI. RETAILERS

[000340] In one embodiment, through a retailer program, retailers in good standing may earn commissions as further described in Fig. 13 and Fig. 18. Fig. 18 is a flow diagram representing the relationship of multiple levels of retailers with a career site in a system consistent with a further embodiment of the present invention. A first-level retailer 1800 earns a commission (a) if it is responsible for establishing an employer account with the career site, in which case a commission is paid each time the employer purchases a complete talent profile, or (b) if it is responsible for recruiting another retailer, consistent with the terms and conditions of the career site, in which case a commission is paid each time the other retailer is paid a referral fee. Alternative retailer processes may be employed using one or more levels consistent with local law.

[000341] A first-level retailer identifies a prospective employer (stage 1801). Next, it is determined whether the identified employer is subject to a preexisting wholesale or retail commission (stage 1802). If so, then no retail commission is payable in the case of the identified employer (stage 1803). Returning to stage 1802, if the employer is not subject to another commission, then when the employer pays the career site for talent contacts (stage 1804), a first level commission is paid to the first-level retailer (stage 1805). A first-level retailer may also recruit (stage 1806) second-level retailers 1807. Next, second level retailers add employers to the career site (stage 1808), and it is determined whether the added employers are subject to another commission (stage 1809). As described in connection with first-level retailers, if a particular employer is already subject to a commission, no retail commission is payable (stage 1803). On the other hand, if at stage 1809, it is determined that a particular employer is not subject to commissions, and the employer pays the career site for talent contacts (stage 1810), then the second-level retailer is paid a first-level commission (stage 1811) and a second-level commission is paid to the first-level retailer (stage 1812).

[000342] Further, second-level retailer 1807 may recruit (stage 1813) a third-level retailer 1814. The third-level retailer adds employers to the career site (stage 1815). If the employer is subject to another commission, no retail commission is payable (stage 1803). However, if the added employer is not subject to another commission (stage 1816) and the added employer pays the career site for talent contacts (stage 1817), then a first-level commission is paid to the third-level retailer (stage 1819), a second-level commission is paid to the second-level retailer (stage 1830) and a third-level commission is paid to the first-level retailer (stage 1820).

[000343] Finally, additional retail levels may be added to the system consistent with local law.

XII. COMMERICALLY AVAILABLE REPORTS

[000344] Data generated with activities carried out in connection with the invention may contain commercially valuable information based on aggregated information. In one embodiment,

reports are marketed that indicate industry trends such as salary trends, including which industries are hiring, which industries are not hiring and which geographical areas are hiring and which are not.

XIII. STOREFRONTS

[000345] Employers may rent “storefronts” which are sections of the career site devoted to the particular employer. Employers who rent storefronts have broad discretion with respect to the information that they may present, but may not present personally identifying information, or information intended to circumvent the procedures of the career site, or information that is unlawful.

XIV. FOLLOW-UP PROCESS

[000346] Fig. 14 is a flow diagram of a process whereby the career site initiates contact with talent and employers with respect to matches that have occurred between talent and employers, and the parties have agreed to the exchange of contact information, i.e., a purchase has occurred. In one embodiment, employers database 210, jobs database 211, and talent profiles database 205 are opened on a periodic basis, such as, for example 60 days after the date of the match (stages 1401 and 1402). The employers who purchased talent contact information are asked whether they hired the particular talent (stage 1403). The talent, whose contact information was purchased, are asked whether they were hired by the particular employer (stage 1404). Any responses (stages 1405 and 1406) are saved (stage 1407), and various talent and employer reports may be prepared (stage 1408), and the routine ends (stage 1409).

XV. ENTERPRISE DATABASES

[000347] Methods, systems, and distributed networks consistent with the present invention are capable of facilitating transmission and processing of job description information directly from enterprise human resources and other applications, such as, for example, enterprise database systems from PeopleSoft, Inc. and SAP AG. Similarly, trade or professional associations,

educational institutions or other entities may have sufficient consent and data to provide talent profile information for its members or students. This information may be exchanged in various ways as will be apparent to one of ordinary skill in the art.

[000348] It will be appreciated by those of ordinary skill in the art that the invention can be embodied in other specific forms without departing from the spirit or essential character hereof. The present description is therefore considered in all respects to be illustrative and not restrictive. The scope of the invention is indicated by the appended claims, and all changes that come within the meaning and range of-equivalents thereof are intended to be embraced therein.

CLAIMS

Having thus described the invention, what is claimed as new and desired to be secured by Letters Patent is as follows:

1. A method of receiving and processing information within a computer system regarding at least one candidate from a plurality of talent-contributors, said method comprising the steps of:

inputting candidate attributes into said computer system, said candidate attributes including:

personal information associated with said candidate;

experience information regarding said candidate;

skills descriptions corresponding to skills attributes; and

information classified according to an occupational classification system;

inputting employer information pertaining to prospective employers into said system, said

employer information including job description information relating to at least one job

listing and classified according to said occupational classification system; and

processing said candidate attributes with said job description information in said computer

system to thereby determine matches between said candidate attributes and said job

listing.

2. The method as set forth in claim 1, wherein said employer information includes information classified according to an industry classification system.

3.The method as set forth in claim 1, wherein said job description information includes information classified according to said occupational classification system.

4.The method as set forth in claim 1, wherein said experience information includes information classified according to an industry classification system.

5.The method as set forth in claim 1, wherein said matches are ranked according to their relative extent of compatibility.

6.The method as set forth in claim 5, wherein said computer system generates a listing of said matches based upon said ranking.

7.The method of receiving processing information according to claim 1, wherein said personal information further comprises self-identification information including at least one of:

race-information regarding said candidate;

gender-information regarding said candidate;

citizenship-information regarding said candidate; and

lawful eligibility to work in at least one country.

8. The method as set forth in claim 1, wherein said skills descriptions relate to at least one of language skills, computer skills, analytical skills, people and communications skills, and mechanical skills of said candidate.

9. The method as set forth in claim 8, wherein said skills description further includes skills proficiency of said candidate.

10. The method as set forth in claim 1, wherein said skills descriptions include language skills, and wherein said language skills include at least one of reading, writing and speaking skills.

11. The method as set forth in claim 1, wherein said candidate attributes include information regarding at least one designation of at least one preferred employer.

12. A method of searching a plurality of candidate profiles having respective candidate attributes and being stored in a computer system having at least one computer with a processor within a computer network, said method performed by a prospective employer using said computer system, and said method comprising:

identifying at least one candidate profile by said computer system based on at least one search parameter;

comparing said search parameter with said candidate attributes by said computer system;

determining by said computer system whether at least one of said identified candidate profiles matches said search parameter, based on said comparison; and

communicating to said prospective employer said matched candidate profile.

13. The method as set forth in claim 12, wherein said search parameter is associated with at least one job description.

14. The method as set forth in claim 12, wherein said search parameter comprises data structured according to an occupational classification system.

15. The method as set forth in claim 12, wherein said search parameter comprises data structured according to an industry classification system.

16. The method as set forth in claim 12, wherein said candidate profiles are ranked according to the extent they are compatible with said search parameter.

17. The method of claim 16, wherein said computer system generates a listing of said candidate profiles based upon said ranking.

18. The method as set forth in claim 12, further comprising receiving from said prospective employer a request for an interview with a candidate associated with said matched candidate profile;

transmitting said request for said interview to said candidate over said computer network;
and

receiving a request-acceptance indication from said candidate over said computer network.

19. The method of claim 12 further comprising permitting said prospective employer to modify said search parameter.

20. The method of claim 12 wherein said search is automatically performed by said computer system based on said search parameter.

21. A method of searching a plurality of candidate profiles having respective threshold requirements and being stored in a computer system having at least one computer with a processor within a computer network, said method performed by a prospective employer using said computer system, and said method comprising:

associating said search with a specific job description of said prospective employer;

identifying at least one candidate profile by said computer system based on at least one search parameter;

comparing said job description with said threshold requirements by said computer system;

determining by said computer system whether said job description matches said threshold requirements; and,

communicating to said prospective employer at least one candidate profile based upon said search parameters.

22. The method as set forth in claim 21, wherein said candidate profiles are ranked according to their relative extent of compatibility with said job description.

23. The method as set forth in claim 22, wherein said computer system generates a listing of said candidate profiles based upon said ranking.

24. The method as set forth in claim 21, wherein said threshold requirement comprises data structured according to an occupational classification system.

25. The method as set forth in claim 21, wherein said threshold requirement comprises data structured according to an industry classification system.

26. The method of claim 21, further comprising receiving from said prospective employer a request for an interview with a candidate associated said matched candidate profile;
transmitting said request for said interview to said candidate over said computer network;
and
receiving a request-acceptance indication from said candidate over said computer network.

27. The method of claim 21 further comprising permitting said prospective employer to modify said job descriptions in response to said threshold determination.

28. The method of claim 21 wherein said search is automatically performed by said computer system based on said search parameters.

29. A method of searching a plurality of job descriptions having respective threshold requirements and being stored in a computer system having at least one computer with a processor within a computer network, said method performed by a candidate using said computer system, and said method comprising:

identifying at least one job description by said computer system based upon at least one search parameter, said search parameter input into said computer system;

comparing said job description with attributes of a candidate profile associated with said candidate;

determining whether said candidate profile matches said job description based on said threshold requirements; and,

communicating said matched job descriptions to said candidate.

30. The method of claim 29 further comprising the steps of:

receiving a request for interview with said employer from said candidate through said computer network;

transmitting said request through said computer network to said employer; and,

receiving a request-acceptance indication from said employer over said computer network.

31. The method of claim 30 further including the step of permitting said candidate to modify said search parameters in response to said request acceptance indication.

32. The method of claim 29 wherein said job descriptions are ranked by said computer system indicating a relative maximum compensation associated with said job description.

33. The method of claim 32 wherein said computer system generates a listing of said job descriptions arranged based upon said ranking.

34. The method of claim 29 wherein said search is automatically performed by said computer system based on said search parameters.

35. A method of searching a plurality of candidate profiles including information classified according to an occupational classification system, having respective threshold requirements, and being stored in a computer system within a computer network, said computer system comprising a computer with a processor for performing the following steps, said method performed by an employer using said computer system, and said method comprising:

entering at least one job description into said computer system, said job description

including job data structured according to said occupational classification system;

receiving search parameters within said computer system from said employer;

identifying candidate profiles associated with candidates by said computer system based on said search parameters;

comparing said job description with said threshold requirements by said computer system, whereby a threshold comparison results;

determining by said computer system whether at least one of said threshold requirements matches said job description, based on said threshold comparison;

upon one of said threshold requirements matching said job description, receiving from said employer a request in said computer system for interview with a candidate associated with said one of said threshold requirements; and transmitting said request for interview to said candidate over said computer network.

36. The method as set forth in claim 35, wherein said candidate profiles include information classified according to an industry classification system.

37. The method as set forth in claim 35, wherein said job description includes information classified according to an industry classification system.

38. The method as set forth in claim 35, wherein said search parameters include a maximum compensation requirement.

39. The method of claim 35, wherein said threshold requirements include a minimum compensation.

40. The method as set forth in claim 38, wherein said maximum compensation requirement is confidential.

41. The method of claim 39, wherein said minimum compensation requirement is confidential.

42. The method as set forth in claim 35 further comprising the steps of:
receiving from said candidate an indication regarding whether said candidate accepts said employer interview request; and
providing a survey over said computer network to said candidate.

43. The method as set forth in claim 42, further comprising:
inactivating an account associated with said candidate based on a failure to respond to said survey; and
reactivating said account based on a subsequent response to said survey.

44. The method as set forth in claim 42, further comprising:
inactivating an account associated with said candidate based on a failure to respond to said survey; and
reactivating said account based on passage of a predetermined period of time.

45. The method as set forth in claim 35, further comprising providing said employer with an opportunity to modify said search parameters and said job description if said threshold comparison indicates that said candidate profile does not match said job description.

46. The method as set forth in claim 35, further comprising providing said employer with a list of candidates whose associated candidate profiles matched said threshold requirements.

47. The method as set forth in claim 46, wherein said list of candidates is ordered by the degree of compatibility of said candidates with said job description.

48. The method as set forth in claim 46, wherein said list of candidates is further ordered by geographic proximity to a geographic location specified in said search parameters.

49. A method of searching a plurality of job descriptions including information classified according to an occupational classification system, having respective threshold requirements, and being stored in a computer system within a computer network, said computer system comprising a computer with a processor for performing the following steps, said method performed by a candidate using said computer system, and said method comprising:

entering at least one candidate's profile with candidate attributes into said computer system, said candidate profile including job data structured according to said occupational classification system;

receiving search parameters within said computer system from said candidate;

identifying job descriptions associated with prospective employers by said computer system based on said search parameters;

comparing said candidate profile with said threshold requirements of said job description by said computer system, whereby a threshold comparison results; determining by said computer system whether at least one of said job descriptions matches said candidate attributes, based on said threshold comparison; upon said one of said job descriptions matching said candidate attributes, receiving from said candidate a request in said computer system for interview with an employer associated with said one of said job descriptions; and transmitting said request for interview to said associated employer over said computer network.

50. The method as set forth in claim 49, wherein said job descriptions include information classified according to an industry classification system.

51. The method as set forth in claim 49, wherein said candidate profile includes information classified according to an industry classification system.

52. The method as set forth in claim 49, wherein said search parameters include a minimum compensation threshold requirement.

53. The method as set forth in claim 52, wherein said minimum compensation requirement is confidential.

54. The method as set forth in claim 49, further comprising the steps of:
receiving from said employer an indication regarding whether said employer accepts said
candidate interview request; and
providing a survey over said computer network to said candidate.

55. The method as set forth in claim 54, further comprising:
inactivating an account associated with said associated employer based on a failure to
respond to said survey; and,
reactivating said account based on a subsequent response to said survey.

56. The method as set forth in claim 54, further comprising:
inactivating an account associated with said associated employer based on a failure to
respond to said survey; and,
reactivating said account based on passage of a predetermined period of time.

57. The method as set forth in claim 49, further comprising providing said
candidate with an opportunity to modify said search parameters and said candidate profile if said
threshold comparison indicates that said candidate profile does not match said threshold
requirements.

58. The method as set forth in claim 49, further comprising providing said
candidate with a list of job descriptions for which said candidate profile matches said threshold
requirements.

59. The method as set forth in claim 58, wherein said list of job descriptions is
ordered by maximum compensation requirement of said job descriptions.

60. The method as set forth in claim 59, wherein said list of job descriptions is further ordered by geographic proximity to a geographic location specified in said search parameters.

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.

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POWER OF ATTORNEY OR REVOCATION OF POWER OF ATTORNEY WITH A NEW POWER OF ATTORNEY AND CHANGE OF CORRESPONDENCE ADDRESS	Application Number	
	Filing Date	
	First Named Inventor	Marc Vianello
	Title	APPARATUS AND METHODS FOR PROVIDING CAREER
	Art Unit	
	Attorney Docket Number	15703.4

I hereby revoke all previous powers of attorney given in the above-identified application.

 A Power of Attorney is submitted herewith.

OR

 I hereby appoint Practitioner(s) associated with the following Customer Number as my/our attorney(s) or agent(s) to prosecute the application identified above, and to transact all business in the United States Patent and Trademark Office connected therewith:

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 Applicant/Inventor.

OR

 Assignee of record of the entire interest. See 37 CFR 3.71.

Statement under 37 CFR 3.73(b) (Form PTO/SB/96) submitted herewith or filed on _____

SIGNATURE of Applicant or Assignee of Record

Signature

Date

July 20, 2010

Name

Marc Vianello

Telephone

913-432-1331

Title and Company

NOTE: Signatures of all the inventors or assignees of record of the entire interest or their representative(s) are required. Submit multiple forms if more than one signature is required, see below*. *Total of _____ forms are submitted.

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2. A record from this system of records may be disclosed, as a routine use, in the course of presenting evidence to a court, magistrate, or administrative tribunal, including disclosures to opposing counsel in the course of settlement negotiations.
3. A record in this system of records may be disclosed, as a routine use, to a Member of Congress submitting a request involving an individual, to whom the record pertains, when the individual has requested assistance from the Member with respect to the subject matter of the record.
4. A record in this system of records may be disclosed, as a routine use, to a contractor of the Agency having need for the information in order to perform a contract. Recipients of information shall be required to comply with the requirements of the Privacy Act of 1974, as amended, pursuant to 5 U.S.C. 552a(m).
5. A record related to an International Application filed under the Patent Cooperation Treaty in this system of records may be disclosed, as a routine use, to the International Bureau of the World Intellectual Property Organization, pursuant to the Patent Cooperation Treaty.
6. A record in this system of records may be disclosed, as a routine use, to another federal agency for purposes of National Security review (35 U.S.C. 181) and for review pursuant to the Atomic Energy Act (42 U.S.C. 218(c)).
7. A record from this system of records may be disclosed, as a routine use, to the Administrator, General Services, or his/her designee, during an inspection of records conducted by GSA as part of that agency's responsibility to recommend improvements in records management practices and programs, under authority of 44 U.S.C. 2904 and 2906. Such disclosure shall be made in accordance with the GSA regulations governing inspection of records for this purpose, and any other relevant (i.e., GSA or Commerce) directive. Such disclosure shall not be used to make determinations about individuals.
8. A record from this system of records may be disclosed, as a routine use, to the public after either publication of the application pursuant to 35 U.S.C. 122(b) or issuance of a patent pursuant to 35 U.S.C. 151. Further, a record may be disclosed, subject to the limitations of 37 CFR 1.14, as a routine use, to the public if the record was filed in an application which became abandoned or in which the proceedings were terminated and which application is referenced by either a published application, an application open to public inspection or an issued patent.
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DECLARATION (37 CFR 1.63) FOR UTILITY OR DESIGN APPLICATION USING AN APPLICATION DATA SHEET (37 CFR 1.76)

Title of Invention	APPARATUS AND METHODS FOR PROVIDING CAREER EMPLOYMENT SERVICES
---------------------------	---

As the below named inventor(s), I/we declare that:

This declaration is directed to:

- The attached application, or
 Application No. _____ filed on _____
 As amended on _____ (if applicable);

I/we believe that I/we am/are the original and first inventor(s) of the subject matter which is claimed and for which a patent is sought;

I/we have reviewed and understand the contents of the above-identified application, including the claims, as amended by any amendment specifically referred to above;

I/we acknowledge the duty to disclose to the United States Patent and Trademark Office all information known to me/us to be material to patentability as defined in 37 CFR 1.56, including for continuation-in-part applications, material information which became available between the filing date of the prior application and the national or PCT International filing date of the continuation-in-part application.

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All statements made herein of my/our own knowledge are true, all statements made herein on information and belief are believed to be true, and further that these statements were made with the knowledge that willful false statements and the like are punishable by fine or imprisonment, or both, under 18 U.S.C. 1001, and may jeopardize the validity of the application or any patent issuing thereon.

FULL NAME OF INVENTOR(S)

Inventor one: Marc Vignello Date: July 20, 2010

Signature: Marc Vignello Citizen of: US

Inventor two: N/A Date: _____

Signature: _____ Citizen of: _____

Additional inventors or a legal representative are being named on _____ additional form(s) attached hereto.

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6. A record in this system of records may be disclosed, as a routine use, to another federal agency for purposes of National Security review (35 U.S.C. 181) and for review pursuant to the Atomic Energy Act (42 U.S.C. 218(c)).
7. A record from this system of records may be disclosed, as a routine use, to the Administrator, General Services, or his/her designee, during an inspection of records conducted by GSA as part of that agency's responsibility to recommend improvements in records management practices and programs, under authority of 44 U.S.C. 2904 and 2906. Such disclosure shall be made in accordance with the GSA regulations governing inspection of records for this purpose, and any other relevant (*i.e.*, GSA or Commerce) directive. Such disclosure shall not be used to make determinations about individuals.
8. A record from this system of records may be disclosed, as a routine use, to the public after either publication of the application pursuant to 35 U.S.C. 122(b) or issuance of a patent pursuant to 35 U.S.C. 151. Further, a record may be disclosed, subject to the limitations of 37 CFR 1.14, as a routine use, to the public if the record was filed in an application which became abandoned or in which the proceedings were terminated and which application is referenced by either a published application, an application open to public inspection or an issued patent.
9. A record from this system of records may be disclosed, as a routine use, to a Federal, State, or local law enforcement agency, if the USPTO becomes aware of a violation or potential violation of law or regulation.

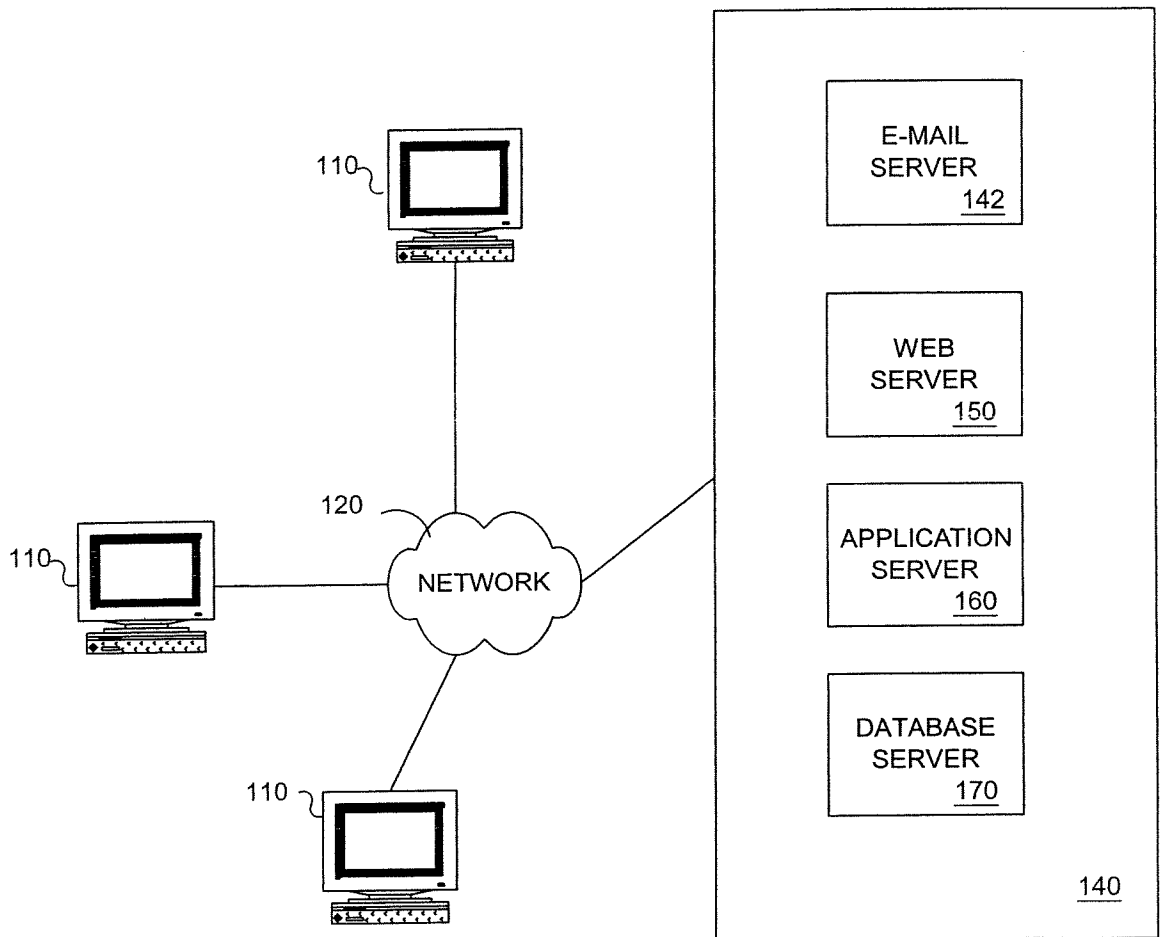


Fig. 1

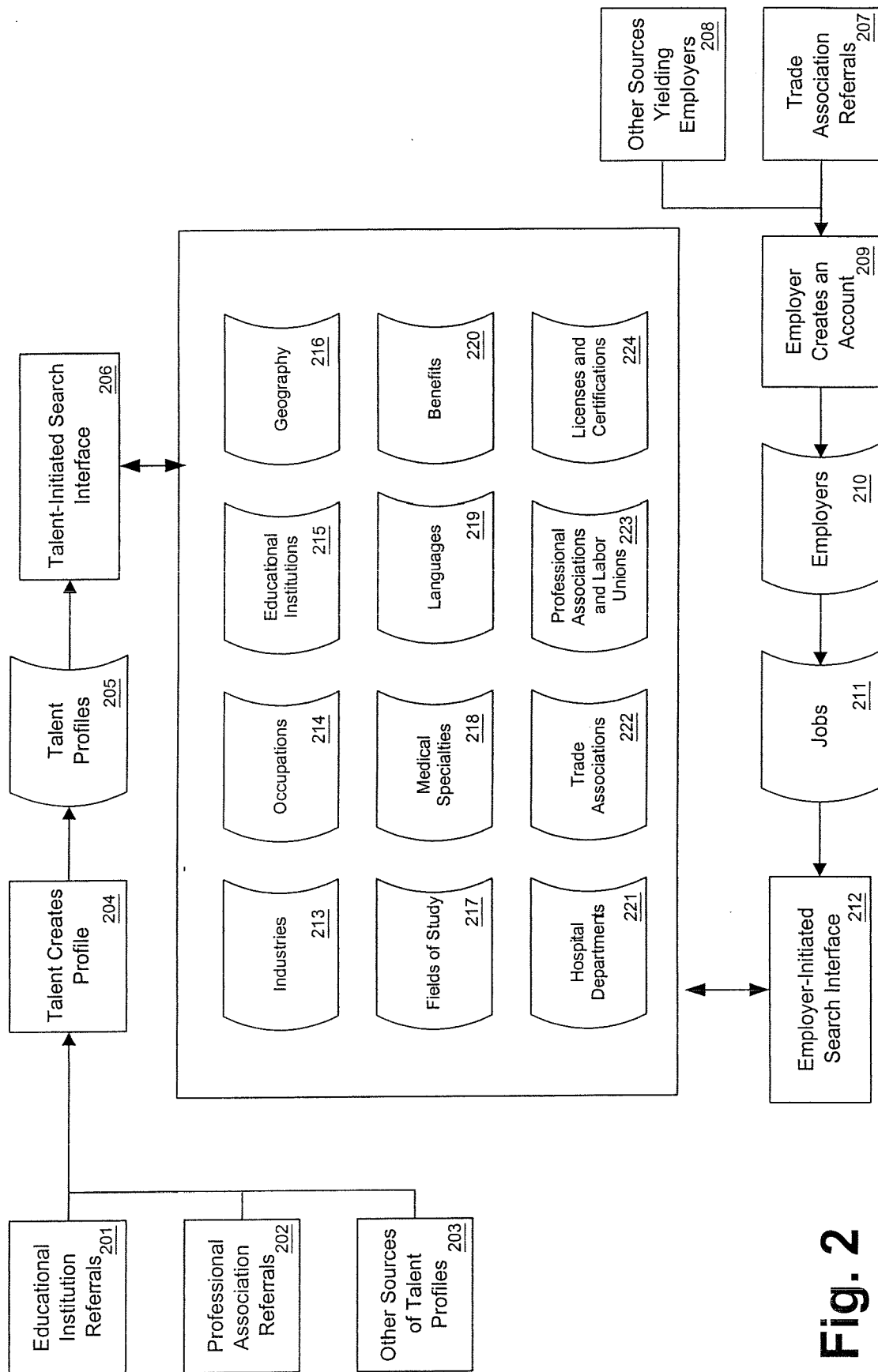


Fig. 2

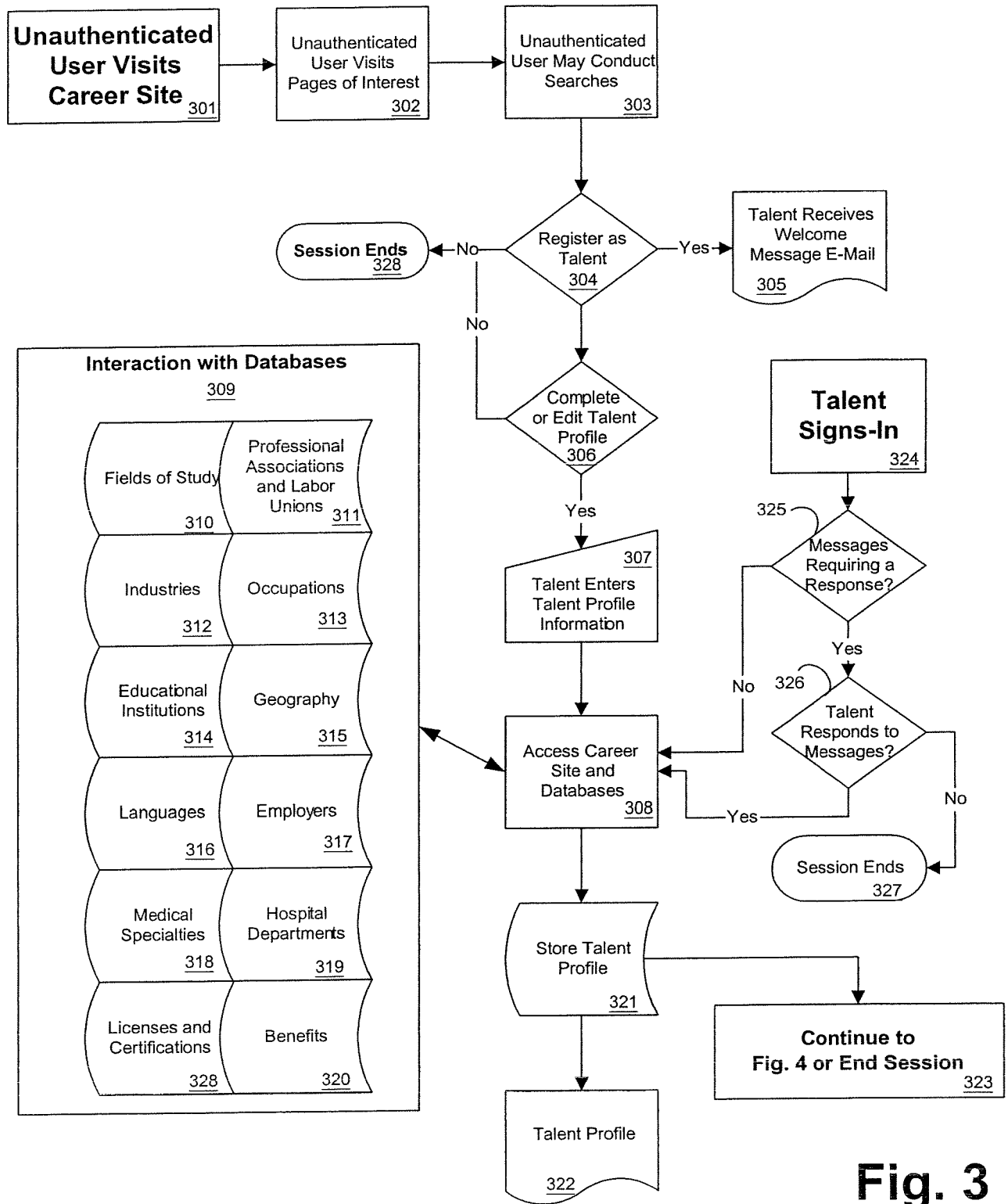


Fig. 3

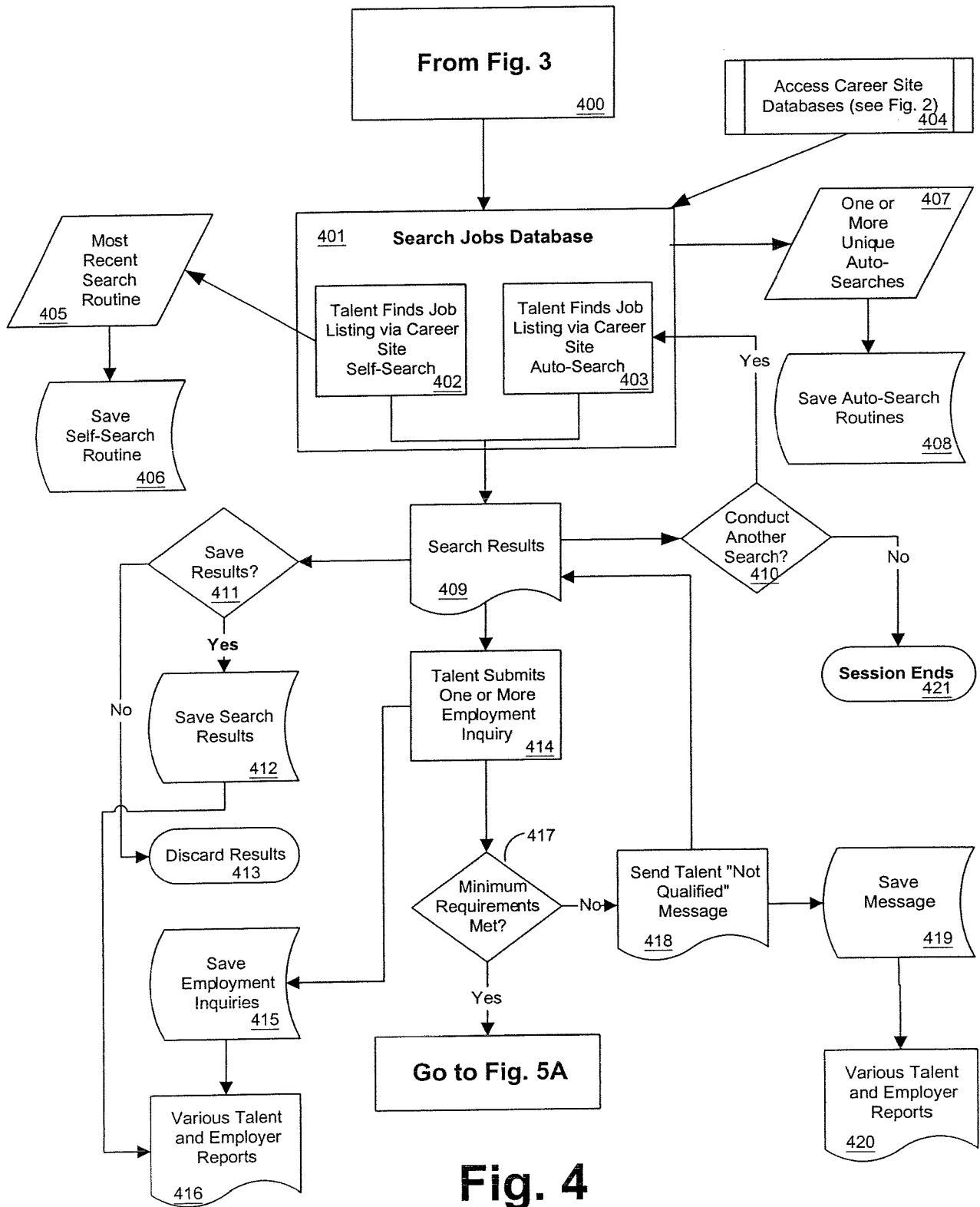


Fig. 4

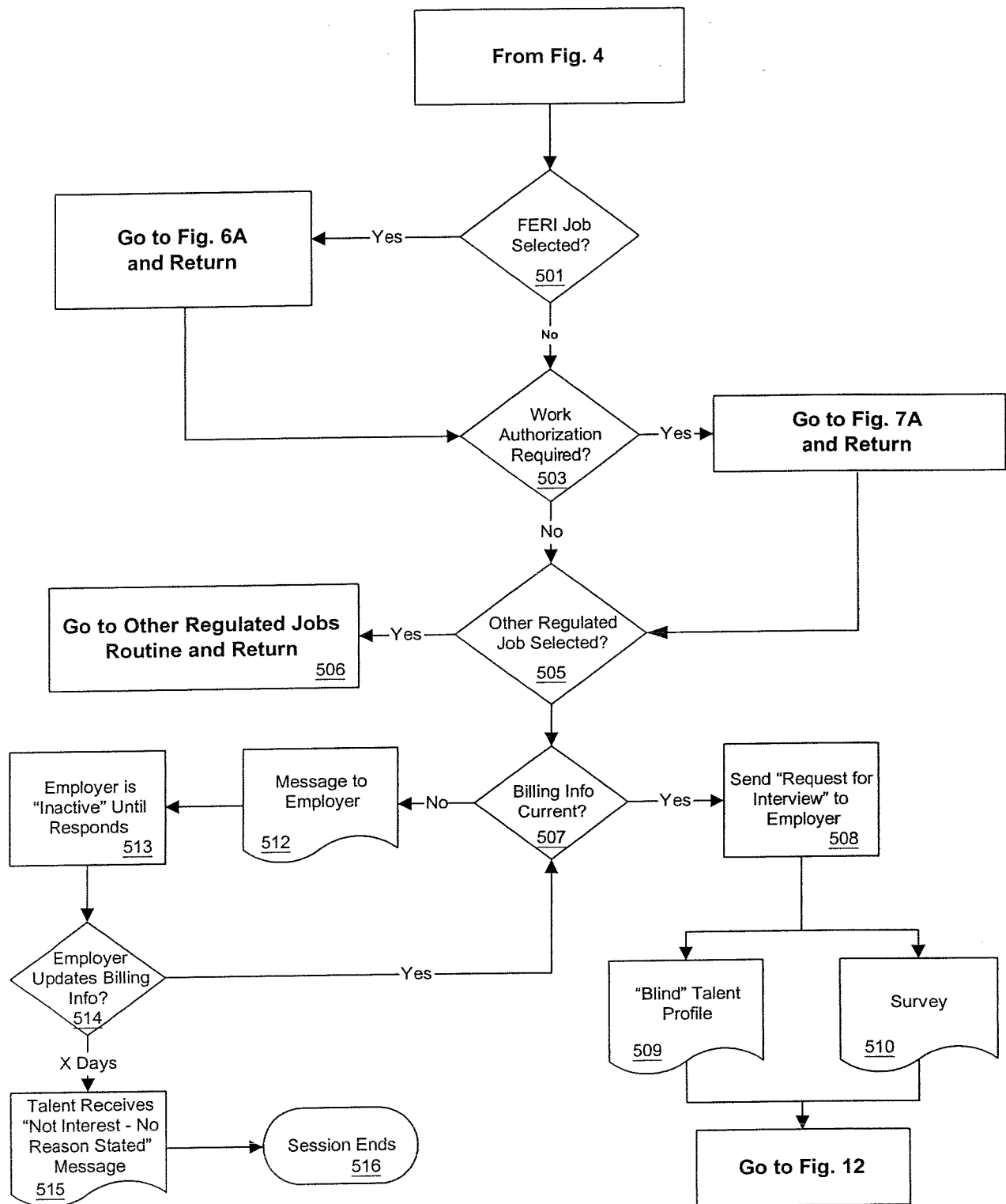


Fig. 5A

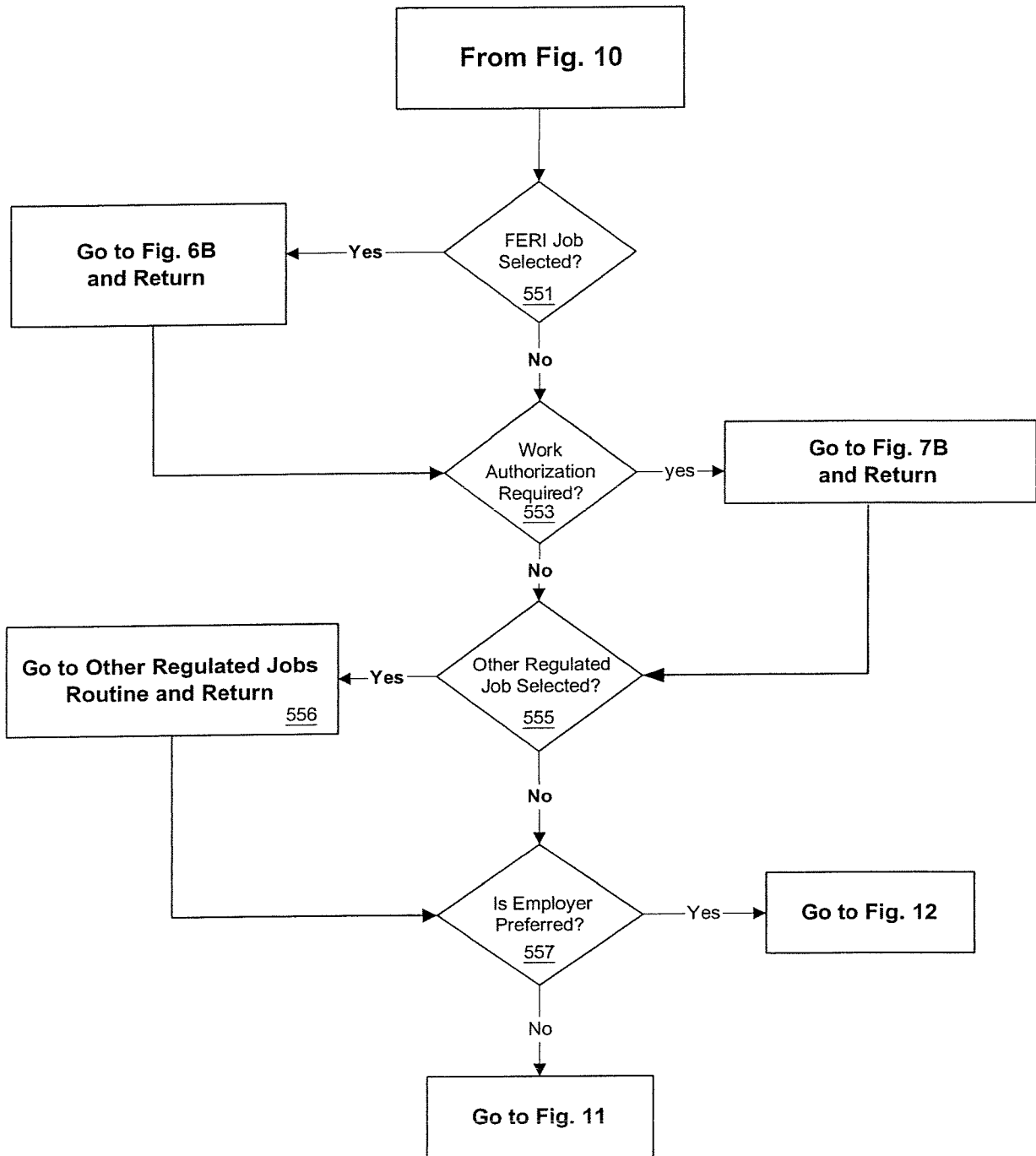


Fig. 5B

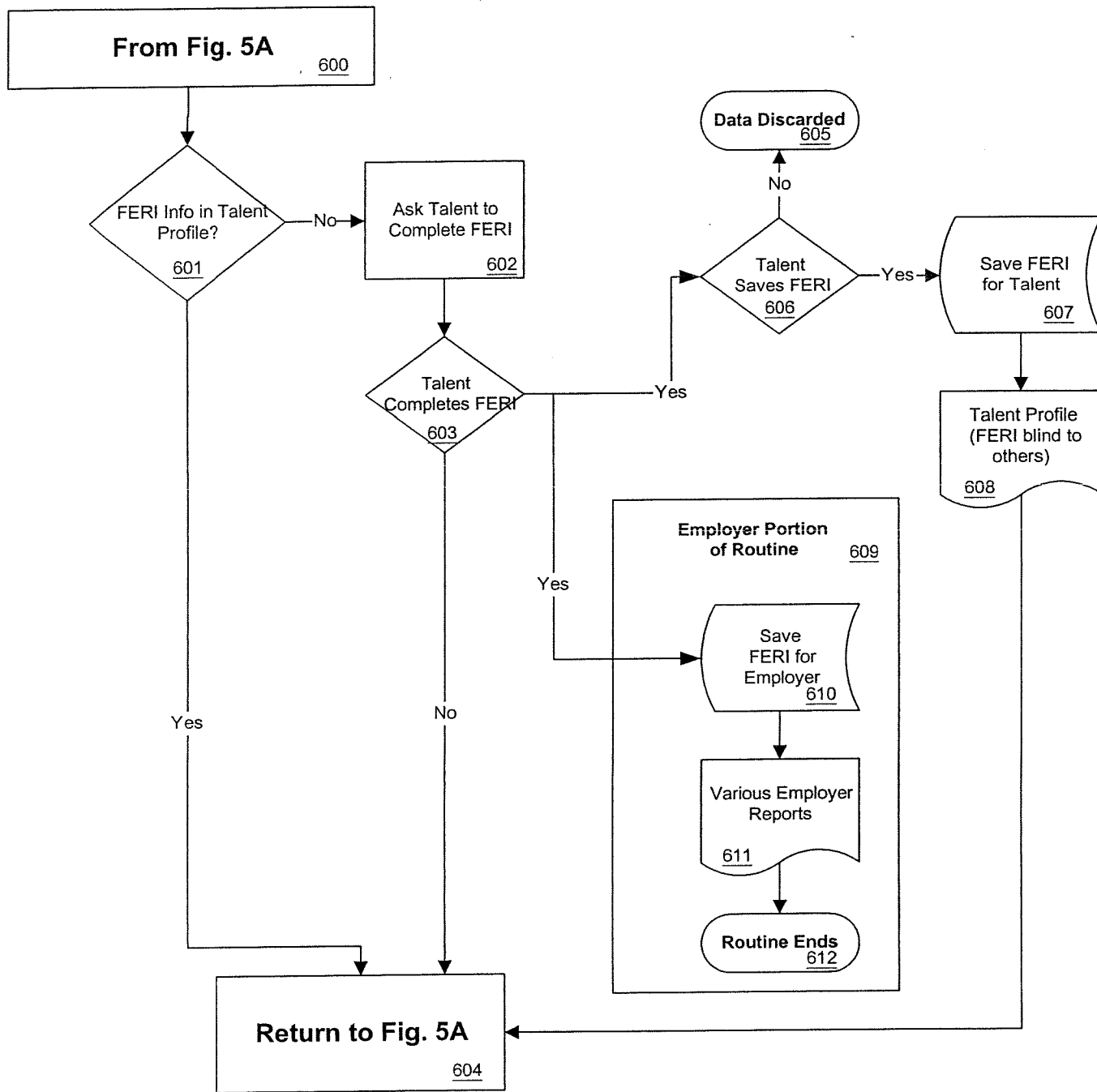


Fig. 6A

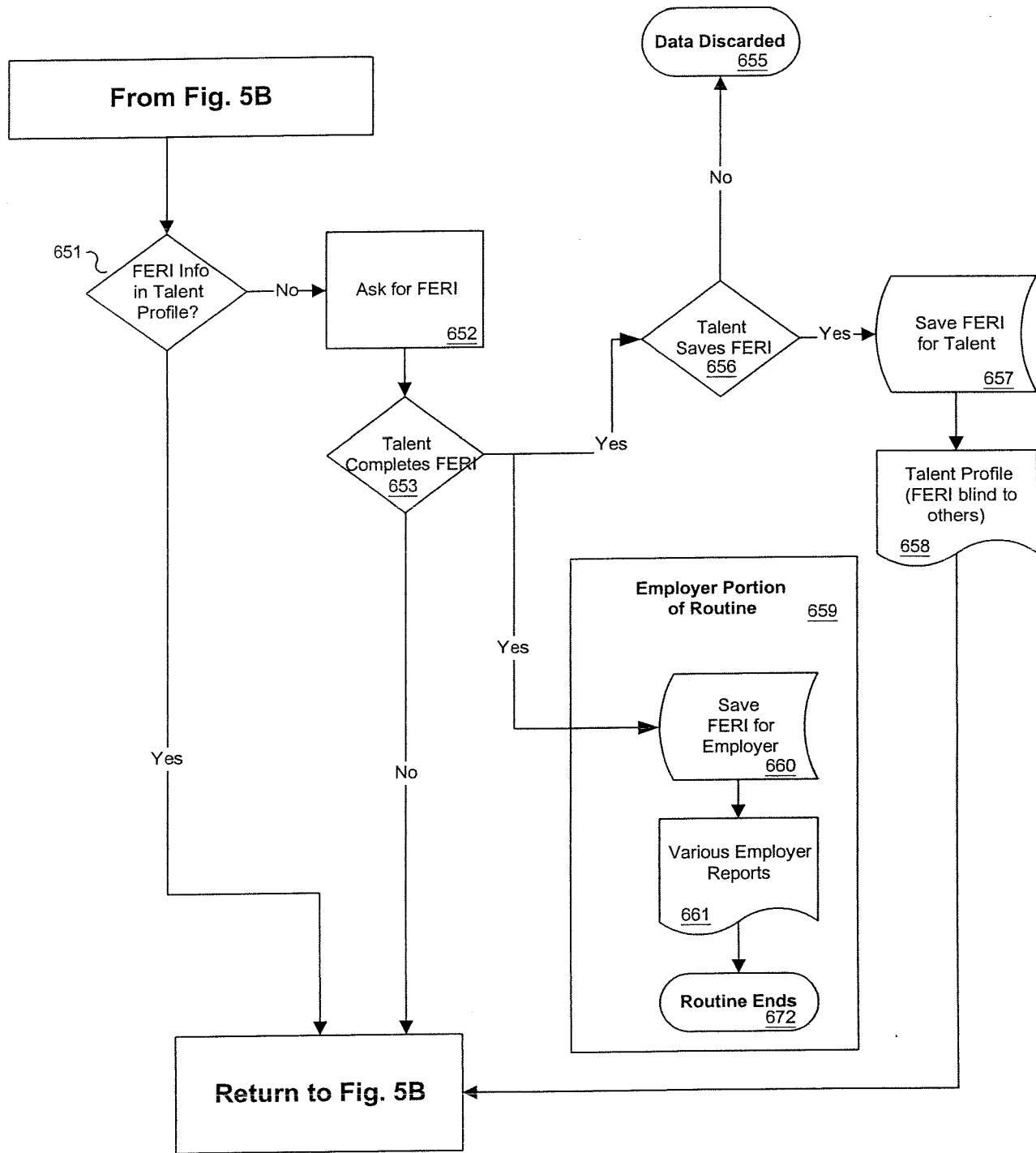


Fig. 6B

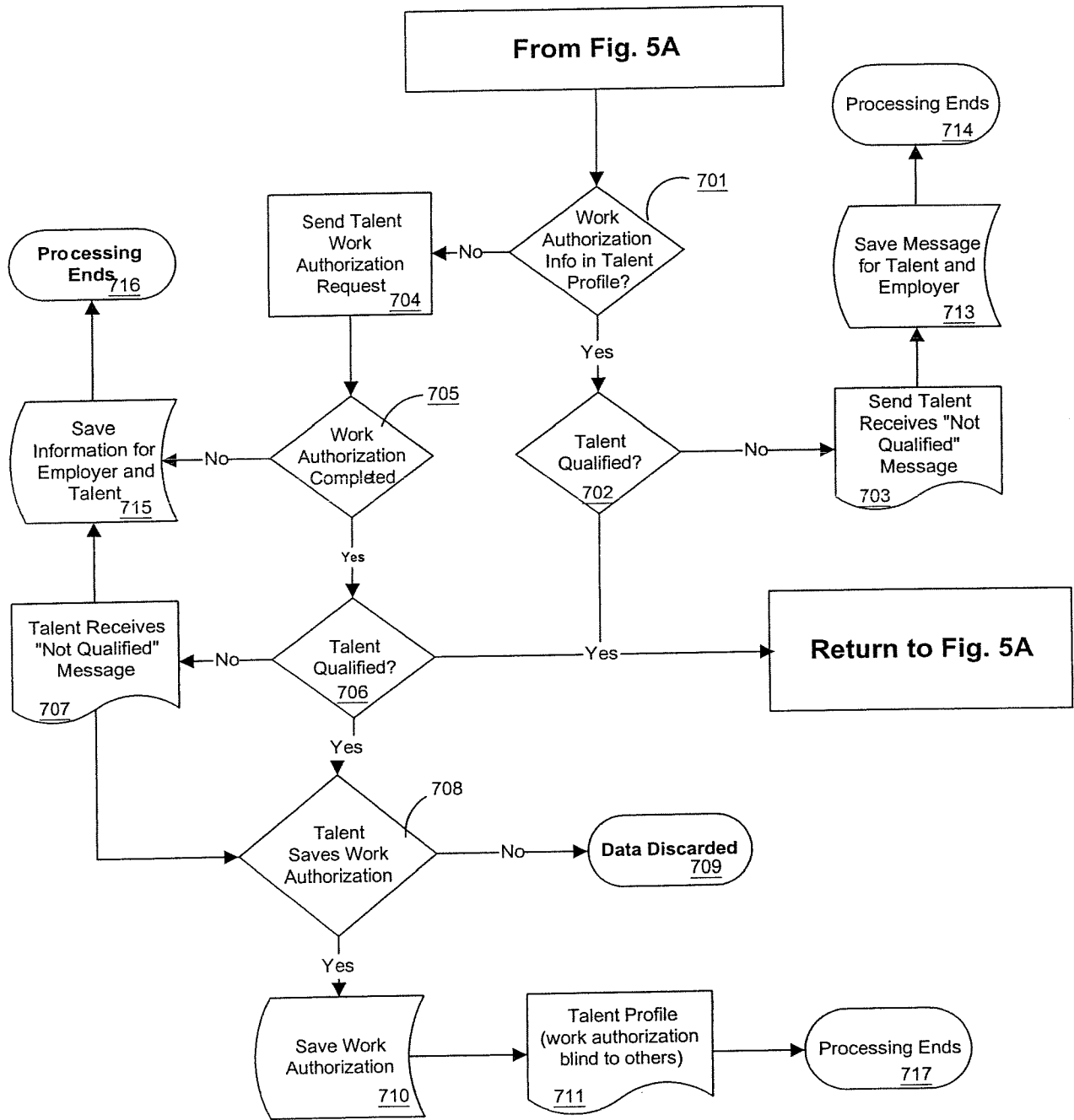


Fig. 7A

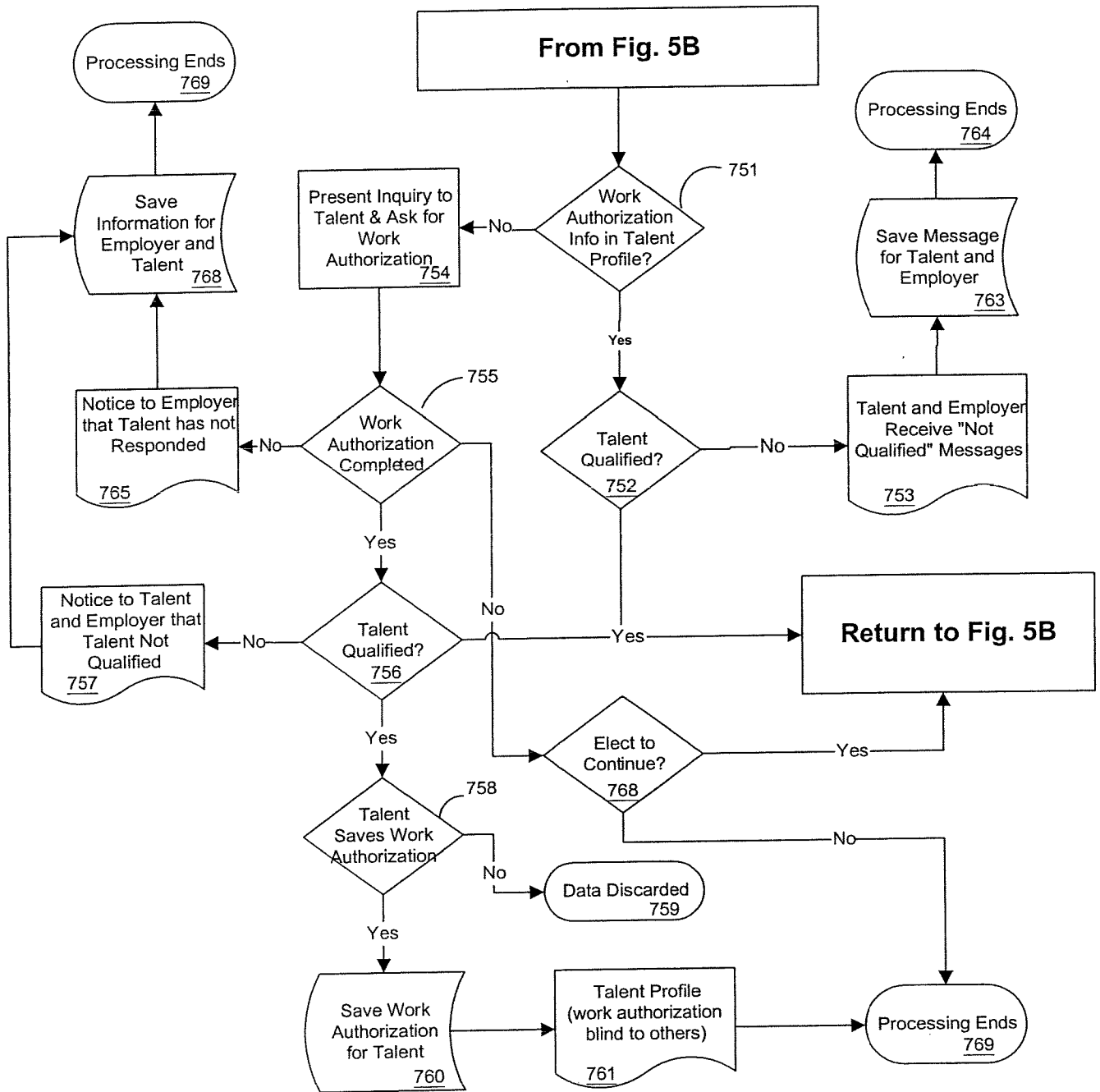


Fig. 7B

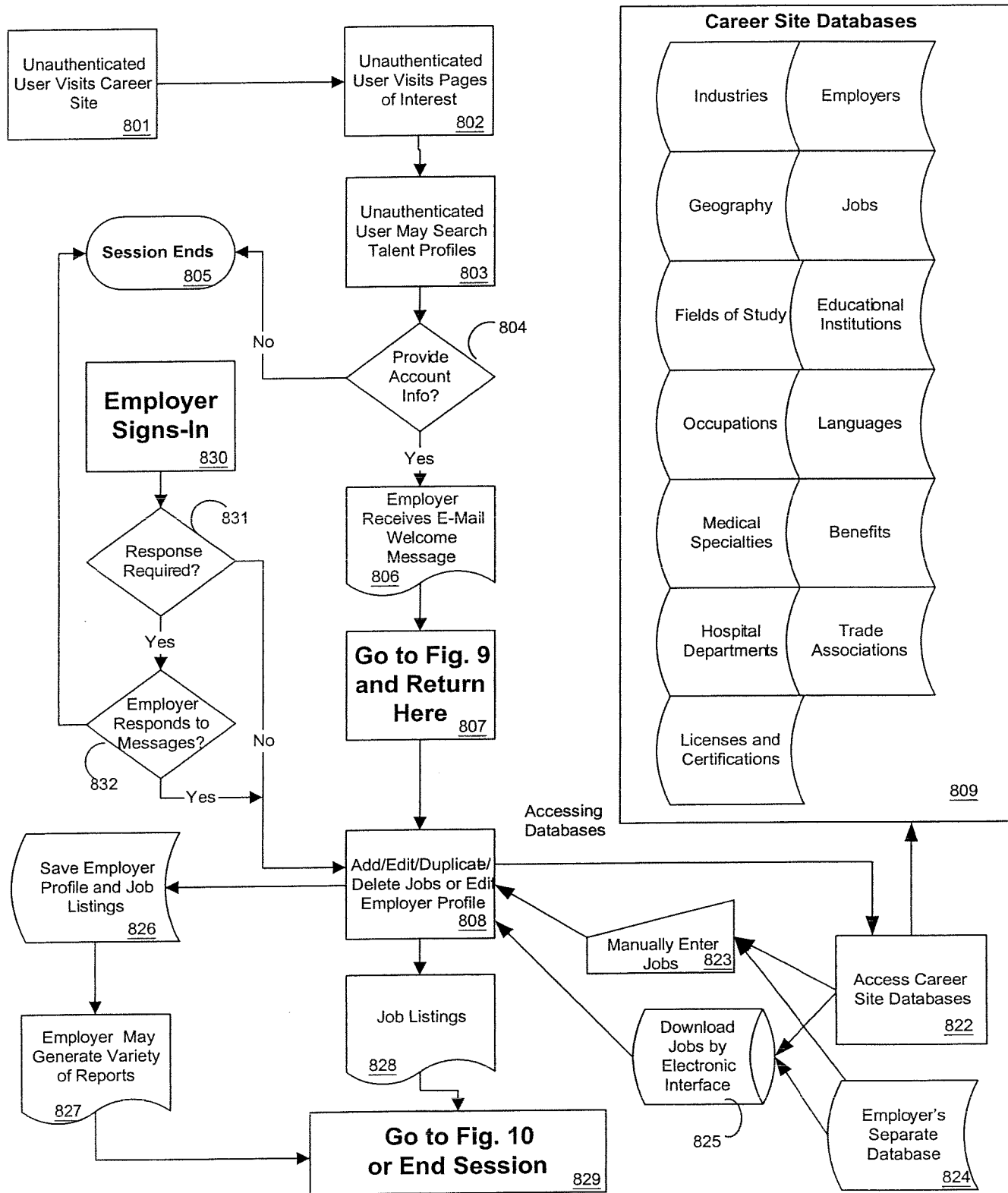


Fig. 8

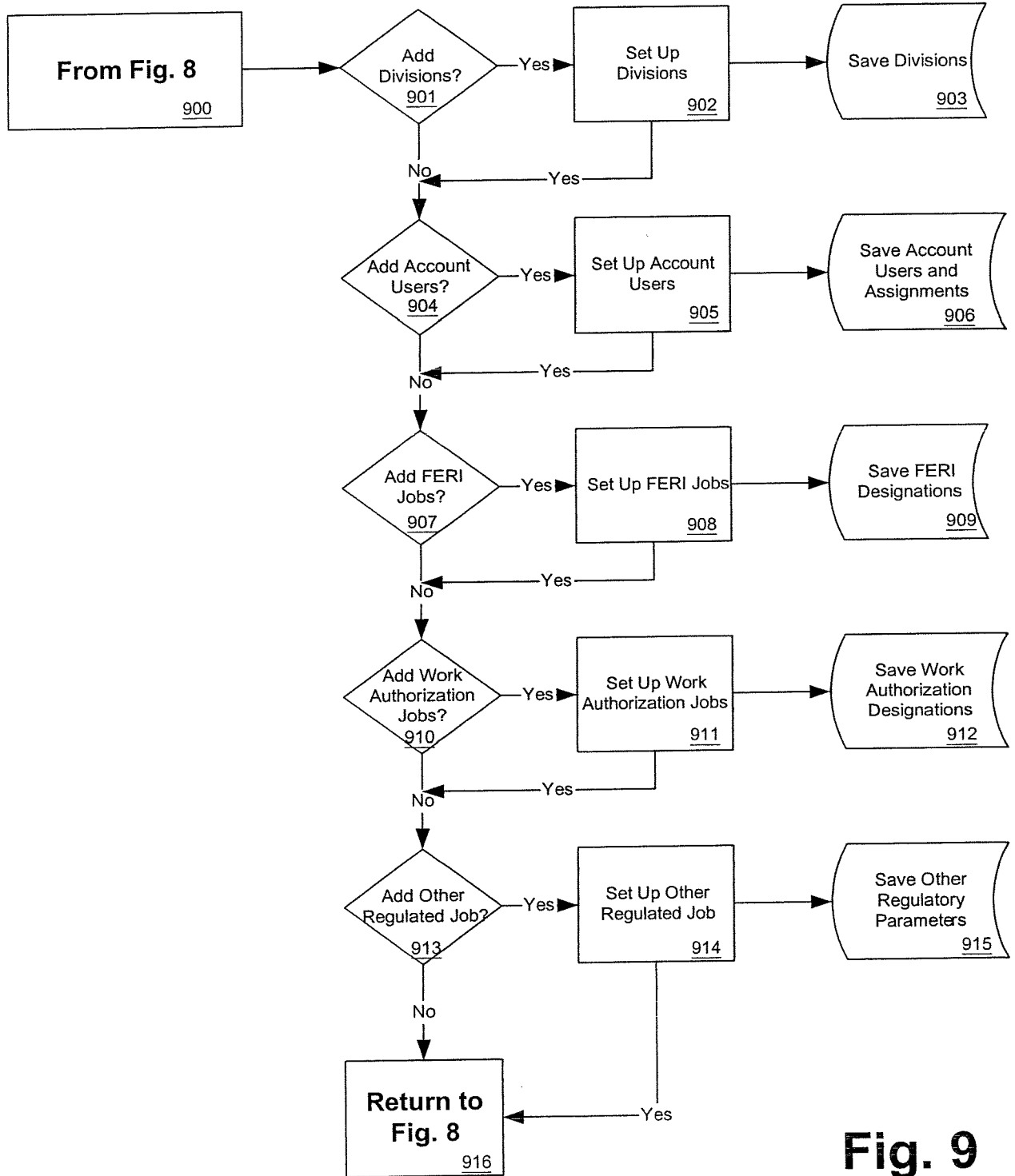


Fig. 9

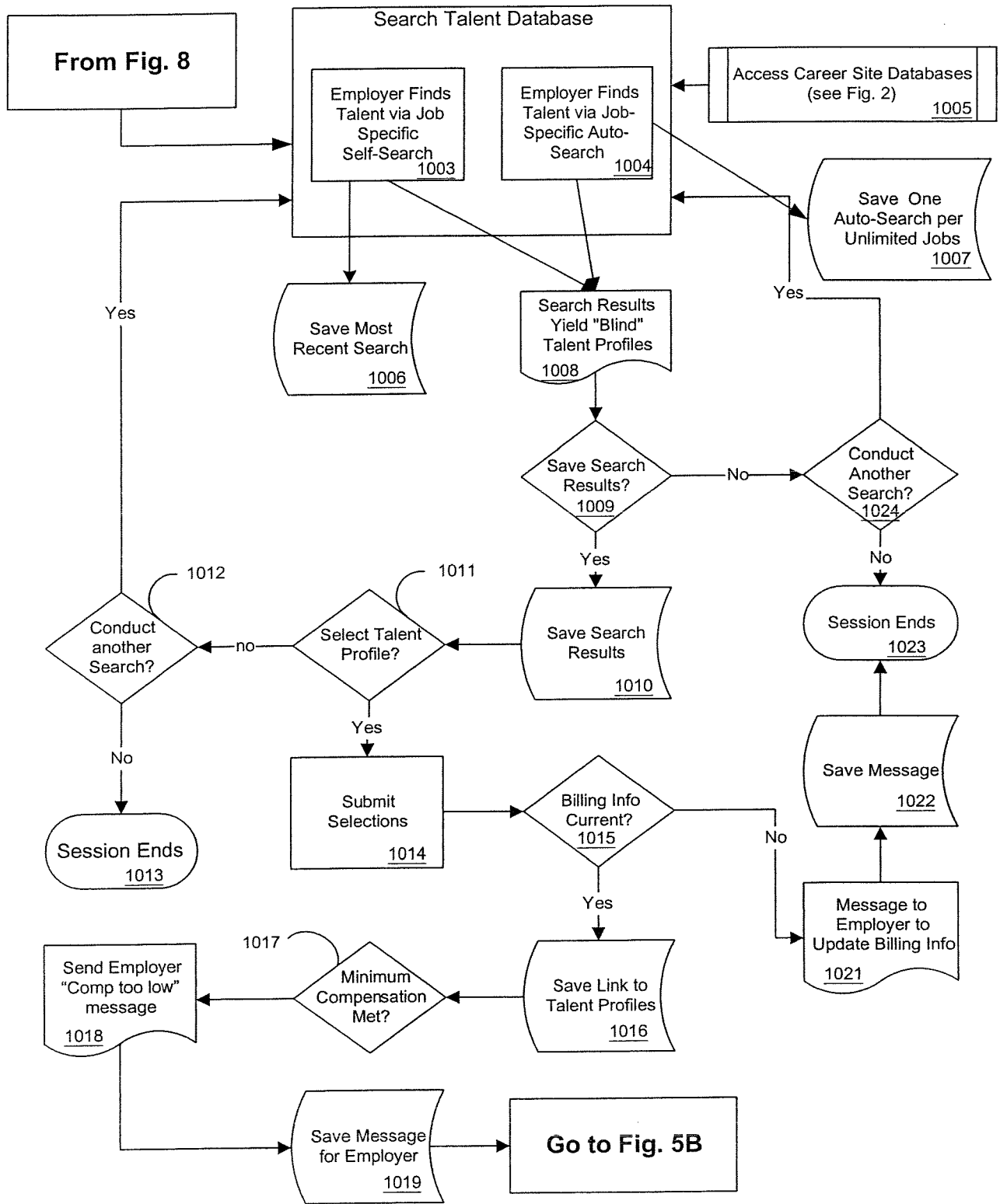


Fig. 10

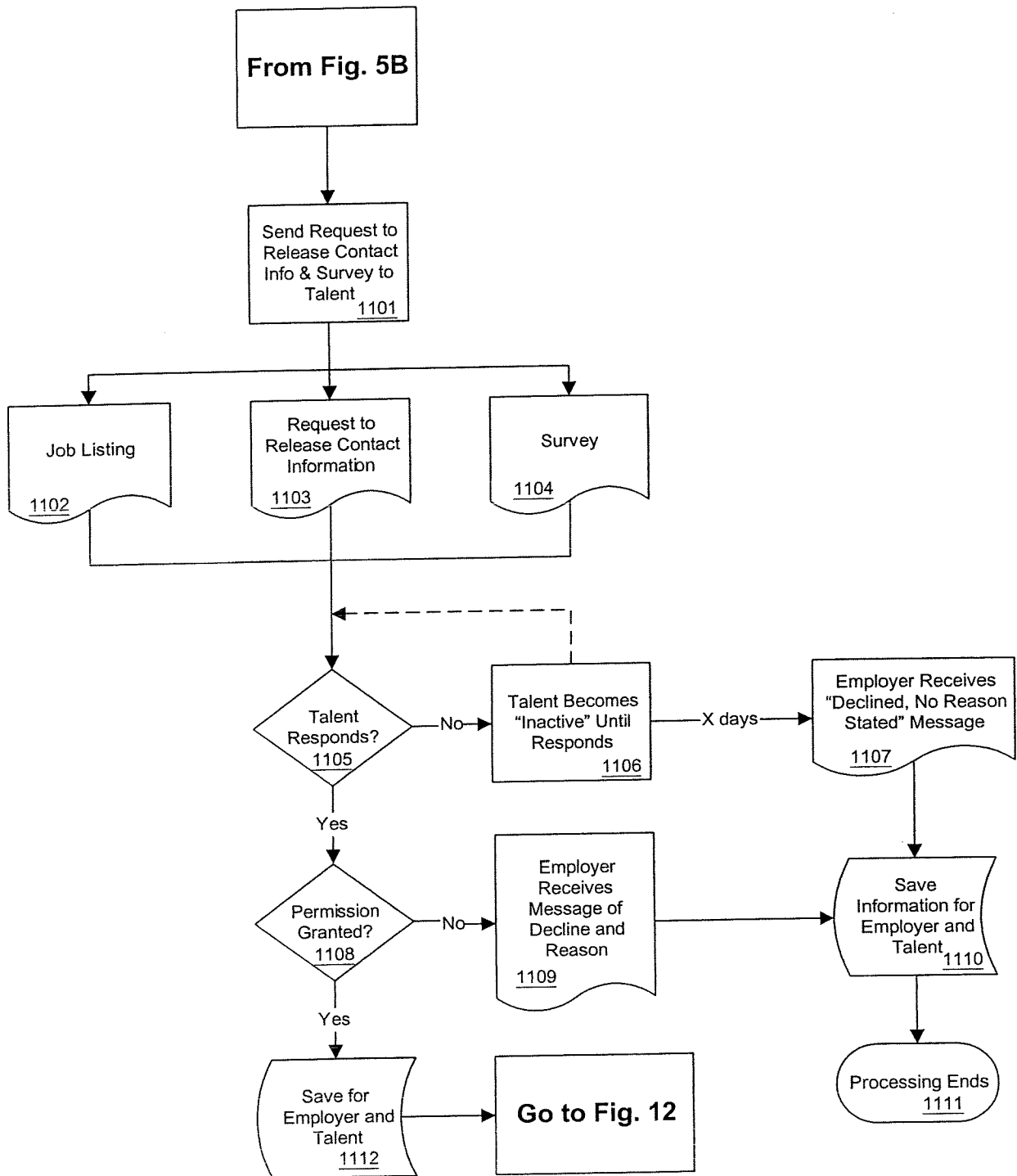


Fig. 11

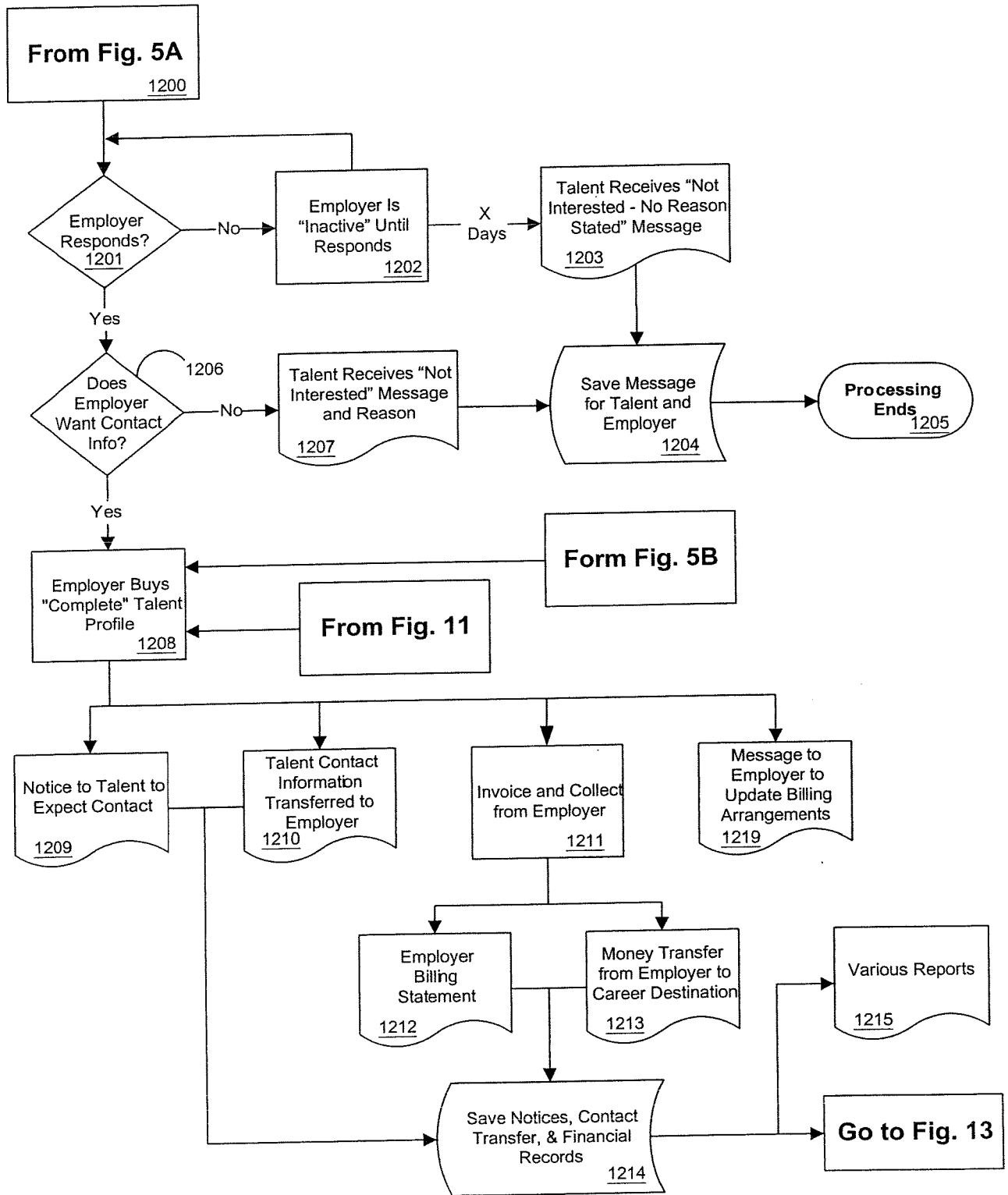


Fig. 12

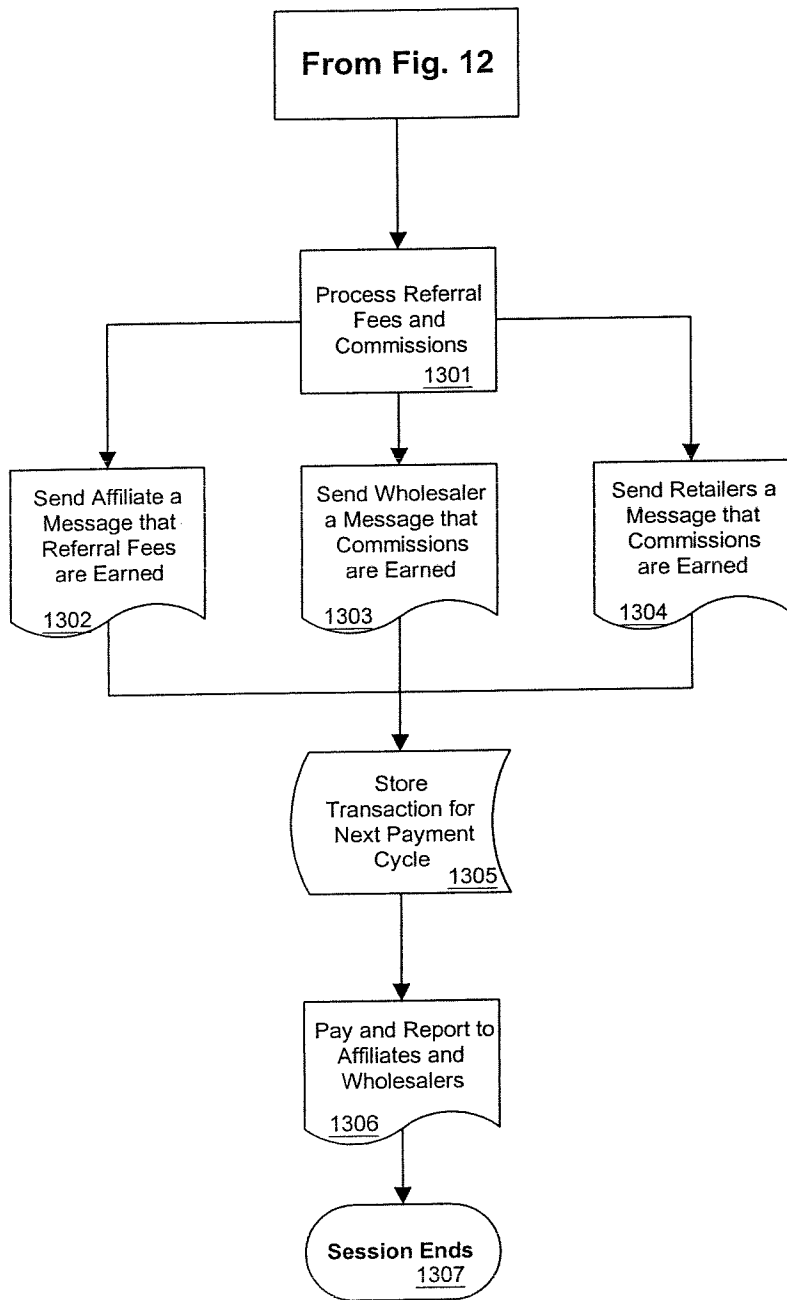


Fig. 13

Follow-Up Process

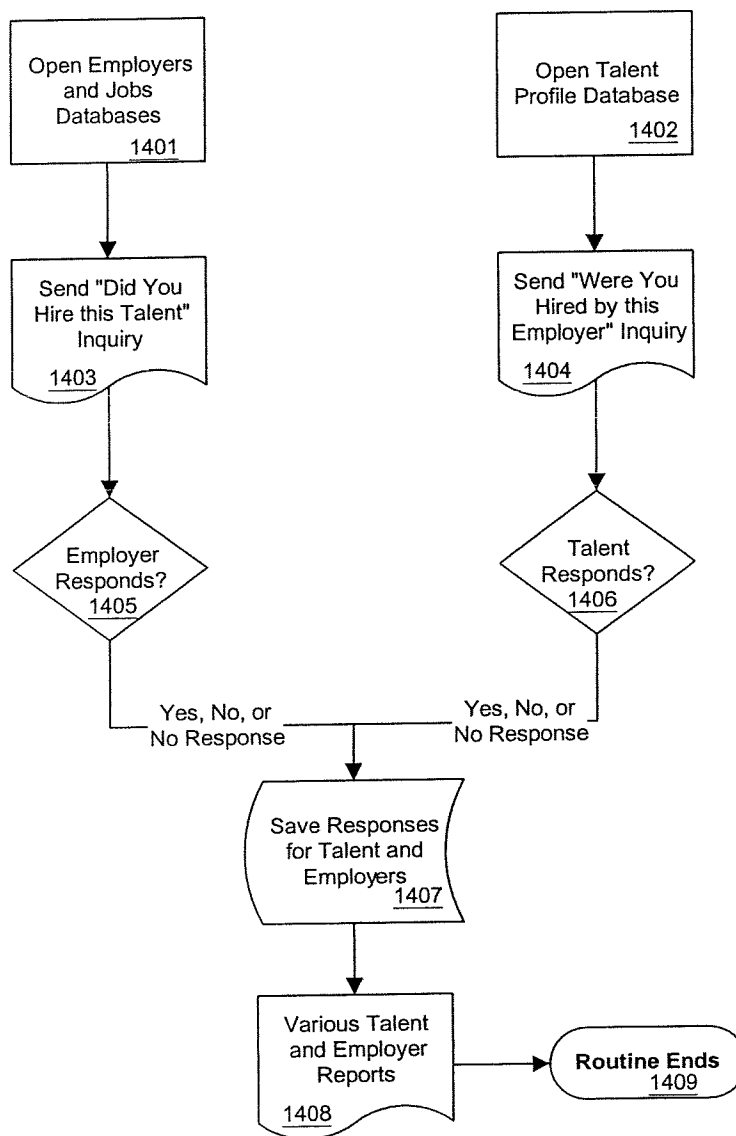


Fig. 14

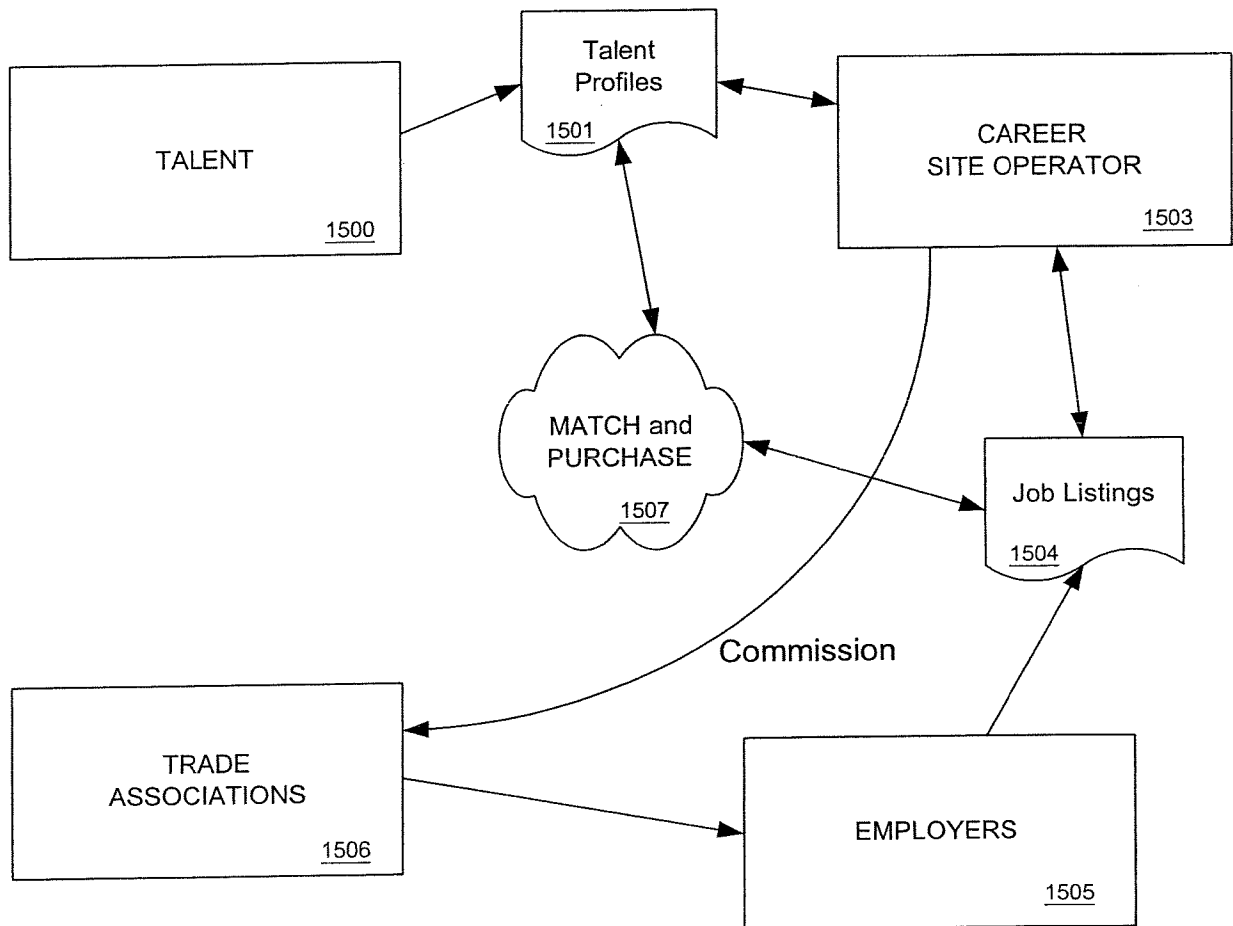


Fig. 15

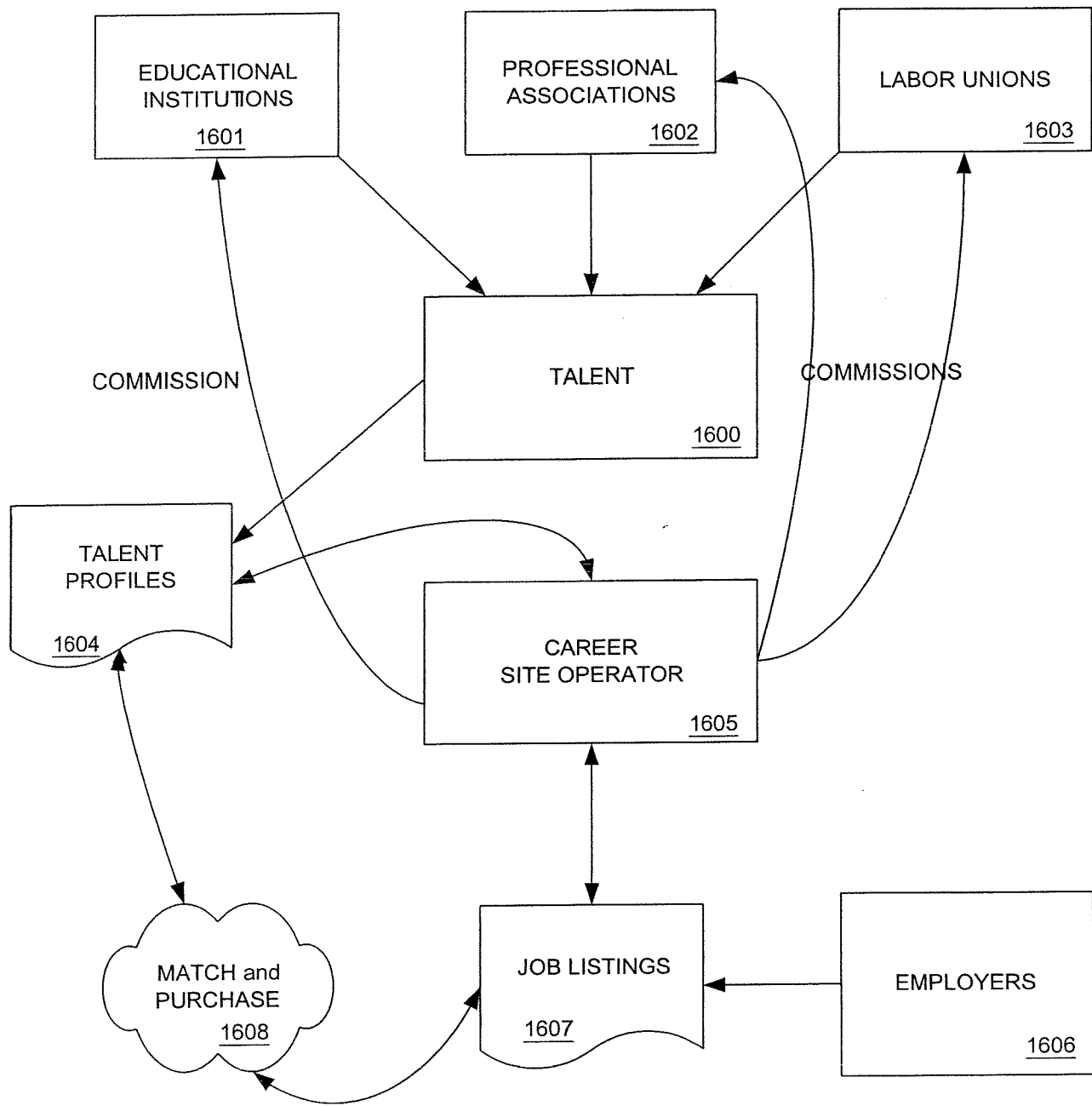


Fig. 16

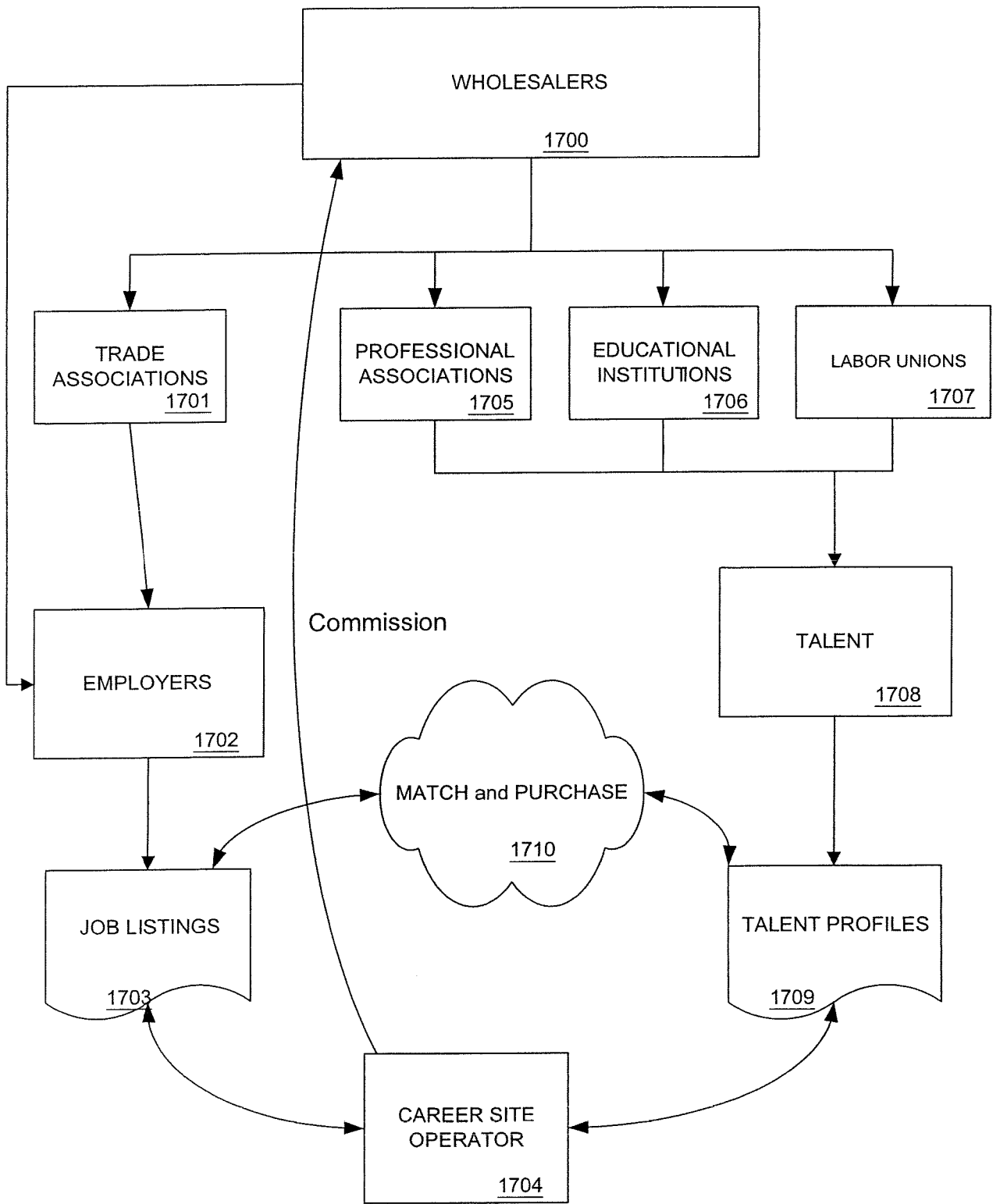


Fig. 17

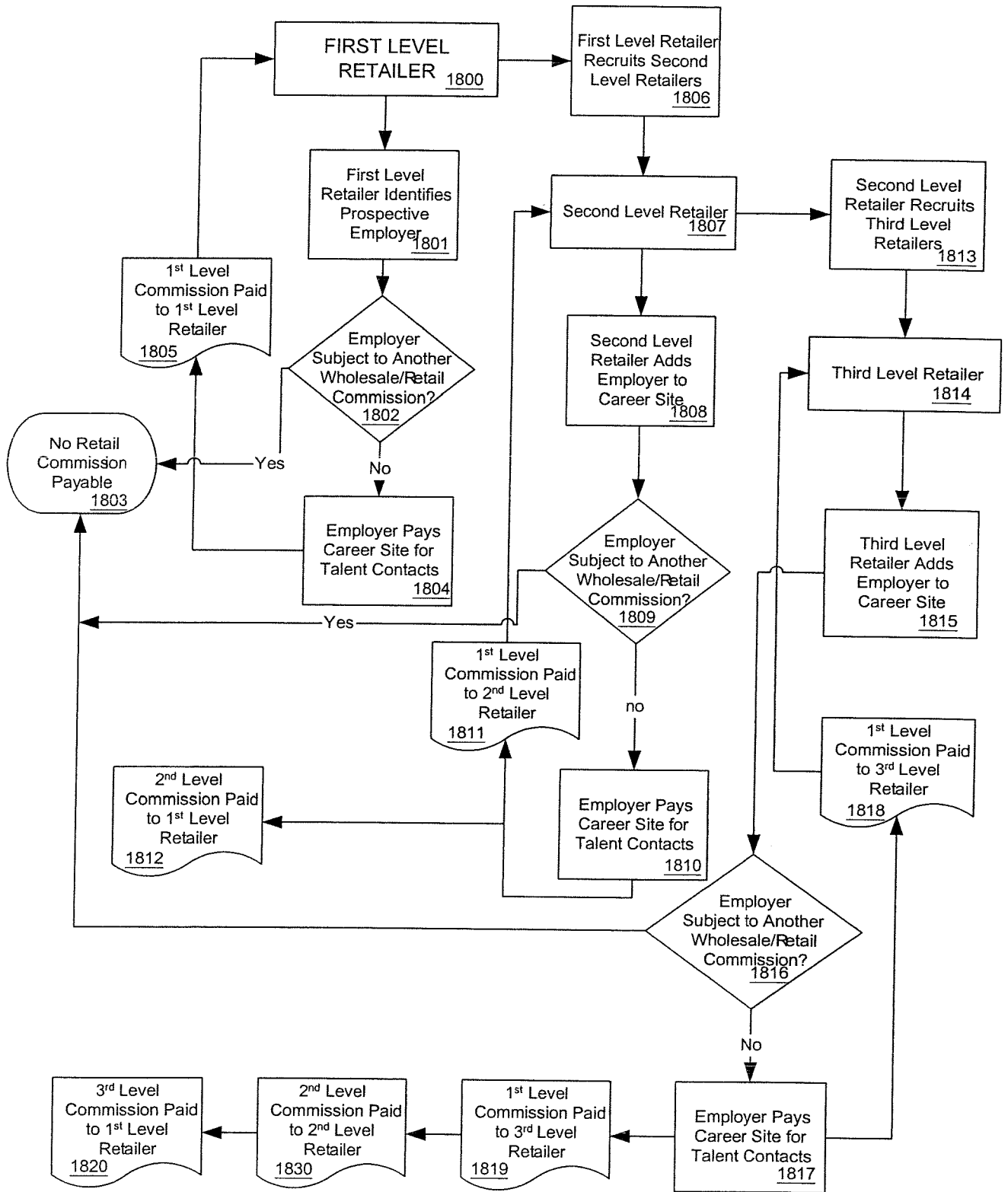


Fig. 18

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Application Data Sheet 37 CFR 1.76		Attorney Docket Number	15703.5
		Application Number	
Title of Invention	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS		
The application data sheet is part of the provisional or nonprovisional application for which it is being submitted. The following form contains the bibliographic data arranged in a format specified by the United States Patent and Trademark Office as outlined in 37 CFR 1.76. This document may be completed electronically and submitted to the Office in electronic format using the Electronic Filing System (EFS) or the document may be printed and included in a paper filed application.			

Secrecy Order 37 CFR 5.2

<input type="checkbox"/>	Portions or all of the application associated with this Application Data Sheet may fall under a Secrecy Order pursuant to 37 CFR 5.2 (Paper filers only. Applications that fall under Secrecy Order may not be filed electronically.)
--------------------------	---

Applicant Information:

Applicant 1					<input type="button" value="Remove"/>
Applicant Authority <input checked="" type="radio"/> Inventor		<input type="radio"/> Legal Representative under 35 U.S.C. 117		<input type="radio"/> Party of Interest under 35 U.S.C. 118	
Prefix	Given Name	Middle Name	Family Name	Suffix	
	Marc		Vianello		
Residence Information (Select One) <input checked="" type="radio"/> US Residency <input type="radio"/> Non US Residency <input type="radio"/> Active US Military Service					
City	Mission	State/Province	KS	Country of Residence i	US
Citizenship under 37 CFR 1.41(b) i		US			
Mailing Address of Applicant:					
Address 1	6299 Nall Ave.				
Address 2					
City	Mission	State/Province	KS		
Postal Code	66202	Countryⁱ	US		
All Inventors Must Be Listed - Additional Inventor Information blocks may be generated within this form by selecting the Add button.					<input type="button" value="Add"/>

Correspondence Information:

Enter either Customer Number or complete the Correspondence Information section below. For further information see 37 CFR 1.33(a).			
<input type="checkbox"/> An Address is being provided for the correspondence information of this application.			
Customer Number	66714		
Email Address	ashaffer@theIPCenter.com	<input type="button" value="Add Email"/>	<input type="button" value="Remove Email"/>

Application Information:

Title of the Invention	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS		
Attorney Docket Number	15703.5	Small Entity Status Claimed	<input type="checkbox"/>
Application Type	Provisional		
Subject Matter	Utility		
Suggested Class (if any)		Sub Class (if any)	
Suggested Technology Center (if any)			
Total Number of Drawing Sheets (if any)		Suggested Figure for Publication (if any)	

Monster Worldwide, Inc. Exhibit 1025 (p.369/380)

Application Data Sheet 37 CFR 1.76	Attorney Docket Number	15703.5
	Application Number	
Title of Invention	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS	

Publication Information:

<input type="checkbox"/>	Request Early Publication (Fee required at time of Request 37 CFR 1.219)
<input type="checkbox"/>	Request Not to Publish. I hereby request that the attached application not be published under 35 U.S. C. 122(b) and certify that the invention disclosed in the attached application has not and will not be the subject of an application filed in another country, or under a multilateral international agreement, that requires publication at eighteen months after filing.

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Representative information should be provided for all practitioners having a power of attorney in the application. Providing this information in the Application Data Sheet does not constitute a power of attorney in the application (see 37 CFR 1.32). Enter either Customer Number or complete the Representative Name section below. If both sections are completed the Customer Number will be used for the Representative Information during processing.			
Please Select One:	<input checked="" type="radio"/> Customer Number	<input type="radio"/> US Patent Practitioner	<input type="radio"/> Limited Recognition (37 CFR 11.9)
Customer Number	66714		

Domestic Benefit/National Stage Information:

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Prior Application Status	Pending	Remove	
Application Number	Continuity Type	Prior Application Number	Filing Date (YYYY-MM-DD)
	Division of	10101644	2002-03-19
Additional Domestic Benefit/National Stage Data may be generated within this form by selecting the Add button.			Add

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This section allows for the applicant to claim benefit of foreign priority and to identify any prior foreign application for which priority is not claimed. Providing this information in the application data sheet constitutes the claim for priority as required by 35 U.S.C. 119(b) and 37 CFR 1.55(a).			
			Remove
Application Number	Country ⁱ	Parent Filing Date (YYYY-MM-DD)	Priority Claimed
			<input checked="" type="radio"/> Yes <input type="radio"/> No
Additional Foreign Priority Data may be generated within this form by selecting the Add button.			Add

Assignee Information:

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Assignee 1	Remove

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Application Data Sheet 37 CFR 1.76	Attorney Docket Number	15703.5
	Application Number	
Title of Invention	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS	

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Prefix	Given Name	Middle Name	Family Name	Suffix
Mailing Address Information:				
Address 1				
Address 2				
City		State/Province		
Country		Postal Code		
Phone Number		Fax Number		
Email Address				
Additional Assignee Data may be generated within this form by selecting the Add button.				<input type="button" value="Add"/>

Signature:

A signature of the applicant or representative is required in accordance with 37 CFR 1.33 and 10.18. Please see 37 CFR 1.4(d) for the form of the signature.					
Signature	/Arthur K. Shaffer/			Date (YYYY-MM-DD)	2010-06-18
First Name	Arthur K.	Last Name	Shaffer	Registration Number	50257

This collection of information is required by 37 CFR 1.76. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 23 minutes to complete, including gathering, preparing, and submitting the completed application data sheet form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, P.O. Box 1450, Alexandria, VA 22313-1450. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. **SEND TO: Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450.**

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9. A record from this system of records may be disclosed, as a routine use, to a Federal, State, or local law enforcement agency, if the USPTO becomes aware of a violation or potential violation of law or regulation.

Electronic Patent Application Fee Transmittal

Application Number:				
Filing Date:				
Title of Invention:	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS			
First Named Inventor/Applicant Name:	Marc Vianello			
Filer:	Arthur K. Shaffer			
Attorney Docket Number:	15703.5			
Filed as Small Entity				
Utility under 35 USC 111(a) Filing Fees				
Description	Fee Code	Quantity	Amount	Sub-Total in USD(\$)
Basic Filing:				
Utility filing Fee (Electronic filing)	4011	1	82	82
Utility Search Fee	2111	1	270	270
Utility Examination Fee	2311	1	110	110
Pages:				
Claims:				
Claims in excess of 20	2202	40	26	1040
Independent claims in excess of 3	2201	3	110	330
Miscellaneous-Filing:				

Description	Fee Code	Quantity	Amount	Sub-Total in USD(\$)
Petition:				
Patent-Appeals-and-Interference:				
Post-Allowance-and-Post-Issuance:				
Extension-of-Time:				
Miscellaneous:				
			Total in USD (\$)	1832

Electronic Acknowledgement Receipt

EFS ID:	8120859
Application Number:	12846635
International Application Number:	
Confirmation Number:	2336
Title of Invention:	CAREER AND EMPLOYMENT SERVICES SYSTEM AND APPARATUS
First Named Inventor/Applicant Name:	Marc Vianello
Customer Number:	66714
Filer:	Arthur K. Shaffer
Filer Authorized By:	
Attorney Docket Number:	15703.5
Receipt Date:	29-JUL-2010
Filing Date:	
Time Stamp:	18:39:36
Application Type:	Utility under 35 USC 111(a)

Payment information:

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Payment was successfully received in RAM	\$1832
RAM confirmation Number	5261
Deposit Account	
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File Listing:

Document Number	Document Description	File Name	File Size(Bytes)/ Message Digest	Multi Part (if appl.)	Pages (if appl.)
		Monster Worldwide, Inc. Exhibit 1025 (p. 275/380)		Part 7.zip	

1	Miscellaneous Incoming Letter	MIL.pdf	17191 aa21dea1880ee24a23d559f0268fd73f6cd2695	no	1
Warnings:					
Information:					
2	Preliminary Amendment	preliminamend_nmk.pdf	416413 4c90b83c30ded5cea8be75e2572792cbe66961e0	no	91
Warnings:					
Information:					
3		157035App.pdf	420004 21fa2f9c5e03e9a7eb012e20c380505da6aa0fb4	yes	108
	Multipart Description/PDF files in .zip description				
	Document Description		Start	End	
	Specification		1	91	
	Claims		92	107	
	Abstract		108	108	
Warnings:					
Information:					
4		POADEC.pdf	188959 9683d31a5e52e588fa8be0b195198b9c827f13f2	yes	4
	Multipart Description/PDF files in .zip description				
	Document Description		Start	End	
	Power of Attorney		1	2	
	Oath or Declaration filed		3	4	
Warnings:					
Information:					
5	Drawings-only black and white line drawings	12059799-drawings.pdf	500011 de082d780dc89cb5670f7b1f670b9a9424f6bed	no	21
Warnings:					
Information:					
6	Application Data Sheet	ADS72910.pdf	1596110 1977f1c78061ac6bc82175561cc4930e53444be6	no	4
Warnings:					

Information:					
7	Fee Worksheet (PTO-875)	fee-info.pdf	37858	no	2
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IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Divisional Application of) July 29, 2010
)
MARC VIANELLO)
)
)
)
Filed July 29, 2010)
)
For: CAREER AND EMPLOYMENT)
SERVICES SYSTEM AND APPARATUS)

Commissioner of Patents
Alexandria, V.A. 22313-1450
Sir:

PRELIMINARY AMENDMENT

Substitute Specification submitted herewith.

REMARKS

As filed, this divisional application included a specification. Applicant hereby includes a substitute specification with the changes indicated.

Respectfully submitted,

/Arthur K. Shaffer
ARTHUR K. SHAFFER, Reg. #50,257
INTELLECTUAL PROPERTY CENTER, LLC
9233 Ward Parkway, Suite 100
Kansas City, MO 64114
Telephone: (816) 363-1555

Attorneys for Applicant

Date: 07/29/10

Approved for use through 7/31/2006. OMB 0651-0032
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PATENT APPLICATION FEE DETERMINATION RECORD Substitute for Form PTO-875	Application or Docket Number 12/846,635
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APPLICATION AS FILED – PART I			SMALL ENTITY		OTHER THAN SMALL ENTITY	
	(Column 1)	(Column 2)				
FOR	NUMBER FILED	NUMBER EXTRA	RATE (\$)	FEE (\$)	RATE (\$)	FEE (\$)
BASIC FEE (37 CFR 1.16(a), (b), or (c))	N/A	N/A	N/A	82	N/A	
SEARCH FEE (37 CFR 1.16(k), (l), or (m))	N/A	N/A	N/A	270	N/A	
EXAMINATION FEE (37 CFR 1.16(o), (p), or (q))	N/A	N/A	N/A	110	N/A	
TOTAL CLAIMS (37 CFR 1.16(i))	60	minus 20 =	x\$26	1040	x\$52	
INDEPENDENT CLAIMS (37 CFR 1.16(h))	6	minus 3 = *	x\$110	330	x\$220	
APPLICATION SIZE FEE (37 CFR 1.16(s))	If the specification and drawings exceed 100 sheets of paper, the application size fee due is \$260 (\$130 for small entity) for each additional 50 sheets or fraction thereof. See 35 U.S.C. 41(a)(1)(G) and 37 CFR			270		
MULTIPLE DEPENDENT CLAIM PRESENT (37 CFR 1.16(j))			195		390	
			TOTAL	2102	TOTAL	

* If the difference in column 1 is less than zero, enter "0" in column 2.

APPLICATION AS AMENDED – PART II					SMALL ENTITY		OTHER THAN SMALL ENTITY	
	(Column 1)	(Column 2)	(Column 3)					
AMENDMENT A	CLAIMS REMAINING AFTER AMENDMENT	HIGHEST NUMBER PREVIOUSLY PAID FOR	PRESENT EXTRA	RATE (\$)	ADDITIONAL FEE (\$)	RATE (\$)	ADDITIONAL FEE (\$)	
Total (37 CFR 1.16(i))	*	Minus **	=	X =		X =		
Independent (37 CFR 1.16(h))	*	Minus ***	=	X =		X =		
Application Size Fee (37 CFR 1.16(s))								
FIRST PRESENTATION OF MULTIPLE DEPENDENT CLAIM (37 CFR 1.16(j))				N/A		N/A		
				TOTAL ADD'T FEE		TOTAL ADD'T FEE		

APPLICATION AS AMENDED – PART II					SMALL ENTITY		OTHER THAN SMALL ENTITY	
	(Column 1)	(Column 2)	(Column 3)					
AMENDMENT B	CLAIMS REMAINING AFTER AMENDMENT	HIGHEST NUMBER PREVIOUSLY PAID FOR	PRESENT EXTRA	RATE (\$)	ADDITIONAL FEE (\$)	RATE (\$)	ADDITIONAL FEE (\$)	
Total (37 CFR 1.16(i))	*	Minus **	=	X =		X =		
Independent (37 CFR 1.16(h))	*	Minus ***	=	X =		X =		
Application Size Fee (37 CFR 1.16(s))								
FIRST PRESENTATION OF MULTIPLE DEPENDENT CLAIM (37 CFR 1.16(j))				N/A		N/A		
				TOTAL ADD'T FEE		TOTAL ADD'T FEE		

- * If the entry in column 1 is less than the entry in column 2, write "0" in column 3.
- ** If the "Highest Number Previously Paid For" IN THIS SPACE is less than 20, enter "20".
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PATENT APPLICATION FEE DETERMINATION RECORD Substitute for Form PTO-875	Application or Docket Number 12/846,635	Filing Date 07/29/2010	<input type="checkbox"/> To be Mailed
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APPLICATION AS FILED – PART I			OTHER THAN SMALL ENTITY			
	(Column 1)	(Column 2)	SMALL ENTITY <input checked="" type="checkbox"/>	OR		
FOR	NUMBER FILED	NUMBER EXTRA	RATE (\$)	FEE (\$)	RATE (\$)	FEE (\$)
<input type="checkbox"/> BASIC FEE <small>(37 CFR 1.16(a), (b), or (c))</small>	N/A	N/A	N/A		N/A	
<input type="checkbox"/> SEARCH FEE <small>(37 CFR 1.16(k), (j), or (m))</small>	N/A	N/A	N/A		N/A	
<input type="checkbox"/> EXAMINATION FEE <small>(37 CFR 1.16(o), (p), or (q))</small>	N/A	N/A	N/A		N/A	
TOTAL CLAIMS <small>(37 CFR 1.16(j))</small>	minus 20 =	*	X \$ =	OR	X \$ =	
INDEPENDENT CLAIMS <small>(37 CFR 1.16(h))</small>	minus 3 =	*	X \$ =		X \$ =	
<input type="checkbox"/> APPLICATION SIZE FEE <small>(37 CFR 1.16(s))</small>	If the specification and drawings exceed 100 sheets of paper, the application size fee due is \$250 (\$125 for small entity) for each additional 50 sheets or fraction thereof. See 35 U.S.C. 41(a)(1)(G) and 37 CFR 1.16(s).					
<input type="checkbox"/> MULTIPLE DEPENDENT CLAIM PRESENT <small>(37 CFR 1.16(j))</small>						
* If the difference in column 1 is less than zero, enter "0" in column 2.			TOTAL		TOTAL	

APPLICATION AS AMENDED – PART II					OTHER THAN SMALL ENTITY			
	(Column 1)	(Column 2)	(Column 3)					
AMENDMENT	07/29/2010	CLAIMS REMAINING AFTER AMENDMENT	HIGHEST NUMBER PREVIOUSLY PAID FOR	PRESENT EXTRA	RATE (\$)	ADDITIONAL FEE (\$)	RATE (\$)	ADDITIONAL FEE (\$)
	Total <small>(37 CFR 1.16(i))</small>	* 60	Minus ** 60	= 0	X \$26 =	0	OR	X \$ =
	Independent <small>(37 CFR 1.16(h))</small>	* 6	Minus ***6	= 0	X \$110 =	0	OR	X \$ =
	<input type="checkbox"/> Application Size Fee <small>(37 CFR 1.16(s))</small>						OR	
	<input type="checkbox"/> FIRST PRESENTATION OF MULTIPLE DEPENDENT CLAIM <small>(37 CFR 1.16(j))</small>						OR	
					TOTAL ADD'L FEE	0	OR	TOTAL ADD'L FEE

	(Column 1)	(Column 2)	(Column 3)					
AMENDMENT		CLAIMS REMAINING AFTER AMENDMENT	HIGHEST NUMBER PREVIOUSLY PAID FOR	PRESENT EXTRA	RATE (\$)	ADDITIONAL FEE (\$)	RATE (\$)	ADDITIONAL FEE (\$)
	Total <small>(37 CFR 1.16(i))</small>	*	Minus **	=	X \$ =		OR	X \$ =
	Independent <small>(37 CFR 1.16(h))</small>	*	Minus ***	=	X \$ =		OR	X \$ =
	<input type="checkbox"/> Application Size Fee <small>(37 CFR 1.16(s))</small>						OR	
	<input type="checkbox"/> FIRST PRESENTATION OF MULTIPLE DEPENDENT CLAIM <small>(37 CFR 1.16(j))</small>						OR	
					TOTAL ADD'L FEE		OR	TOTAL ADD'L FEE

* If the entry in column 1 is less than the entry in column 2, write "0" in column 3.
 ** If the "Highest Number Previously Paid For" IN THIS SPACE is less than 20, enter "20".
 *** If the "Highest Number Previously Paid For" IN THIS SPACE is less than 3, enter "3".
 The "Highest Number Previously Paid For" (Total or Independent) is the highest number found in the appropriate box in column 1.

Legal Instrument Examiner:
 /LAWRENCE BRITT JR/

This collection of information is required by 37 CFR 1.16. The information is required to obtain or retain a benefit by the public which is to file (and by the USPTO to process) an application. Confidentiality is governed by 35 U.S.C. 122 and 37 CFR 1.14. This collection is estimated to take 12 minutes to complete, including gathering, preparing, and submitting the completed application form to the USPTO. Time will vary depending upon the individual case. Any comments on the amount of time you require to complete this form and/or suggestions for reducing this burden, should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, U.S. Department of Commerce, P.O. Box 1450, Alexandria, VA 22313-1450. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. **SEND TO: Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450.**

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