

job in the St. Louis area would not be released. If the requesting party, in this case the candidate, requests the release of contact information for at least one of the job opportunities found in the search, the present method then makes a further determination that the attributes of the requesting party, in this case the candidate, actually satisfy the minimum requirements established by the non-requesting party, in this case the employer, for the specific job identified in the search results and listed in the employer database. In the example given, the employer may require that the candidate have 5 years experience in the industry with specific experience in engine design. According to Claim 5, the present method would therefore take the employer's minimum requirements that an appropriate candidate have 5 years experience in the industry and have engine design experience and search the candidate's attributes to see if the candidate meets these minimum requirements. If the candidate does not satisfy the minimum requirements established by the employer as required by Claim 5, the candidate is then sent a message indicating that the candidate is not qualified for submitting his contact information for the employment opportunity requested. This method and procedure is clearly set forth in Figs. 4, 7A and 7B of the present invention for the candidate (specification starting at page 57) and in corresponding Fig. 10 for the case where the employer initiates the search request (specification starting at page 75). In the example given above where our candidate does meet the minimum requirements of the employer, Claim 5 then specifically requires that a response must be received from the non-requesting employer consenting to the release of the candidate's contact information to the employer. Clearly, the determining step where the present method determines whether the attributes of the requesting party satisfies the minimum requirements of the non-requesting party is not disclosed in any of the cited prior art references including the Walker reference. Walker merely discloses that once the search results have been transmitted, if the first

and second party rules for releasing their respective identities are satisfied, the exchange of contact information automatically takes place. There is no further determination with respect to comparing attributes and minimum requirements, nor is there any specific communication with the non-requesting party to receive a specific response from that non-requesting party consenting to the release of contact information. According to the Walker disclosure, consent is automatic if the first and second party rules are satisfied.

Applicant's system as recited in Claim 5 is more sophisticated than the Walker system and it not only transmits the results of the search based upon the search parameters, but it further makes additional determinations that all of the minimum requirements of the non-requesting party are satisfied before requesting mutual consent to the release of contact information. This series of steps is clearly missing from the Walker system and, for this reason alone, the present method as defined in Claim 5 is clearly and patentably distinguishable over the disclosure in the Walker reference.

Newly amended Claim 5 continues to further require obligating a payment due in real time based on the response to the request for release of information wherein the payment is due to a career site operator and thereafter providing the exchange of contact information in real time prior to any direct contact between the candidate and the employer. The Examiner has indicated that the Walker reference fails to expressly disclose obligating payment due from the employer and cites Pineda for the proposition of disclosing charging a fee to an employer. More particularly, Pineda specifically requires that the employer pay a fee before any release of contact information. See, Page 12 of the Pineda publication starting at Line 25 through Page 13, Lines 1-2 and Lines 16-18. See also, Fig. 4 of Pineda. This is not true with respect to the present system wherein either the candidate or the employer will be obligated a payment due in

real time as soon as a positive response is received from the non-requesting party consenting to the release of contact information to the requesting party. In Claim 5, upon receipt of consent to the release of contact information, obligation of the payment is immediately made and the exchange of contact information is thereafter immediately made in real time before payment is received. This payment sequence in combination with the other steps of newly amended Claim 5 clearly and patentably distinguish Claim 5 over both the Walker reference and the Pineda reference, either alone or in combination with each other.

Claim 5 specifically requires a separate determination step to ensure that the attributes of the requesting party satisfy the minimum requirements of the non-requesting party; that a very specific response be received from the non-requesting party consenting to the release of contact information (not just an automatic release based upon party rules); an immediate obligation of a payment in real time to either party; and the exchange of contact information occurs in real time and before receipt of any payment and, importantly, prior to any direct contact between the candidate and the employer. These are very different and distinguishable steps as compared to both the Walker and Pineda references.

The Examiner has rejected dependent Claim 10 solely on the proposition that a company would pay different rates for a candidate having different experience levels. No prior art is cited for this rejection. Although Applicant is not claiming the features set forth in Claim 10 per se, none of these features are disclosed in the cited prior art and such limitations, in conjunction with the other novel features of the present method as set forth and defined in base Claim 5, further patentably distinguish Claim 10.

Newly amended Claim 14 is directed to a network for facilitating the exchange of contact information and such claim includes many of the limitations set forth and described above with

respect to independent Claim 5. In this regard, Claim 14 specifically requires that the network include means for storing candidate and employer attributes and requirements in separate databases and that at least a portion of the candidate database and a portion of the employer database are searchable by either the candidate and the employer; means for processing a search request from either the candidate or the employer and providing the results of such search to the requesting party; means for receiving a request for release of contact information from the requesting party based upon the search results; and, importantly, further means for determining that the attributes of the requesting party satisfy the minimum requirements of the non-requesting party. Here again, as explained above with respect to Claim 5, none of the cited prior art references including the Walker reference disclose this determination mechanism to ensure that all of the attributes of the requesting party stored in the appropriate database satisfies at least the minimum requirements of the non-requesting party stored in that appropriate database. This eliminates the possibility of initially matching up candidates with employers only to find out that the candidates do not have the requisite minimum requirements that the employer is looking for and, vice versa, that the employer does not meet the minimum requirements of the candidate such as location, certain minimum salary, certain benefits, and so forth. This extra determination requirement is, among other things, not disclosed in the cited prior art.

Still further, newly amended Claim 14 further requires that there be mutual consent for the release of contact information regarding the candidate; that the present network compute a payment fee in real time based on the mutual consent; that it obligate the payment fee to either the candidate or employer in real time; that it provide means for collecting the fee in real time; and that it provide means for exchanging the contact information in real time prior to any direct contact between the candidate and the employer. For all of the reasons discussed above with

respect to Claim 5, the Pineda reference does not disclose the payment process recited in Claim 14 including, importantly, means for collecting the payment fee in real time. For all of these reasons, Claim 14 is clearly and patentably distinguishable over the cited Walker and Pineda references, either alone or in combination.

Claim 17 is dependent upon Claim 14 and further requires that the mutual consent comprise means for receiving a response to the request for release of contact information from the non-requesting party. Here again, this is distinguishable over the Walker reference wherein release of contact information according to Walker occurs once the first and second party rules are met. The Walker exchange of information is automatic wherein Claim 17 specifically requires a response from the non-requesting party. Claim 17 is therefore clearly and patentably distinguishable over the Walker reference in and of itself, and is certainly allowable in view of the fact that it includes all of the limitations of Claim 14 discussed above.

Claims 200 and 204 depend directly from independent Claim 5 and each of these claims contain still further limitations relating to real time billing and payment of fees to a career site operator. These features in combination with the other novel features of the present method discussed above with respect to independent Claim 5 further patentably distinguish Claims 200 and 204.

Claim 205 is dependent upon independent Claim 5 and specifically requires that, before processing the search request, the present system makes a determination as to whether the requesting party was previously requested to provide a response to a request for release of contact information and, if it is determined that the requesting party was previously requested to respond and no response was received, then such non-responding party is precluded from further interaction with the present system until such response is provided. This procedure is clearly set

forth in Figs. 3 and 11 with respect to the candidate and in Figs. 5A and 8 and 12 with respect to the employer. Actually, as soon as the candidate and employer sign in on the system, this determination is made. Clearly, no such procedure or mechanism is disclosed in either the Walker or Pineda references. This mechanism precludes abuse of the present system by a candidate or employer who does not respond to the request for release of contact information, and helps to ensure the information feedback aspects of the present invention that are absent in the marketplace of current career sites. See Figs. 3, 4, 5A, 7A, 7B, 8, 10, 11 and 12 of the present invention. Claim 205 is clearly and patentably distinguishable over all of the prior art cited against the present application including the Walker and Pineda references, either alone or in combination.

The Examiner has indicated that the cited Walker and Pineda references fail to explicitly disclose the steps recited in Claim 205. However, the Examiner has indicated that it would have been obvious to a person of ordinary skill in the art to incorporate this feature into the disclosures of Walker and Pineda with the motivation to prevent an unauthorized candidate or employer from using the system. To the contrary, the candidate and employer referred to in Claim 205 are already authorized candidates and employers. See, Figs. 3 and 8. The present system is directed to receiving responses from authorized candidates and employers once a request for contact information is issued. If an authorized candidate or an authorized employer does not respond to a previous request for release of contact information, then the present system does not allow such authorized parties to further interact with the system and receive additional search information until they have responded to all previous requests for contact information. This is clearly not shown in Walker or Pineda, and the Examiner has cited no prior art for this proposition. The assumption that the present system is preventing unauthorized users from using the system is not

the case. The present system is preventing authorized users from using the system if they have not responded to a previous request. Claim 205 is clearly and patentably distinguishable over the cited prior art.

New Claim 208 is dependent upon independent Claim 5 and specifically requires that if the attributes of the requesting party does not satisfy the minimum requirements of the non-requesting party, then the present method communicates to the requesting party that at least one attribute of the requesting party does not satisfy the minimum requirements of the non-requesting party. See, Figs. 4, 7A, 7B and 10 of the present invention. This feature is not disclosed in any of the cited prior art including the cited Walker and Pineda references, either alone or in any combination.

Still further, new Claim 208 also further requires that the present system offers the opportunity to the requesting party to change its at least one non-satisfying attribute so as to satisfy the minimum requirements of the non-requesting party. See, Figs. 3 and 8 where the candidate and employer can add, edit or delete attributes and requirements associated with their respective profiles. Here again, this feature is not disclosed in any of the cited prior art. Still further, Claim 208 specifically requires that if the requesting party does change its at least one non-satisfying attributes so as to satisfy the minimum requirements of the non-requesting party, then the present method further provides for receiving a response from the non-requesting party consenting to the release of contact information. Here again, this step is not disclosed in any of the cited prior art references. For all of the above reasons, Claim 208 is clearly and patentably distinguishable over both the Walker and Pineda references, either alone or in any combination.

New Claim 209 is another independent claim along the lines of independent Claim 5 discussed above and containing many of the same distinguishing limitations as Claim 5, but new

Claim 209 is specifically directed to receiving a search request from the candidate to search a searchable portion of the employer database for a possible employment opportunity. Like Claim 5, new Claim 209 specifically requires that once a request is received from the candidate to submit the candidate's contact information to at least one employer based upon the search results, the present method further determines whether the attributes of the candidate satisfy the minimum requirements of the at least one employer. As previously discussed, this further screening process is not disclosed in the cited Walker reference. Still further, new Claim 209 specifically requires that the present method receive a response from the at least one employer stating that it does desire to receive the contact information of the candidate. Here again, this is not disclosed in the Walker reference wherein release of contact information is based solely upon first and second party rules which are predetermined and preauthorized by the first and second parties. Still further, new Claim 209 specifically requires obligating a payment due in real time based on the employer's consent to receive the contact information of the candidate for each specific request and that the exchange of contact information take place thereafter. Here again, this is distinguishable over the Pineda reference for the reasons discussed above with respect to Claim 5. As such, new Claim 209 is clearly and patentably distinguishable over the cited Walker and Pineda references, either alone or in combination.

New Claim 210 is dependent upon Claim 209 and is patterned after new Claim 208 discussed above. Here again, all of these features are novel and are not disclosed in any of the prior art references cited against the present application including the Walker and Pineda references, either alone or in combination. This feedback mechanism is clearly disclosed in Figs. 3, 4, 8 and 10 of the present invention.

New Claim 211 is likewise dependent upon Claim 209 and is patterned after dependent Claim 205. Here again, the steps of determining whether the candidate was previously requested to provide a response to a request for release of contact information and, if this is true, and no response was received from the candidate, then the present system precludes the authorized candidate from further interaction with the computer system until a response to the previous request for release of contact information is received from the candidate. This feature again is not disclosed in any of the cited prior art references. For all of the reasons discussed above with respect to Claim 205, Claim 211 is clearly and patentably distinguishable over the cited Walker and Pineda references.

New Claim 212 is dependent upon Claim 211 and further requires that if no response to a previous request for release of contact information is received from the candidate within a predetermined time period, then the present system communicates to the employer that no response for release of contact information was received from the candidate. This feature is disclosed in Fig. 11 of the present application for the employer and in Fig. 5A for the candidate. Here again, this is further communication with the employer regarding the status of a previous request for release of contact information. No such feature is disclosed in the cited prior art references.

New Claim 213 is dependent upon Claim 212 and further includes the step that, after communicating to the employer that no response for release of contact information was received from the candidate, then allowing the candidate to again interact with the computer system. This occurs, as set forth in Claim 212, only after a predetermined time period has elapsed. Here again, no such feature is disclosed in either the Walker or Pineda references, either alone or in combination. Claim 213 is clearly and patentably distinguishable over such references.

New independent Claim 214 is patterned after new Claim 209 and differs only in that it is the employer requesting the search request. Claim 214 therefore contains the same distinguishing limitations as Claim 209 except that the candidate and employer roles have been reversed. For all of the reasons discussed above with respect to Claim 209, new Claim 214 is clearly and patentably distinguishable over the cited Walker and Pineda references, either alone or in combination.

New Claims 215, 216, 217 and 218 all depend, either directly or indirectly, upon independent 214 and these claims are patterned substantially identically after dependent Claims 210, 211, 212 and 213. For all of the reasons discussed above, dependent Claims 215-218 are clearly and patentably distinguishable over the cited Walker and Pineda references, either alone or in any combination, for the same reasons discussed above with respect to Claims 210-213.

New Claim 219 is another independent claim wherein the present system determines if either the employer or the candidate has not yet responded to a request for release of contact information and, if this is true, the present system then precludes the employer or the candidate from further interaction with the computer system until a response is provided. See, Figs. 3, 5A, 8, 11 and 12 of the present application. Claim 219 further requires communicating to the employer or candidate that a response to a request for release of contact information is required; offering the opportunity to the employer or candidate to respond to the request for release of contact information; and if the employer or candidate responds to the request for release of contact information, then determining that there is mutual consent for the release of contact information regarding such response. See, Figs. 3, 8 and 11 of the present application. Here again, this interaction between the present system and the employer or candidate is not disclosed in any of the cited prior art. Still further, Claim 219 requires obligating a payment due in real

time based on the mutual consent for release of contact information and providing the exchange of contact information in real time between the candidate and the employer. Claim 219 is patterned after Claims 211, 212, 216 and 217 and all of the arguments and distinguishable features explained with respect to these claims are likewise equally applicable with respect to new Claim 219. For these and other reasons, Claim 219 is clearly and patentably distinguishable over both the Walker and Pineda references, either alone or in any combination.

New Claim 220 is another independent claim which represents a feedback loop to the candidate or employer such that when either the candidate or the employer declines the request for release of contact information, the present system then queries such candidate or employer and requests reasons why the candidate or employer declined the request for release of contact information. This disclosure is again set forth in Figs. 11 and 12 of the present application. Again, this feedback mechanism is not disclosed or suggested in any of the cited prior art references including the Walker and Pineda references, either alone or in any combination.

New independent Claim 221 contains many of the same distinguishing limitations as Claim 14 and many of the above-addressed claims but is of somewhat different scope and is also believed to be in allowable condition for the same reasons discussed above with respect to Claim 14 and new Claim 209. Claim 221 is clearly and patentably distinguishable over the cited prior art.

New Claim 222 is dependent upon new independent Claim 221 and is patterned after new Claim 210. Here again, for all of the reasons discussed above with respect to new Claim 210, Claim 222 is clearly and patentably distinguishable over the cited prior art references in that neither the Walker reference or the Pineda reference, alone or in any combination, discloses the specific steps of communicating to the requesting party that at least one attribute of the

requesting party does not satisfy the minimum requirements of the non-requesting party and offering the opportunity to the requesting party to change its non-satisfying attribute in order to satisfy minimum requirements and, thereafter, if such change occurs, determining that there is mutual consent for the release of contact information.

New Claim 223 is likewise dependent upon new independent Claim 221 and further requires that the present computer system include a payment interface operable to receive payment in real time from the employer based upon the occurrence of mutual consent. Here again, this feature is not disclosed in the Pineda reference. In addition, this feature in combination with the other novel features of independent Claim 221 further patentably distinguishes Claim 223.

New Claim 224 is dependent upon Claim 14 and is likewise patterned after new Claims 210 and 222. For all of the reasons discussed above, Claim 224 is clearly and patentably distinguishable over the cited prior art.

New Claim 225 is dependent upon Claim 5 and is also patterned after new Claim 205 except that the determining step is made with respect to the non-requesting party and if the non-requesting party has not previously responded to a request for release of contact information, the non-requesting party is precluded from further interaction with the system until a response is provided. See, Figs. 3 and 8 of the present invention. Again, nothing similar is disclosed in the cited prior art. For all of the reasons discussed above, Claim 225 is clearly and patentably distinguishable over the cited prior art.

As discussed above, none of the cited prior art references including the Walker and Pineda references provide any teachings relating to the specific method steps and system features relating to determining whether certain attributes of the requesting party satisfy minimum

requirements of the non-requesting party; receiving a specific response from the non-requesting party consenting to the release of contact information (not automatic transmittal based upon first and second party rules); obligating a payment in real time based upon mutual consent; actually receiving payment in real time before transmitting the release of contact information; preventing an authorized candidate or employer from further interaction with the system if such candidate or employer has not responded to a previous request to provide a response to the release of contact information; offering the opportunity to either the candidate or employer to change at least one non-satisfying attribute so as to satisfy the minimum requirements of the non-requesting party; communicating with the employer that no response for release of contact information was received from the candidate; and after a predetermined period of time, and after communicating to either the candidate or employer that no response for release of contact information was received, then allowing either the candidate or employer to again interact with the system. More specifically, there is no teaching or suggestion in any one or more of the cited prior art references, alone or in any combination, which remotely suggests or even hints at the specific system features identified in the presently pending claims. The system and method of the present invention is much more sophisticated and interactive with both the candidate and employer and provides a novel and useful method of doing business, and sets forth a patentably distinguishable computer system and method for authorizing information exchanged between at least one candidate and at least one employer prior to any direct contact between such candidate and employer.

All of the additional limitations set forth in the Claims presently pending in the application have support in the present application and in the drawings as indicated above. No new matter has been added to any of the pending claims.

Application of: Marc Vianello
Serial No.: 10/101,644
Amendment F

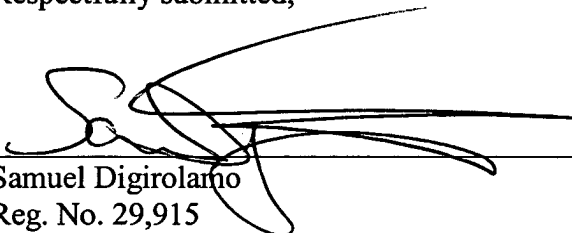
Applicant now believes that the above amendments and remarks place the present application in condition for allowance and that all of the claims now pending in the present application contain limitations which patentably distinguish them over the cited prior art. Allowance is hereby respectfully requested.

If any issue regarding the allowability of any of the pending claims in the present application could be readily resolved, or if other action could be taken to further advance this application such as an Examiner's amendment, or if the Examiner should have any questions regarding the present amendment, it is respectfully requested that the Examiner please telephone Applicant's undersigned attorney in this regard.

Respectfully submitted,

Date: _____

23 JAN 06



Samuel Digirolamo
Reg. No. 29,915
Blackwell Sanders Peper Martin LLP
720 Olive Street, Suite 2400
St. Louis, MO 63101
314-345-6000
ATTORNEYS FOR APPLICANT



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Application Number	10/101,644
Filing Date	March 19, 2002
First Named Inventor	Marc Vianello
Art Unit	3623
Examiner Name	Romain Jeanty
Attorney Docket Number	15703.10002

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Typed or Printed Name

Samuel Digirolamo

Date

23 JAN 06

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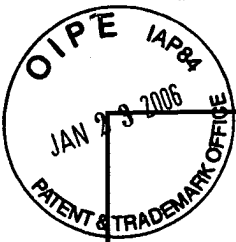
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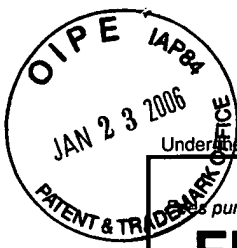
<h1>TRANSMITTAL FORM</h1> <p><i>(to be used for all correspondence after initial filing)</i></p>		Application Number	10/101,644
		Filing Date	March 19, 2002
		First Named Inventor	Marc Vianello
		Art Unit	3623
		Examiner Name	Romain Jeanty
Total Number of Pages in This Submission	73	Attorney Docket Number	15703.10002

ENCLOSURES (check all that apply)		
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<input type="checkbox"/> Fee Attached	<input type="checkbox"/> Licensing-related Papers	<input type="checkbox"/> Appeal Communication to Board of Appeals and Interferences
<input checked="" type="checkbox"/> Amendment / Reply	<input type="checkbox"/> Petition	<input type="checkbox"/> Appeal Communication to TC <i>(Appeal Notice, Brief, Reply Brief)</i>
<input type="checkbox"/> After Final	<input type="checkbox"/> Petition to Convert to a Provisional Application	<input type="checkbox"/> Proprietary Information
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SIGNATURE OF APPLICANT, ATTORNEY, OR AGENT			
Firm Name	Blackwell Sanders Peper Martin, LLP		
Signature			
Printed Name	Samuel Digirolamo		
Date	January 23, 2006	Reg. No.	29,915

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FEE TRANSMITTAL
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Complete if Known	
Application Number	10/101,644
Filing Date	March 19, 2002
First Named Inventor	Marc Vianello
Examiner Name	Romain Jeanty
Art Unit	3623
Attorney Docket No.	15703.10002

Applicant claims small entity status. See 37 CFR 1.27

TOTAL AMOUNT OF PAYMENT (\$) **375.00**

METHOD OF PAYMENT (check all that apply)

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Deposit Account Deposit Account Number: **11-0160** Deposit Account Name: **Blackwell Sanders Peper Martin**
For the above-identified deposit account, the Director is hereby authorized to: (check all that apply)

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FEE CALCULATION

1. BASIC FILING, SEARCH, AND EXAMINATION FEES

Application Type	FILING FEES		SEARCH FEES		EXAMINATION FEES		Fees Paid (\$)
	Fee (\$)	Small Entity Fee (\$)	Fee (\$)	Small Entity Fee (\$)	Fee (\$)	Small Entity Fee (\$)	
Utility	300	150	500	250	200	100	_____
Design	200	100	100	50	130	65	_____
Plant	200	100	300	150	160	80	_____
Reissue	300	150	500	250	600	300	_____
Provisional	200	100	0	0	0	0	_____

2. EXCESS CLAIM FEES

Fee Description	Fee (\$)	Small Entity Fee (\$)
Each claim over 20 (including Reissues)	50	25
Each independent claim over 3 (including Reissues)	200	100
Multiple dependent claims	360	180

Total Claims 214 - 203 or HP = 11 Extra Claims x 25 Fee (\$)
= 275.00 Fee Paid (\$)

HP = highest number of total claims paid for, if greater than 20

Indep. Claims 35 - 34 or HP = 1 Extra Claims x 100 Fee (\$)
= 100.00 Fee Paid (\$)

HP = highest number of independent claims paid for, if greater than 3

3. APPLICATION SIZE FEE

If the specification and drawings exceed 100 sheets of paper (excluding electronically filed sequence or computer listings under 37 CFR 1.52(e)), 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).

Total Sheets - 100 = Extra Sheets / 50 = Number of each additional 50 or fraction thereof (round up to a whole number) x Fee (\$) = Fee Paid (\$)

4. OTHER FEE(S)

Non-English Specification, \$130 fee (no small entity discount) _____

Other: _____

SUBMITTED BY

Signature	Registration No. (Attorney/Agent) 29,915	Telephone 314-345-6000
Name (Print/Type) Samuel Digirplamo	Date 23 JAN 06	

This collection of information is required by 37 CFR 1.136. 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 30 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



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APPLICATION NO.	FILING DATE	FIRST NAMED INVENTOR	ATTORNEY DOCKET NO.	CONFIRMATION NO.
10/101,644	03/19/2002	Marc Vianello	15703.10002	8626

27526 7590 11/10/2005
BLACKWELL SANDERS PEPER MARTIN LLP
4801 Main Street
Suite 1000
KANSAS CITY, MO 64112

EXAMINER

JEANTY, ROMAIN

ART UNIT PAPER NUMBER

3623

DATE MAILED: 11/10/2005

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

Office Action Summary

Application No. 10/101,644	Applicant(s) VIANELLO, MARC	
Examiner Romain Jeanty	Art Unit 3623	

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

Period for Reply

A SHORTENED STATUTORY PERIOD FOR REPLY IS SET TO EXPIRE 3 MONTH(S) OR THIRTY (30) DAYS, WHICHEVER IS LONGER, FROM THE MAILING DATE OF THIS COMMUNICATION.

- Extensions of time may be available under the provisions of 37 CFR 1.136(a). In no event, however, may a reply be timely filed after SIX (6) MONTHS from the mailing date of this communication.
- If NO period for reply is specified above, the maximum statutory period will apply and will expire SIX (6) MONTHS from the mailing date of this communication.
- Failure to reply within the set or extended period for reply will, by statute, cause the application to become ABANDONED (35 U.S.C. § 133). Any reply received by the Office later than three months after the mailing date of this communication, even if timely filed, may reduce any earned patent term adjustment. See 37 CFR 1.704(b).

Status

- 1) Responsive to communication(s) filed on 02 September 2005.
- 2a) This action is **FINAL**.
- 2b) This action is non-final.
- 3) Since this application is in condition for allowance except for formal matters, prosecution as to the merits is closed in accordance with the practice under *Ex parte Quayle*, 1935 C.D. 11, 453 O.G. 213.

Disposition of Claims

- 4) Claim(s) 5-8, 10-12, 14, 15, 17, 198-200 and 202-207 is/are pending in the application.
 - 4a) Of the above claim(s) _____ is/are withdrawn from consideration.
- 5) Claim(s) _____ is/are allowed.
- 6) Claim(s) 5-8, 10-12, 14, 15, 17, 198-200 and 202-207 is/are rejected.
- 7) Claim(s) _____ is/are objected to.
- 8) Claim(s) _____ are subject to restriction and/or election requirement.

Application Papers

- 9) The specification is objected to by the Examiner.
- 10) The drawing(s) filed on _____ is/are: a) accepted or b) objected to by the Examiner.

Applicant may not request that any objection to the drawing(s) be held in abeyance. See 37 CFR 1.85(a).
Replacement drawing sheet(s) including the correction is required if the drawing(s) is objected to. See 37 CFR 1.121(d).
- 11) The oath or declaration is objected to by the Examiner. Note the attached Office Action or form PTO-152.

Priority under 35 U.S.C. § 119

- 12) 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:
 - 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)).

* See the attached detailed Office action for a list of the certified copies not received.

Attachment(s)

- 1) Notice of References Cited (PTO-892)
- 2) Notice of Draftsperson's Patent Drawing Review (PTO-948)
- 3) Information Disclosure Statement(s) (PTO-1449 or PTO/SB/08)
Paper No(s)/Mail Date _____
- 4) Interview Summary (PTO-413)
Paper No(s)/Mail Date. _____
- 5) Notice of Informal Patent Application (PTO-152)
- 6) Other: _____

DETAILED ACTION

Request for Continued Examination (RCE)

1. A request for continued examination under 37 CFR 1.114, including the fee set forth in 37 CFR 1.17(e), was filed in this application after final rejection. Since this application is eligible for continued examination under 37 CFR 1.114, and the fee set forth in 37 CFR 1.17(e) has been timely paid, the finality of the previous Office action has been withdrawn pursuant to 37 CFR 1.114. Applicant's submission filed on September 2, 2005 has been entered. Claims 5-8, 10-12, 14-15, 17, 198-200, and 202-207 are pending in the application.

Response to Arguments

2. Applicant's arguments with respect to claims 5-17 and 198 have been considered but are moot in view of the new ground(s) of rejection.

Claim Rejections - 35 USC § 112

3. The following is a quotation of the second paragraph of 35 U.S.C. 112:

The specification shall conclude with one or more claims particularly pointing out and distinctly claiming the subject matter which the applicant regards as his invention.

4. Claims 8 and 17 are rejected under 35 U.S.C. 112, second paragraph, as being indefinite for failing to particularly point out and distinctly claim the subject matter which applicant regards as the invention.

Claims 8, 17 recite the limitation "the non requesting" in line 11. There is insufficient antecedent basis for this limitation in the claim.

Claim Rejections - 35 USC § 103

5. 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 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.

6. Claims 5-8, 10-12, 14-15, 17, 198-200, and 202-207 are rejected under 35 U.S.C. 103(a) as being unpatentable over Walker et al "Walker" (U.S. Patent No. 5,884,270) in view of Pineda et al "Pineda" (Wo0182185A2).

As per claims 5, 7-8, 12, 17, 200, and 202-204, and 207, Walker et al discloses McGovern et al disclose an interactive employment recruiting service comprising:

automatically matching said candidate with said employer based on said candidate requirements and said employer requirements (col. 8, lines 20-37 and col. 8, lines 51-65), receiving a request for release of contact information from either said candidate or said employer (col. 5, lines 5-18), determining whether there is mutual content to said request for the release of contact information regarding the candidate for each specific request. Since Walker teaches the control of requested data and authorization for releasing information, it implies that there must be mutual agreement between the parties before any information is released. Note col. 7, lines 24-41 and col. 21, line 58 through col. 22, line 9 of Walker.

Walker further teaches providing exchange information in real time (col. 7, lines 24-41 and col. 21, line 58 through col. 22 line 9).

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Walker discloses all of the limitations above but fail to expressly disclose obligating payment due from said employer in real time and said payment due is a fee to a career site. Pinada in the same field of endeavor discloses the concept of charging a fee to an employer et al operator by a web site host (Page 3, lines 18-21). It would have been obvious to a person of ordinary skill in the art to modify the system of Walker to include the teachings of Pineda in order to generate revenue on the basis of the number of qualified candidates that employers actually find through of a job-placement web site.

As per claim 6, Walker further discloses wherein said information exchange is the release of contact information (col. 7, lines 24-41 and col. 21, line 58 through col. 22, line 9). Walker does not state whether the exchange of information occurs prior or after any direct contact between the employer and the candidate which it implies that the information exchange occurs before any direct contact between the party.

As per claim 10, it is common that a company would pay a lot more to an employment firm to fill in an executive position and vary the pay amount based on the prospective employee's experience level, types of position, open position and fee schedules, etc. Applicant's claimed features "an amount of said payment is chosen from a general equivalency diploma amount, a high school amount, a vocational educational training amount, an associate degree amount, a bachelor degree amount, a master degree amount, and a doctorate amount, wherein said doctorate amount is less than or equal to said master degree amount, which is less than or equal to said bachelor degree amount, which is less than or equal to said associate degree amount, which is less than or equal to said vocational educational training amount, which is less than or equal to said high school amount, which is less than or equal to said general equivalency

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diploma amount” are similar type of features a company would pay for a candidate for the motivation of attracting more qualified candidates.

As per claim 11, claim 11 recites is a computer system, for coordinating information exchange between at least one candidate in a plurality of talent-contributors and at least one employer in a plurality of employers prior to any direct contact between said candidate and said employer, corresponding to method claim 1, and is rejected under 35 U.S.C 103 for the same reason set forth in claim 1.

As per claim 14, claim 14 recites a distributed network for facilitating interviews between at least one candidate in a plurality of talent-contributors and at least one employer in a plurality of employers, said candidate having candidate attributes including candidate requirements and said employer having requirements, corresponding to method claim 1, and is rejected under 35 U.S.C 103 for the same reason set forth in claim 1.

As per claim 15, the limitation of receiving payment from said employer for providing contact information for said candidate, has already been addressed in the rejection of claim 1. Note rejection of claim 1 above.

As per claim 198, claim 198 recites a method executed by a computer processor in a network computing environment for authorizing information exchange between at least one candidate of a plurality of talent-contributors and at least one of a plurality of employers prior to any direct contact between said candidate and said employer, said candidate having one or more candidate attributes including candidate requirements, and said employer having employer requirements, said candidate having one or more contact information items, corresponding to method claim 1, and is rejected under 35 U.S.C 103 for the same reason set forth in claim 1.

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As per claim 199, claim 199 recites a method executed in a computing environment, for authorizing information exchange between at least one candidate of a plurality of talent-contributors and at least one of a plurality of employers prior to any direct contact between said candidate and said employer, said candidate having one or more candidate attributes including candidate requirements, and said employer having employer requirements, corresponding to method claim 1, and is rejected under 35 U.S.C 103 for the same reason set forth in claim 1.

As per claim 205, the combination of Walker and Pineda fails to explicitly disclose if it is determined that either said employer or said candidate was previously requested to provide a response to a request for release of contact information and no response was received, then such non-responding employer or candidate is precluded from further interaction with the system until said response is provided. It would have been obvious to a person of ordinary skill in the art to incorporate this feature into the disclosures of Walker and Pineda with the motivation to prevent an unauthorized candidate or employer from using the system.

As per claim 206, claim 206 recites a method utilized in a computer processor for authorizing information exchange between at least one candidate of a plurality of talent-contributors and at least one of a plurality of employers prior to any direct contact between said candidate and said employer, said candidate having one or more candidate attributes including candidate requirements, and said employer having employer requirements, corresponding to method claim 1, and is rejected under 35 U.S.C 103 for the same reason set forth in claim 1.

Conclusion

7. The prior art made of record and not relied upon is considered pertinent to applicant's disclosure.

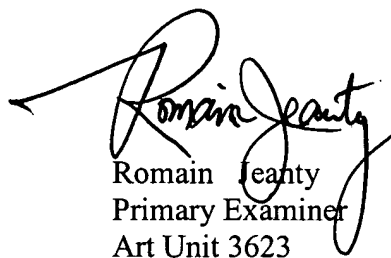
- a. Hoskins (US Patent No. 6,108,662) discloses managing an enterprise of resources.

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 7:30AM - 6:00PM.

If attempts to reach the examiner by telephone are unsuccessful, the examiner's supervisor, Tariq R. Hafiz can be reached on (571) 272-6729. 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).

October 17, 2005


Romain Jeanty
Primary Examiner
Art Unit 3623

Notice of References Cited	Application/Control No. 10/101,644	Applicant(s)/Patent Under Reexamination VIANELLO, MARC	
	Examiner Romain Jeanty	Art Unit 3623	Page 1 of 1

U.S. PATENT DOCUMENTS

*	Document Number Country Code-Number-Kind Code	Date MM-YYYY	Name	Classification
A	US-6,108,662	08-2000	Hoskins et al.	707/102
B	US-			
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

*	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.

Index of Claims



Application/Control No.

10/101,644

Examiner

Romain Jeanty

Applicant(s)/Patent under Reexamination

VIANELLO, MARC

Art Unit

3623

√	Rejected
=	Allowed

-	(Through numeral) Cancelled
+	Restricted

N	Non-Elected
I	Interference

A	Appeal
O	Objected

Claim		Date	
Final	Original	10/17/05	
	1	-	
	2	-	
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	5	√	
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Index of Claims (continued)



Application/Control No.

10/101,644

Applicant(s)/Patent under Reexamination

VIANELLO, MARC

Examiner

Romain Jeanty

Art Unit

3623

√	Rejected
=	Allowed

-	(Through numeral) Cancelled
+	Restricted

N	Non-Elected
I	Interference

A	Appeal
O	Objected

Claim		Date	
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Bib Data Sheet

CONFIRMATION NO. 8626

SERIAL NUMBER 10/101,644	FILING DATE 03/19/2002 RULE	CLASS 705	GROUP ART UNIT 2161 2163 3623	ATTORNEY DOCKET NO. 15703.10002	
APPLICANTS Marc Vianello, Overland Park, KS;					
** CONTINUING DATA <i>NONE</i> **					
** FOREIGN APPLICATIONS <i>NONE</i> **					
** IF REQUIRED, FOREIGN FILING LICENSE GRANTED.. SMALL ENTITY ** ** 04/30/2002					
Foreign Priority claimed <input type="checkbox"/> yes <input checked="" type="checkbox"/> no		STATE OR COUNTRY KS	SHEETS DRAWING 21	TOTAL CLAIMS 197	INDEPENDENT CLAIMS 31
35 USC 119 (a-d) conditions met <input type="checkbox"/> yes <input checked="" type="checkbox"/> no <input type="checkbox"/> Met after Allowance					
Verified and Acknowledged <i>Roman J. [Signature]</i> Examiner's Signature		Initials			
ADDRESS 27520 Blackwell Sanders, Peper Martin LLP customer Number 27526 40 Corporate Woods Suite 1200 1401 Indian Creek Parkway Overland Park, Kansas 66210					
TITLE Apparatus and methods for providing career and employment services					
FILING FEE RECEIVED 3139	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		

Search Notes



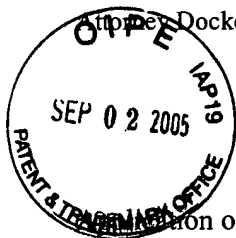
Application/Control No. 10/101,644	Applicant(s)/Patent under Reexamination VIANELLO, MARC	
Examiner Romain Jeanty	Art Unit 3623	

SEARCHED			
Class	Subclass	Date	Examiner
705	1, 9, 11	10/16/2005	RJ

INTERFERENCE SEARCHED			
Class	Subclass	Date	Examiner

SEARCH NOTES (INCLUDING SEARCH STRATEGY)		
	DATE	EXMR
Dialog	10/16/2005	RJ

Application No. 10/101,644
Reply to Office Action of July 14, 2005
Inventor: Marc Vianello
Docket No.: 15703.10002



PATENT

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Applicant: Vianello, Marc

Examiner: Romain Jeanty

Serial No.: 10/101,644

Group Art Unit: 3623

Filed: March 19, 2002

Attorney Docket No.: 15703.10002

For: APPARTUS AND METHODS FOR PROVIDING CAREER EMPLOYMENT SERVICES

Customer No.: 027526

Confirmation No.: 8626

Last Office Action: July 14, 2005

Mail Stop Non-Fee Amendment
Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

CERTIFICATE OF MAILING
I hereby certify that this correspondence is being deposited with the United States Postal Service as First Class Mail in an envelope addressed to: Commissioner for Patents, P.O. Box 1450, Alexandria, Virginia 22313-1450 on August 31, 2005
Signed: *Barbara J. Parkerson*
Barbara J. Parkerson

AMENDMENT E

Sir:

In response to the Office Action mailed July 14, 2005, and within the three months for response thereto, please amend the above-identified application in accordance with the amendments and remarks as set forth herein. Based on a discussion with the Examiner during a telephone conversation held on Tuesday, August 16 2005, during which the Examiner indicated that the proposed amendments to the claims would not be entered after final, Applicant is filing a Request for Continued Examination (RCE) concurrent with this response.

Amendments to the Claims are reflected in the listing of claims, which begins on page 2 of this paper.

Remarks/Arguments begin on page 44 of this paper.

A Clean Copy of the Claims are reflected in the listing of claims, which begins on page 54 of this paper.

REMARKS

The above amendments and these remarks are submitted in response to the Office Action mailed July 14, 2005 in the above captioned application, which has been received and carefully analyzed. Claims 205 and 207 have been added. Claims 13 and 201 have been deleted. Claims 5-8, 10-12, 14-15, 17, 198-200 and 202- 207 are now pending in this case for prosecution. Claims 5, 6, 8, 11, 14 and 198 have been amended. Claims 5, 11, 14, 198, 199 and 206 are independent.

SECTION 101 REJECTION

Claims 5-8, 10 and 198-204 were rejected under 35 U.S.C. § 101 as being directed to non-statutory subject matter. The claims have been amended to recite processes that expressly incorporate technology as performing the steps therein.

SECTION 103 REJECTIONS

Claims 5-8, 14, 16-17, and 198-204 were rejected under 35 U.S.C. § 103(a) as being allegedly unpatentable over McGovern et al (U.S. Patent No. 5,978,768) in view of Williams et al. (U.S. Patent No. 6,618,734) and further in view of Joao (U.S. Patent No. 6,662,194).

Claims 9-13, and 15 were rejected under 35 U.S.C. § 103(a) as being allegedly unpatentable over McGovern et al. (U.S. Patent No. 5,978,768) in view of Williams et al. (U.S. Patent No. 6,618,734) and further in view of Joao (U.S. Patent No. 6,662,194).

It should initially be noted that applicant's invention is directed to an economic event that is triggered by the mutual consent of parties to a request for the release of contact information. See Fig 12, steps 1206 to 1208. Importantly, the economic event of the present invention is completely independent of and unrelated to the occurrence or non-occurrence of an interview.

A synopsis of the teachings of the cited references are presented to set forth and illustrate the distinction and non-obviousness of the features of applicant's invention, over the prior art.

McGovern

McGovern is directed to a method and apparatus to enable advertisement of positions, receipt of resumes from prospective candidates and perform screening of the resumes. McGovern is a job search/posting system. There exists a contractual relationship between employers and a hosting service provider. An employer pays a license fee to the site provider for access to certain application functions and a finite number of job postings. See column 8, lines 39-54. The system matches job seekers to employer requirements. When a match is identified as between a job seeker and an advertised position, McGovern links the job seeker to the relevant page of the employer's website, wherein the details of the position are described. See column 15, lines 36-55. The job seeker may then communicate directly with the employer via the employer's website and the job seeker can obtain additional information regarding the available position and/or forward an e-mail or resume to the company to apply for the position. McGovern also provides automated matching of a job seeker to future positions. The job seeker is provided the contact information and particulars of the employer, thus allowing the job seeker to make direct contact. See column 16, lines 5-24.

McGovern does not necessitate the exchange of contact information between the parties. In the instances where such exchange occurs, there is no economic event associated with the exchanges (no payment or obligation of payment); nor does McGovern require the mutual consent from employer and job seeker as a prerequisite before the exchange occurs. McGovern does not discuss or hint at any financial considerations to a site operator.

Williams

Williams is directed to a system and method for assessing candidate qualifications and determining/monitoring the progression of candidates through an interview process. As a part of this process, the system performs occupational qualifier interviews. Candidates are presented with and respond to customized assessment questions, which allow the system to determine the best match of candidates to employer criteria. In essence, Williams provides and teaches an initial candidate screening

and interviewing tool that is purported to help reduce employer workload in the area of candidate screening. See Column 12, lines 25-34. Williams collects candidate information, then questions candidates to assess job-related behavioral characteristics and then evaluates this information to determine which candidates best satisfy the client/employer prerequisites. Candidates are winnowed by the system. A candidate is presented with numerous questions for responses. The responses are utilized by the system to determine the candidate that best matches criteria that was set forth by the employer. Those who best match criteria set by the employer are advised that they pre-qualify for a follow-up interview and are given instructions regarding a direct, follow-up interview. The contact information of the parties are then made available to one another so that an interview may be scheduled.

Williams is also an interview process management system that provides automated follow-up interview scheduling, recordation of ideal times for phone calls from the employer, and so forth.

As clearly set forth in Applicant's amended claims, Applicant's method has nothing to do with soliciting job-related behavioral characteristics, evaluating the proffered information to determine which candidates best satisfy the client/employer prerequisites, and scheduling an interview. Instead, the Applicant's method is directed to payment from the employer for the exchange of contact information only after mutual consent for the release of such contact information has been obtained from both the employer and the candidate.

Joao

Joao teaches a system and method for providing recruitment information. More specifically, Joao determines an applicant's and employer's interest in getting together to pursue an opportunity. The system facilitates information exchange between the parties in preparation for an interview, employment screening, and/or other recruitment processes. The system monitors the recruitment process and records the related information. Joao further teaches a system of maintaining a financial account on behalf of an employer and making payments or transfers to account(s) of individual employee(s). Joao addresses monetary transactions between the employer and employee and functions as an escrow service.

Joao also facilitates and maintains the engagement of an individual by an employer. Even further, Joao provides automated mechanisms that are pre-configured by the employer to cause the system to act on behalf of the employer. Importantly, Joao's teaching that relates to payments or compensation services describes an agency or escrow type of situation. See Column 35, lines 27-45. Joao does not teach or suggest an economic event or benefit to a site operator in connection with an agreement to provide contact information.

More specifically, the Joao reference has been cited by the Examiner to disclose payment from one party to another. This disclosure is correctly identified by the Examiner at Column 34, Lines 29-46. However, this disclosure is very clear in that payment by the employer is specifically related to services performed by the individual or individuals. Payment is specifically processed and transferred on behalf of the employer from the employer's account to an individual's account or to accounts of individuals for services rendered by the individual. It has nothing to do with paying for the exchange of contact information before any meeting or interview is accomplished between the candidate and the employer. The payment process disclosed in the Joao reference is strictly related to services performed by the individual on behalf of the employer.

Column 34 at Lines 47-55 further discusses the possibility of purchasing an option from the individual or person or entity representing the individual for the respective individual's services, with the price of said option being determined by using conventional financial options pricing models and/or methods. This is totally different and distinguishable over Applicant's system whereby an employer pays a career site operator a specific fee for exchanging contact information only after mutual consent from both the employer and the candidate has been obtained for the exchange of such information. No payment scheme similar to Applicant's system is disclosed or even contemplated in the Joao reference.

Stepping through the Examiner's remarks and rejections, the Examiner acknowledges that McGovern does not disclose or teach receiving a request for an interview, and that Williams teaches following-up and scheduling an interview. In this regard, and as amended in the claims, Applicant's

invention does not deal with interviews. Instead the invention addresses mutual consent to the release of contact information, and provides that the consent for such release results in a real time fee computation and an obligation for payment of the fee. This event is independent, irrespective of, and prior in time to any interviews, or the actual exchange of such contact information.

Williams does not teach or suggest the occurrence of an economic event in connection with mutual consent for providing contact information. Even further, Williams teaches a winnowing process that gleans candidates to a best fit based on employer specified criteria. This is contrary to Applicant's invention wherein a decision of mutual interest triggers a release of contact information along with a payable fee amount. As such, McGovern and Williams do not teach or suggest mutual consent for release of contact information.

The Examiner provides the teachings of Joao to suggest disclosure of contact information. However, Joao does not teach or suggest an economic event, which is the earning of a fee, by the site operator before the release of contact information, or that such disclosure should be based upon mutual consent of an employer and a candidate prior to any direct contact between them. As explained above, the payment feature disclosed in Joao at Column 34, Lines 29-55 is directed to the employer paying the candidate for services rendered or about to be rendered. It has nothing to do with the release of contact information based upon a match and based upon mutual consent.

As per claims 5 and 198-204, *the examiner states that it would have been obvious to a person of ordinary skill in the art to modify the interactive employment recruiting service system of McGovern et al to incorporate the interview based on mutual consent as evidenced by Williams.* However, Williams does not teach that the consent is for the release of contact information, or that there is an economic event associated with the consent. Further, Applicant's invention would not have been obvious to one skilled in the art, because the prior art teachings occur much later in the process than what is provided by Applicant's invention.

The Examiner further asserts that Joao in the same field of endeavor discloses the concept of authorizing the provision of contact information (email address) between employers and employees.

Here again, it is clear that Joao does not disclose or suggest that any such authorization is an economic event. Joao also does not teach or suggest that consent is an event that results in the earning of a fee by the site operator for matching candidate and employer, before the release of contact information.

The discussion respecting claims 5 and 198-204 are equally applicable to the claims that depend therefrom and to the other independent claims 11, 14, 199 and 206, along with their respective dependent claims.

The Examiner concludes by asserting that the teachings of Joao with McGovern and Williams should allow the rendering of payments or fees for services rendered to a party. However, it should be noted that this is quite distinct from the sale of contact information. The associated software programs, logic and description of the cited systems, along with their business model are not consistent with a suggestion that Applicant's invention would have been obvious.

Applicant would also like to preemptively address the distinction of the present invention over U.S. Patent Number 5,832,497 to Taylor ('497 Patent) which was previously submitted by applicants in an Information Disclosure Statement filing. There are a number of distinguishing aspects between the '497 Patent and Applicant's invention. Firstly, while the '497 Patent at Column 6, lines 44 - 57 discusses the exchange of contact information, the '497 Patent does not disclose or suggest a need for mutual consent for each specific request, nor does it require a specific payment for each specific request. Secondly, in Applicant's invention, the candidate has an option to provide consent when any employer makes a request for contact information. In other words, the candidate can elect not to have his/her information released to a specific employer, or to any plurality of specific employers. This is not true of the Taylor system. Thirdly, in the '497 Patent when a user selects the "option of maintaining the resumé on the system without submission" (Column 5, lines 44 -49), there can be no matching of candidates as required by Applicant's invention and as claimed in all independent claims. Fourthly, if a user elects to

submit his/her resumé to a resumé pool of employers or as an application to any posted job, the user will have no opportunity to decline or refuse to release his/her contact information if any employer requests the same. This is not true of the present invention wherein the candidate will always have the opportunity (mutual consent) to refuse or consent to the release of contact information. Fifthly, the '497 Patent also requires an upfront payment in the form of a subscription fee rather than a transactional payment as provided in Applicant's invention for each specific transfer of contact information.

Addressing the amended claims in the present application more specifically, newly amended claim 5 specifically requires that the method or program determine whether there is mutual consent for the release of contact information regarding the candidate for each specific request and, once there is mutual consent, the program obligates a payment due from the employer in real time based on the mutual consent to release contact information for each specific request where the payment is due to a career site operator. Nothing similar to this process is taught or even suggested in any combination of McGovern, Williams, Joao, and/or Taylor for all of the reasons set forth above. It is only after a mutual consent to the release of contact information is obtained and payment is obligated that the actual exchange of contact information occurs in real time in the Applicant's invention.

Mutual consent is further emphasized in claim 8 where the determining step of the present method further requires receiving a response to the request for release of contact information from the non-requesting candidate or employer. Again, nothing similar is disclosed in any of the cited prior art references.

Independent claim 11 likewise requires a request for release of contact information from either the candidate or the employer, and that the comparator be operable to determine whether there is in fact mutual consent to such request wherein the mutual consent includes authorization for the release of contact information from the non-requesting party for each such request. Here again, nothing similar is disclosed in the cited prior art references. Also, importantly, claim 11 also specifically requires a payment interface operable to receive payment in real time from the employer based on an occurrence of

mutual consent to the release of contact information for each specific request wherein the payment is a fee to a career site operator. Again, none of the cited prior art references disclose this specific combination of system steps, either alone or in any combination.

Independent claim 14 is likewise similar to independent claims 5 and 11 except that it is written in means plus function language. Again, there is no release of contact information before mutual consent to a request for such release is obtained for each specific request and, a fee is computed to a career site operator in real time based upon the mutual consent to release the contact information for each such request. Nothing similar is disclosed or even suggested in the cited prior art references.

Independent claim 198 is of slightly different scope than independent claim 5 in that it specifically requires the release of at least some of the contact information items based upon mutual consent for each specific request and based upon computing a payment due from the employer in real time based upon such mutual consent for each specific request and based upon the release of at least some of the contact information items. Independent claim 198 allows for releasing at least some of the contact information items, not necessarily all contact information items stored in the system from the candidate to the employer. Here again, nothing similar is disclosed in any of the cited prior art references.

Independent claim 199 is somewhat similar to independent claim 5 and is clearly and patentably distinguishable over the cited prior art for all of the reasons set forth above. Claim 199 likewise requires the release of contact information only after a determination of mutual consent is accomplished for each specific request and a payment is computed based upon such mutual consent for each specific request.

Still further, new claim 205 is likewise patentably distinguishable over the cited prior art in that it specifically requires that during the determining step of claim 5, if it is determined that either the employer or the candidate was previously requested to provide a response to a request for release of information and no response was received from such candidate or employer, such non-responding party is then precluded from further interaction with the system until the previous response is provided. This precludes a candidate or employer from gaining the benefits associated with the present system without

responding to requests for release of contact information. Again, nothing similar is disclosed or even suggested in any of the cited prior art references, alone or in combination with each other.

Independent claim 206 is likewise similar to other independent claims except that it also further requires that the amount of payment is known to the employer in advance of the request for release of contact information from the employer. Here again, nothing similar is disclosed in any of the prior art references.

None of the cited prior art addresses or provides any teachings relating to compensation of a site operator, and especially in conjunction with each specific request for the release of contact information. More specifically, there is no teaching or suggestion in any one or more of teachings, in combination or alone regarding income generation/compensation or an economic event that is concurrent with mutual consent by the parties for the release of contact information, and especially in conjunction with each specific request. In other words, the prior art systems do not address or suggest income generation from the sale of each specific request for the release of contact information. As described above, the prior art systems focus on economic benefit derived from utilizing traditional advertising models, placement and hiring of a prospect, or an automated human resource function, such as monitoring/tracking the recruitment and interview process, or the release of contact information in an environment where mutual consent is not required for each specific release. The prior art systems and method merely mirror traditional non-computerized job search and placement operations. They all address and require further acts or commitments, e.g. interview, job acceptance, job completion, or an upfront subscription fee, for the derivation of income to a site operator, if at all. The system and method of the present invention provides a novel and useful method of doing business, which sets forth a heretofore unidentified and unutilized source/method of income generation in the relevant art.

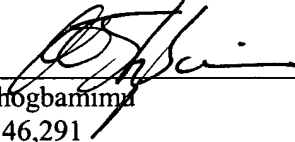
Applicant believes that the amendments and remarks place the application in condition for allowance.

Application No. 10/101,644
Reply to Office Action of July 14, 2005
Inventor: Marc Vianello
Attorney Docket No.: 15703.10002

If any issue regarding the allowability of any of the pending claims in the present application could be readily resolved, or if other action could be taken to further advance this application such as an Examiner's amendment, or if the Examiner should have any questions regarding the present amendment, it is respectfully requested that the Examiner please telephone Applicant's undersigned attorney in this regard.

Respectfully submitted,

Date: 9/31/05



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CLAIM AMENDMENTS

In the claims:

1. (Withdrawn) A system for collecting and classifying information using a structured information format, said system comprising:

an employment management system configured to provide continuous recruiting and continuous career enhancement by providing a search interface to a plurality of job descriptions and to a plurality of blind resumés, wherein employers provide said job descriptions and talent provide talent information corresponding to said blind resumés.

2. (Withdrawn) The system as set forth in claim 1, wherein personal contact information corresponding to at least one selected resumé is provided to said employers after said employers agree to purchase said personal contact information.

3. (Withdrawn) The system as set forth in claim 1, wherein said employers are provided an opportunity to purchase personal contact information corresponding to at least one selected resumé if a selected talent corresponding to said selected resumé indicates consent.

4. (Withdrawn) The system as set forth in claim 3, wherein said consent is indicated by specifying at least one preferred employer.

5. (Currently Amended) A method executed by a computer processor, for authorizing information exchange between at least one candidate of a plurality of talent-contributors and at least one of a plurality of employers prior to any direct contact between said candidate and said employer, said candidate having one or more candidate attributes including candidate requirements, and said employer having employer attributes including employer requirements, said method comprising:

programmatically matching said candidate with said employer based on said candidate requirements and said employer requirements;

receiving a request for ~~interview~~ release of contact information from either at ~~least one of~~ said candidate ~~and~~ or said employer;

determining whether there is mutual consent to ~~said request for interview,~~
~~wherein said mutual consent includes authorization~~ for the release of contact information
regarding the candidate for each specific request; and
~~providing exchange of contact information in real time; and~~
obligating a payment due from said employer in real time based on the mutual
consent to ~~said request for interview with said candidate~~ for release of contact
information for each specific request wherein said payment due is a fee to a career site
operator; and
providing exchange of contact information in real time.

6. (Currently Amended) The method as set forth in claim 5, wherein said information
exchange ~~occurs in preparation for an interview~~ is the release of contact information, ~~said information~~
~~exchange occurring~~ prior to any direct contact between the parties.

7. (Previously Presented) The method as set forth in claim 5, wherein said determining
further comprises confirming said candidate's attributes with said employer's requirements in a candidate.

8. (Currently Amended) The method as set forth in claim 5, wherein said determining
further comprises receiving a response to said request for ~~interview~~ release of contact information from at
~~least one of said~~ the non requesting one of said candidate and said employer; ~~and utilizing said response~~
~~to selectively perform additional functions.~~

9. (Canceled).

10. (Previously Presented) The method as set forth in claim 5, wherein an amount of said
obligation is chosen from a general equivalency diploma amount, a high school amount, a vocational
educational training amount, an associate degree amount, a bachelor degree amount, a master degree
amount, and a doctorate amount, wherein said doctorate amount is greater than or equal to said master
degree amount, which is greater than or equal to said bachelor degree amount, which is greater than or
equal to said associate degree amount, which is greater than or equal to said vocational educational

training amount, which is greater than or equal to said high school amount, which is greater than or equal to said general equivalency diploma amount.

11. (Currently Amended) A computer system for coordinating information exchange between at least one candidate in a plurality of talent-contributors and at least one employer in a plurality of employers prior to any direct contact between said candidate and said employer, said candidate having candidate attributes including candidate requirements and said employer having employer attributes including employer requirements, said computer system comprising:

a comparator operable to match said candidate with said employer based on said candidate requirements and said employer requirements;

an interface operable to receive a request for ~~interview~~ release of contact information from ~~at least one of~~ either said candidate or ~~and~~ said employer;

said comparator further operable to determine whether there is mutual consent to said request for release of contact information for each specific request ~~interview~~ wherein said mutual consent includes authorization for the release of contact information from the non-requesting one of said candidate and said employer ~~by the candidate~~; and

a payment interface operable to receive payment in real time from said employer based on an occurrence of said mutual consent for each specific request, wherein said payment is a fee to a career site operator.

12. (Previously Presented) The computer system as set forth in claim 11, wherein said comparator is further operable to compare said candidate's attributes with said employer's requirements in a candidate.

13. (Canceled).

14. (Currently Amended) A distributed network for facilitating interviews contact between at least one candidate in a plurality of talent-contributors and at least one employer in a plurality of

employers, said candidate having candidate attributes including candidate requirements and said employer having employer requirements, said distributed network comprising:

means for managing enterprise database resources;

means for matching said candidate with said employer based on said candidate requirements and said employer requirements;

means for receiving a request for ~~interview~~ release of contact information from at ~~least one of either~~ said candidate ~~or and~~ said employer;

means for determining whether there is mutual consent to said request for ~~interview~~ release of contact information for each specific request prior to any direct contact between said candidate and said employer[,]; ~~wherein said mutual consent includes authorization for the release of contact information by the candidate and~~

means for computing a fee to the career site operator from said employer in real time based on the mutual consent to said request for ~~interview with said candidate~~ release of contact information for each specific request.

15. (Original) The distributed network as recited in claim 14 further comprising means for receiving payment from said employer for providing contact information for said candidate.

16. (Canceled).

17. (Currently Amended) The distributed network as recited in claim 14, wherein said determining whether there is mutual consent further comprises means for receiving a response to said request for release of contact information ~~interview~~ from ~~at least~~ the non requesting one of said candidate and said employer.

18. (Withdrawn) A method of receiving information regarding at least one candidate from a plurality of talent-contributors, said candidate having candidate attributes, said method comprising:

receiving personal information associated with said candidate;

receiving experience information regarding said candidate, said experience

information relating to skills attributes; and

receiving skills descriptions corresponding to said skills attributes.

19. (Withdrawn) The method as set forth in claim 18, wherein said receiving personal information further comprises maintaining records of said personal information.

20. (Withdrawn) The method as set forth in claim 18, wherein said personal information includes a name, a physical address, an electronic address, and a minimum compensation requirement of said candidate.

21. (Withdrawn) The method as set forth in claim 20, wherein said physical address is maintained in a consistent format.

22. (Withdrawn) The method as set forth in claim 20 further comprising identifying a nearest metropolitan area to said physical address, wherein said nearest metropolitan area is further designated as a metropolitan statistical area, a primary metropolitan statistical area, or a consolidated metropolitan statistical area.

23. (Withdrawn) The method as set forth in claim 18, wherein said candidate attributes include career information regarding at least one past position of said candidate, said career information selected from structured occupational data operable to be matched with employer information pertaining to prospective employers.

24. (Withdrawn) The method as set forth in claim 23, wherein said structured occupational data includes at least one occupational title obtained from the Dictionary of Occupational Titles.

25. (Withdrawn) The method as set forth in claim 23, wherein said structured occupational data further comprises a reason said candidate is no longer employed in said past position.

26. (Withdrawn) The method as set forth in claim 23, wherein said candidate attributes include industry information regarding said past position of said candidate, said career information selected from structured industry data operable to be matched with said employer information.

27. (Withdrawn) The method as set forth in claim 26, wherein said industry information further comprises a reason said candidate is no longer employed in said past position.

28. (Withdrawn) The method as set forth in claim 18, wherein said candidate attributes include structured industry data comprising classifications identified in the North American Industry Classification System.

29. (Withdrawn) The method as set forth in claim 28, wherein said classifications relate to at least one past position of said candidate.

30. (Withdrawn) The method as set forth in claim 29, wherein said candidate provides descriptions of accomplishments of said candidate in said past position.

31. (Withdrawn) The method as set forth in claim 18 further comprising:
storing said personal information about said candidate in a memory; and
providing access to said candidate attributes, said access operable to facilitate generation of reports regarding said plurality of talent-contributors.

32. (Withdrawn) The method as set forth in claim 23, wherein said candidate provides information regarding compensation received by said candidate with respect to said past position.

33. (Withdrawn) The method as set forth in claim 31, 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.

34. (Withdrawn) The method as set forth in claim 33, wherein said self-identification information is received on an optional basis.

35. (Withdrawn) The method as set forth in claim 33 further comprising providing said self-identification information to prospective employers to enable said prospective employers to comply with job-applicant-reporting requirements.

36. (Withdrawn) The method as set forth in claim 18 further comprising receiving educational-background information associated with at least one educational institution which said candidate has attended.

37. (Withdrawn) The method as set forth in claim 36, wherein said educational information further comprises a name of said educational institution, a level of education expected or attained, and at least one field of study.

38. (Withdrawn) The method as set forth in claim 18 further comprising receiving affiliation information corresponding to affiliations of said candidate, said affiliations including membership in at least one organization in a plurality of occupation-oriented organizations.

39. (Withdrawn) The method as set forth in claim 38, wherein said occupation-oriented organizations comprise professional associations, trade associations, and labor unions.

40. (Withdrawn) The method as set forth in claim 18, wherein said candidate attributes include desired-career information regarding at least one desired-career position.

41. (Withdrawn) The method as set forth in claim 40, wherein said desired-career information includes a designation of at least one preferred employer.

42. (Withdrawn) The method as set forth in claim 18 further comprising suggesting possible job descriptions to said candidate based on said candidate attributes.

43. (Withdrawn) The method as set forth in claim 18, wherein said skills descriptions relate to language skills, analytical skills, people and communication skills, and mechanical skills of said candidate.

44. (Withdrawn) The method as set forth in claim 43, wherein said language skills include reading, writing, and speaking.

45. (Withdrawn) The method as set forth in claim 44, wherein said description of said reading, writing, and speaking skills includes an assessment of proficiency in said skills.

46. (Withdrawn) The method as set forth in claim 43, wherein said analytical skills, people and communication skills, and mechanical skills correspond to said skills attributes described in the Dictionary of Occupational Titles.

47. (Withdrawn) The method as set forth in claim 46, wherein said skills descriptions comprise descriptions of nature, use, and proficiency of skills associated with said skills descriptions.

48. (Withdrawn) The method as set forth in claim 46, wherein skills associated with said skills descriptions correspond to a skills coding system of the Dictionary of Occupational Titles.

49. (Withdrawn) The method as set forth in claim 18 further comprising receiving an identification of licenses and certifications held by said candidate.

50. (Withdrawn) The method as set forth in claim 18 further comprising receiving a description of professional and personal accomplishments of said candidate.

51. (Withdrawn) The method as set forth in claim 18 further comprising receiving an indication of an interest level of said candidate in obtaining new employment.

52. (Withdrawn) A computer system including computer-readable instructions for receiving talent information regarding talent, said talent having talent faculties, said computer system comprising:

at least one memory in which said computer-readable instructions reside;

a processor operable to execute said computer-readable instructions;

a communications adapter operable to receive said talent information from said talent, said communications adapter operative to communicate a portion of said talent information to a plurality of employers;

wherein said communications adapter is configured to receive contact data associated with said talent; and

wherein said communications adapter is further configured to receive

background information regarding said talent, said background information including affiliation information corresponding to affiliations of said talent, said affiliations including membership in at least one occupation-oriented organization.

53. (Withdrawn) The computer system as set forth in claim 52, wherein said contact data includes a name and an E-mail address.

54. (Withdrawn) The computer system as set forth in claim 52, wherein said background information further comprises self-identification information including at least one of:

information regarding race of said talent;
information regarding gender of said talent;
information regarding citizenship of said talent; and
information regarding employment eligibility.

55. (Withdrawn) The computer system as set forth in claim 54 further comprising a data interface configured to provide said self-identification information to said employers to enable said employers to comply with job applicant reporting requirements.

56. (Withdrawn) The computer system as set forth in claim 52, wherein said talent faculties further comprise information regarding at least one of past employment, formal education, informal training, and a description of proficiency in a predetermined set of skills.

57. (Withdrawn) The computer system as set forth in claim 52, wherein said talent faculties further comprise information regarding membership in at least one occupation-oriented organization.

58. (Withdrawn) The computer system as set forth in claim 52, wherein said communications adapter is further configured to receive desired-position information regarding a career position specified by said talent.

59. (Withdrawn) The computer system as set forth in claim 58, wherein said desired-position information includes a designation of at least one preferred employer.

60. (Withdrawn) The computer system as set forth in claim 52, wherein said talent faculties include work experience as embodied in past-employment information, said past-employment information associated with skills attributes, said skills attributes described by skills descriptions.

61. (Withdrawn) The computer system as set forth in claim 60, wherein said skills descriptions include an assessment of proficiency.

62. (Withdrawn) A distributed network for providing employers with candidate-information regarding at least one candidate in a plurality of talent-contributors, said candidate having candidate attributes, said distributed network comprising:

means for managing enterprise human resource data;

means for receiving personal information associated with said candidate;

means for receiving career information regarding at least one past career position of said candidate, said career information operable to be matched with employer information pertaining to prospective employers of said candidate, wherein at least a portion of said career information as associated with said enterprise human resource data;

means for receiving experience information regarding said candidate, said experience information associated with experiences gained by said candidate, said experiences relating to skills attributes and said experiences of relevance to said prospective employers;

means for obtaining consent of said candidate to release of said personal information of said candidate to at least one of said prospective employers; and

means for providing said personal information to said at least one of said prospective employers based on said consent.

63. (Withdrawn) The distributed network as recited in claim 62 further comprising means for providing an interface to said candidate attributes, said interface operable to facilitate generation of reports regarding said plurality of talent-contributors.

64. (Withdrawn) The distributed network as recited in claim 63, wherein said personal information further comprises self-identification information including at least one of: information regarding race of said candidate;

information regarding gender of said candidate;

information regarding citizenship of said candidate; and

lawful eligibility to work in at least one country.

65. (Withdrawn) The method according to claim 64, wherein said self-identification information is received on an optional basis.

66. (Withdrawn) The distributed network as recited in claim 64 further comprising means for providing said self-identification information to said prospective employers to enable said prospective employers to comply with job applicant reporting requirements, wherein said self-identification information is provided to said prospective employers after said prospective employers have made hiring decisions regarding said candidate, whereby said self-identification information cannot be used impermissibly by said prospective employers to discriminate against said candidate.

67. (Withdrawn) The distributed network as recited in claim 62 wherein said experience information is categorized based on a data dictionary of job descriptions.

68. (Withdrawn) The distributed network as recited in claim 62, wherein said candidate attributes include at least one desired career position.

69. (Withdrawn) The distributed network as recited in claim 62, wherein said candidate attributes further include a designation of at least one preferred employer.

70. (Withdrawn) A method of receiving information regarding an employer including employer profile information and at least one job description, said job description having job parameters corresponding to candidate attributes of a desired candidate, said method comprising:

receiving desired experience information regarding said desired candidate, said

desired experience information relating to a structured set of desired skills attributes; and

receiving desired skills descriptions corresponding to said desired skills attributes.

71. (Withdrawn) The method as set forth in claim 70 further comprising:

receiving a multiple-division indication regarding an existence of multiple divisions associated with said employer;

receiving geographical information associated with at least one of said multiple divisions;

receiving user information regarding at least one employer-user to be associated with an employer account corresponding to said employer; and

for each of said at least one employer-user receiving access scope information, said access scope information specifying a scope of access associated with said at least one employer-user.

72. (Withdrawn) The method as set forth in claim 71, wherein a division in said multiple divisions is further divided into successively smaller divisions.

73. (Withdrawn) The method as set forth in claim 70, wherein said employer profile information includes employer name, phone number, physical address, billing information, and administrative user information.

74. (Withdrawn) The method as set forth in claim 71, wherein said geographical information is maintained in a consistent format.

75. (Withdrawn) The method as set forth in claim 71, wherein receiving said geographical information further comprises identifying a nearest metropolitan area associated with a geographical location associated with said multiple divisions of said employer, wherein said nearest metropolitan area is further designated as a metropolitan statistical area, a primary metropolitan statistical area, or a consolidated metropolitan statistical area.

76. (Withdrawn) The method as set forth in claim 71, wherein said job description is associated with a division within said multiple divisions.

77. (Withdrawn) The method as set forth in claim 70, wherein said job description further comprises:

- a confidential maximum compensation said employer has allocated for a job;
- a number of total employment positions associated with said job description; and
- a number of open employment positions associated with said number of total employment positions.

78. (Withdrawn) The method as set forth in claim 70, wherein said employer profile information includes structured industry data operable to be matched with career information pertaining to prospective employees.

79. (Withdrawn) The method as set forth in claim 78, wherein said structured industry data includes classifications identified in the North American Industry Classification System.

80. (Withdrawn) The method as set forth in claim 70, wherein said job description further comprises:

- a Federal Employment Records Information requirement indication regarding whether said job description is associated with an employment position for which self-identification information should be maintained.

81. (Withdrawn) The method as set forth in claim 70, wherein said job description further comprises a regulated job requirements indication regarding whether said job description is associated with an employment position for which said candidate attributes are subject to government regulation.

82. (Withdrawn) The method as set forth in claim 70, wherein said job description further comprises a narrative description of functions to be performed in a job associated with said job description.

83. (Withdrawn) The method as set forth in claim 70, wherein said job description further comprises benefit descriptions and compensation figures offered by said employer in connection with a job associated with said job description, wherein said compensation figures include a maximum compensation amount.

84. (Withdrawn) The method as set forth in claim 83, wherein said maximum compensation amount is confidential.

85. (Withdrawn) The method as set forth in claim 81, wherein said government regulation includes a restriction pertaining to citizenship.

86. (Withdrawn) The method as set forth in claim 71, wherein said employer profile information includes information regarding organizations with which said employer is affiliated.

87. (Withdrawn) A computer system for receiving employer information regarding an employer having at least one division, said computer system comprising:

a check box operable to receive a multiple-division indication regarding an existence of multiple divisions associated with said employer;

a geographical interface configured to receive geographical information associated with at least one of said multiple divisions associated with said employer; and

a user interface operable to receive user information regarding at least one employer-user to be associated with an employer account corresponding to said employer, wherein said user interface is operable to receive access scope information for said employer-user, said access scope information specifying a scope of access associated with said employer-user.

88. (Withdrawn) The computer system as set forth in claim 87, wherein said geographical interface is further configured to receive said geographical information by identifying a nearest metropolitan area associated with said multiple divisions.

89. (Withdrawn) The computer system as set forth in claim 87 further comprising a structured form operable to receive at least one job description associated with said division.

90. (Withdrawn) The computer system as set forth in claim 89, wherein said structured form further comprises:

a first numerical input cell operable to receive a number corresponding to a maximum allocated compensation for said job description;

a second numerical input cell operable to receive a number of total employment positions associated with said job description; and

a third numerical input cell operable to receive a number of open employment positions associated with said number of total employment positions.

91. (Withdrawn) A distributed network for receiving employer profile information regarding an employer having at least one business unit, said distributed network comprising:

means for maintaining enterprise human resource information;

means for receiving a multiple-division indication regarding an existence of multiple divisions associated with said employer;

means for receiving geographical information associated with at least one of said multiple divisions;

means for receiving user information regarding at least one employer-user to be associated with an employer account corresponding to said employer;

means for receiving access scope information for each of said at least one employer-user, said access scope information specifying a scope of access associated with said at least one employer-user.

92. (Withdrawn) The distributed network as recited in claim 91, wherein said geographical information is maintained in a consistent format.

93. (Withdrawn) The distributed network as recited in claim 91, wherein said means for receiving said geographical information further comprises means for identifying a nearest metropolitan area associated with a geographical location associated with said multiple divisions of said employer.

94. (Withdrawn) The distributed network as recited in claim 91 further comprising means for receiving at least one job description associated with said at least one business unit.

95. (Withdrawn) The distributed network as recited in claim 94, wherein said means for receiving at least one job description further comprises:

means for receiving a number of total employment positions associated with said job description; and

means for receiving a number of open employment positions associated with said number of total employment positions.

96. (Withdrawn) A method of searching a plurality of job descriptions, said method performed by a talent-user, and said method comprising:

accessing a talent profile associated with said talent-user, said talent profile including talent-threshold requirements;

identifying target job descriptions associated with prospective employers based on said talent profile, said target job descriptions having job-threshold requirements;

comparing said talent profile with said job-threshold requirements, whereby a threshold comparison results; and

determining whether at least one of said target job descriptions is compatible with said talent profile, based on said threshold comparison.

97. (Withdrawn) A method of searching a plurality of job descriptions, said method performed by a talent-user, and said method comprising:

receiving search parameters from said talent-user;

identifying target job descriptions associated with prospective employers based

on said search parameters, said target job descriptions having job-threshold requirements;
comparing at least one talent profile with said job-threshold requirements,
whereby a threshold comparison results; and
determining whether at least one of said target job descriptions is compatible
with said talent profile, based on said threshold comparison.

98. (Withdrawn) The method as set forth in claim 97 further comprising:

receiving from said talent-user an indication regarding whether to perform a foreign search for
said target job descriptions located outside of a specified geographic location; and
providing job description information corresponding to said target job descriptions that occur
outside of a primary location country associated with said talent-user.

99. (Withdrawn) The method as set forth in claim 97, wherein said search parameters include
a minimum compensation requirement.

100. (Withdrawn) The method as set forth in claim 97 further comprising:

receiving a request for interview with a target employer from said talent-user;
and
transmitting said request for interview to said target employer.

101. (Withdrawn) The method as set forth in claim 100 further comprising:

receiving a request-acceptance indication from said target employer regarding
whether said target employer accepts said request for interview; and
providing a questionnaire to said target employer regarding said request-
acceptance indication based on a negative value of said request-acceptance indication.

102. (Withdrawn) The method as set forth in claim 101 further comprising:

inactivating an account associated with said target employer based on a failure to
respond to said questionnaire; and
reactivating said account based on a subsequent response to said questionnaire.

103. (Withdrawn) The method as set forth in claim 102 further comprising:
reactivating said account based on passage of a predetermined period of time.
104. (Withdrawn) The method as set forth in claim 97, wherein said search parameters further include at least one search timing parameter, including:
a start time and a search frequency.
105. (Withdrawn) The method as set forth in claim 104, wherein said search frequency is once per day.
106. (Withdrawn) The method as set forth in claim 97 further comprising providing said talent-user with an opportunity to modify said search parameters and said talent profile if said threshold comparison indicates that said talent profile does not match said job-threshold requirements.
107. (Withdrawn) The method as set forth in claim 97 further comprising providing said talent-user with a list of job descriptions for which said talent profile matches said job-threshold requirements.
108. (Withdrawn) The method as set forth in claim 107, wherein said list of job descriptions is ordered by compensation offered in connection with a particular job.
109. (Withdrawn) The method as set forth in claim 108, wherein said list of job descriptions is further ordered by geographic proximity to a geographic location specified in said search parameters.
110. (Withdrawn) A data processing apparatus for searching a plurality of job descriptions, said apparatus operable to communicate with a talent-user, said apparatus comprising:
an application server configured to provide a user interface operative to receive an instruction to search from said talent-user, said user interface further operative to receive search parameters from said talent-user;
at least one memory operable to store and provide access to a talent profile associated with said talent-user, said talent profile including talent-threshold requirements;

a search engine configured to access said talent profile and said search parameters;

a filter operable to identify target job descriptions based on said search parameters, said target job descriptions having job-threshold requirements; and

a comparator, coupled with said search engine, operable to compare said talent profile to said job-threshold requirements, whereby a threshold comparison results.

111. (Withdrawn) The apparatus as set forth in claim 110, wherein said comparator is a processor programmed to compare sets of data having a consistent nomenclature.

112. (Withdrawn) The apparatus as set forth in claim 110, wherein said talent-threshold requirements further include a minimum compensation requirement.

113. (Withdrawn) The apparatus as set forth in claim 110 further comprising:

an input form configured to receive a request for interview with a target employer from said talent-user; and

a message processor programmed to transmit said request for interview to said target employer.

114. (Withdrawn) The apparatus as set forth in claim 113, wherein said message processor is further programmed to receive a request-declined indication from said target employer regarding whether said target employer accepts said request for interview, and wherein said message processor is further programmed to provide a questionnaire to said target employer regarding said request-declined indication.

115. (Withdrawn) The apparatus as set forth in claim 114 further comprising a processor programmed to inactivate an account associated with said target employer based on a failure to respond to said questionnaire, wherein said processor is further programmed to reactivate said account based on a subsequent response to said questionnaire.

116. (Withdrawn) The apparatus as set forth in claim 115, wherein said processor is further programmed to reactivate said account based on passage of a predetermined period of time.

117. (Withdrawn) The apparatus as set forth in claim 110, wherein said instruction to search further includes at least one search timing parameter, including at least one of:

a start time and a search frequency.

118. (Withdrawn) The apparatus set forth in claim 117, wherein said search frequency is once per day.

119. (Withdrawn) The apparatus as set forth in claim 110, wherein said user interface is further operable to provide said talent-user with an opportunity to modify talent compensation requirements if said threshold comparison indicates that talent compensation requirements do not match said job-threshold requirements.

120. (Withdrawn) The apparatus as set forth in claim 110, wherein said user interface is further operable to provide said talent-user with a list of job descriptions for which said search parameters match said job-threshold requirements.

121. (Withdrawn) The apparatus as set forth in claim 120, wherein said list of job descriptions are ordered by compensation offered in connection with a particular job.

122. (Withdrawn) The apparatus as set forth in claim 121, wherein said list of job descriptions are further ordered by geographic proximity to a geographical location specified in said search parameters.

123. (Withdrawn) A network for searching a plurality of job descriptions, said network operable to receive talent-information from a talent-user, said network comprising:

means for managing enterprise human resource data;

means for receiving job search parameters from said talent-user;

means for storing at least one set of job search parameters associated with an ideal job for said talent-user;

means for accessing said set of job search parameters and a talent profile associated with said ideal job, said talent profile including a minimum compensation

requirement;

means for identifying target job descriptions, based on said set of job search parameters and said talent profile, said target job descriptions having a maximum compensation allowance associated with an employer; and

means for comparing said minimum compensation requirement of said talent-user to said maximum compensation allowance of said employer, whereby a compensation comparison results, and wherein said means for comparing determines whether said talent profile is compatible with at least one of said target job descriptions.

124. (Withdrawn) The network as recited in claim 123, wherein at least one of said job search parameters is a geographic location.

125. (Withdrawn) The network as recited in claim 123 further comprising:

means for receiving a request for interview with said employer from said talent-user; and

means for transmitting said request for interview to said employer.

126. (Withdrawn) The network as recited in claim 125 further comprising:

means for receiving a request-acceptance indication from said employer regarding whether said employer accepts said request for interview; and

means for providing a questionnaire to said employer regarding said request-acceptance indication.

127. (Withdrawn) The network as recited in claim 126 further comprising means for notifying said employer that an account associated with said employer has been inactivated until said employer responds to said questionnaire.

128. (Withdrawn) The network as recited in claim 123, wherein said job search parameters include at least one search timing parameter, including a start time and a search frequency.

129. (Withdrawn) The network as recited in claim 128, wherein said search frequency is once per day.

130. (Withdrawn) The network as recited in claim 123 further comprising means for providing said talent-user with a list of job descriptions for which said minimum compensation requirement and said job search parameters match maximum compensation allowance.

131. (Withdrawn) The network as recited in claim 130, wherein said list of job descriptions are ordered by compensation offered and geographic proximity to a location specified in said job search parameters.

132. (Withdrawn) A method of searching for talent by searching talent information in a plurality of talent profiles, said method initiated by an employer-user associated with an employer, said method comprising:

receiving search parameters from said employer-user;

accessing a job description associated with said employer-user, said job description, including job-threshold requirements;

identifying target talent profiles associated with prospective talent and consistent with said search parameters from among said plurality of talent profiles, said target talent profiles having associated talent-threshold requirements;

comparing said talent-threshold requirements with said job-threshold requirements, whereby a threshold comparison is produced; and

determining whether at least one of said target talent profiles is compatible with said job-threshold requirements, based on said threshold comparison, whereby at least one compatible talent resumé is identified.

133. (Withdrawn) The method as set forth in claim 132 further comprising providing said employer-user with an opportunity to modify said job threshold requirements if said threshold comparison indicates that said job-threshold requirements do not match said talent-threshold requirements.

134. (Withdrawn) The method as set forth in claim 132, wherein said search parameters further include desired candidate parameters associated with a desired candidate.

135. (Withdrawn) The method as set forth in claim 134, wherein said search parameters correspond to a predetermined job description associated with said employer.

136. (Withdrawn) The method as set forth in claim 135, wherein said predetermined job description is associated with an occupational title consistent with the Dictionary of Occupational Titles.

137. (Withdrawn) The method as set forth in claim 136, wherein said employer specifies a required term of experience associated with said occupational title.

138. (Withdrawn) The method as set forth in claim 132, wherein said job-threshold requirements further include a maximum allocated compensation amount.

139. (Withdrawn) The method as set forth in claim 132, wherein said search parameters include at least one skills description consistent with the Dictionary of Occupational Titles.

140. (Withdrawn) The method as set forth in claim 139, wherein said search parameters include a required level of proficiency associated with said skills description.

141. (Withdrawn) The method as set forth in claim 132, wherein said search parameters include at least one industry identification consistent with the North American Industry Classification System, said industry identification associated with an industry.

142. (Withdrawn) The method as set forth in claim 141, wherein said employer specifies a required term of experience within said industry.

143. (Withdrawn) The method as set forth in claim 132 further comprising:
determining whether said talent information associated with said compatible talent resumé includes a designation of said employer as a preferred employer, whereby a preferred employer determination results; and
based on an affirmative result of said preferred employer determination, providing contact information to said employer regarding said target talent profiles.

144. (Withdrawn) The method as set forth in claim 143, wherein based on a negative result of said preferred employer determination, said employer is afforded an opportunity to communicate a request for interview to said talent associated with said compatible talent resumé.

145. (Withdrawn) The method as set forth in claim 144 further comprising:

determining whether said talent accepts said request for interview, whereby a talent acceptance determination results;

based on a negative result of said talent acceptance determination, providing a questionnaire to said talent; and

based on one of a response and a lack of a response to said questionnaire, providing feedback to said employer-user.

146. (Withdrawn) The method as set forth in claim 132 further comprising:

receiving from said employer-user an indication regarding whether to perform a foreign search for said talent located outside of a specified geographic location; and

providing talent profile information corresponding to said talent that resides outside of a primary location country associated with said employer, wherein said talent has legal authorization to work in said primary location country.

147. (Withdrawn) The method as set forth in claim 132, wherein said search parameters further includes at least one search timing parameter, including a start time and a search frequency.

148. (Withdrawn) The method as set forth in claim 147, wherein said search frequency is once per day.

149. (Withdrawn) A computer system for facilitating searching talent having associated talent descriptions in a plurality of talent profiles, said computer system configured to receive input from an employer-user associated with an employer, said employer searching in a primary location country, and said computer system comprising:

an application server operable to provide a user interface operative to receive an instruction to search from said employer-user;

a memory operative to store search parameters associated with a desired candidate;

a comparator operative to compare said search parameters and associated job-threshold requirements, wherein target talent resumé are identified based on said search parameters and said plurality of talent profiles, said target talent resumé having associated talent-threshold requirements;

wherein said talent-threshold requirements are compared to said job-threshold requirements, whereby a threshold comparison results; and

wherein it is determined whether at least one of said target talent resumé is compatible with said job-threshold requirements, based on said threshold comparison, whereby at least one compatible talent resumé is identified.

150. (Withdrawn) The computer system as set forth in claim 149 further comprising:

a message processor operative to afford said employer-user an opportunity to express a request for interview to said talent associated with said target talent resumé.

151. (Withdrawn) The computer system as set forth in claim 149, wherein said job-threshold requirements further include a maximum allocated compensation amount.

152. (Withdrawn) The computer system as set forth in claim 151, wherein said talent-threshold requirements further include a minimum required compensation amount.

153. (Withdrawn) The computer system as set forth in claim 149 further comprising:

preconfigured logic configured to determine whether compatible talent information that is associated with said compatible talent resumé includes a designation of said employer as a preferred employer, whereby a preferred employer determination results; and

wherein contact information associated with said compatible talent resumé is provided to said employer-user, based on an affirmative result of said preferred employer determination.

154. (Withdrawn) The computer system as set forth in claim 153, wherein based on a negative result of said preferred employer determination, said employer-user is afforded an opportunity to express a request for interview to said talent that is associated with said compatible talent resumé.

155. (Withdrawn) The computer system as set forth in claim 154, wherein said preconfigured logic is further configured to determine whether said talent accepts said request for interview, whereby a talent acceptance determination results;

wherein based on a negative result of said talent acceptance determination, a questionnaire is provided to said talent; and

based on one of a response and a lack of said response, feedback is provided to said employer-user.

156. (Withdrawn) The computer system as set forth in claim 149, wherein said user interface further includes a check box configured to receive from said employer-user a foreign search indication regarding whether to perform a foreign search for said talent that resides outside said primary location country; and

based on an affirmative state of said foreign search indication, providing blind resumés corresponding to said talent that resides outside of said primary location country, wherein said talent has legal authorization to work in said primary location country.

157. (Withdrawn) A distributed network of searching for talent by searching a plurality of talent profiles, said distributed network initiated by an employer-user associated with an employer, said employer searching in a primary location country, said distributed network comprising:

means for receiving an instruction to search from said employer-user;

means for receiving search parameters from said employer-user, said search

parameters including an identification of job-threshold requirements;

means for identifying target talent resumés, based on said search parameters and said plurality of talent profiles, said target talent resumés having associated talent-threshold requirements;

means for comparing said talent-threshold requirements with said job-threshold requirements, whereby a threshold comparison results; and

means for determining whether at least one of said target talent resumés is compatible with said job-threshold requirements, based on said threshold comparison, whereby at least one compatible talent resumé is identified.

158. (Withdrawn) The distributed network as recited in claim 157, wherein said search parameters further include desired candidate parameters associated with a desired candidate.

159. (Withdrawn) The distributed network as recited in claim 158, wherein said search parameters correspond to a predetermined job description associated with said employer.

160. (Withdrawn) The distributed network as recited in claim 157, wherein said job-threshold requirements further include a maximum allocated compensation amount.

161. (Withdrawn) The distributed network as recited in claim 157 further comprising:

means for determining whether compatible talent information associated with said compatible talent resumé includes a designation of said employer as a preferred employer, whereby a preferred employer determination results; and

means for providing contact information to said employer regarding said target talent resumés, based on an affirmative result of said preferred employer determination.

162. (Withdrawn) The distributed network as recited in claim 161, wherein based on a negative result of said preferred employer determination, said employer is afforded an opportunity to communicate a request for interview to said talent associated with said compatible talent resumé.

163. (Withdrawn) The distributed network as recited in claim 162 further comprising:
means for determining whether said talent accepts said request for interview, whereby a talent acceptance determination results;

means for providing a questionnaire to said talent, based on a negative result of said talent acceptance determination; and

means for providing feedback to said employer-user, based on one of a response and a lack of a response to said questionnaire.

164. (Withdrawn) The distributed network as recited in claim 157 further comprising:

means for receiving from said employer-user a foreign search indication regarding whether to perform a foreign search for said talent; and

means for providing blind résumés corresponding to said talent that resides outside of said primary location country, based on an affirmative state of said foreign search indication, wherein said talent has legal authorization to work in said primary location country.

165. (Withdrawn) A method of promoting a career site, said method comprising:

receiving talent information from a plurality of talent regarding qualifications of said talent for performing predetermined activities, said talent information including affiliation information, said affiliation information corresponding to at least one association, wherein said at least one association is in compliance with a career site affiliate policy;

receiving employer information from a plurality of employers, said employer information including employer affiliation information, said employer affiliation information corresponding to at least one employer-related association, wherein said employer-related association is in compliance with said career site affiliate policy;

matching said talent information with said employer information; and

paying a commission to said at least one association based on said matching of said talent with said employer information.

166. (Withdrawn) The method as set forth in claim 165, wherein said at least one association includes at least one of professional associations, trade associations, labor unions and educational institutions.

167. (Withdrawn) The method as set forth in claim 165, wherein said employer information further includes job-threshold requirements and said talent information includes talent-threshold requirements, and wherein said matching further comprises:

based on a comparison of said talent-threshold requirements and said job-threshold requirements, matching said talent with said employer information when said employer information is compatible with said talent-threshold requirements.

168. (Withdrawn) The method as set forth in claim 165, wherein said at least one association publishes an association newsletter, and wherein said career site affiliate policy requires certain actions to be carried out by said at least one association in order for said at least one association to remain in good standing with said career site, said certain actions including:

publicly endorsing said career site;

permitting use of a name of said at least one association in connection with advertisements of said career site;

promoting said career site to members of said at least one association in connection with an association member employment program;

providing said career site with advertising space in said association newsletter;

and

posting jobs associated with said at least one association to said career site.

169. (Withdrawn) The method as set forth in claim 165, wherein said commission is a fixed amount or a percentage of a fee associated with a transaction.

170. (Withdrawn) A computer system used in connection with promoting a career site, said computer system comprising:

a server operable to provide an on-line user interface operable to receive talent information from a plurality of talent regarding qualifications of said talent for performing predetermined activities, and from employers regarding job descriptions said talent information including affiliation information, said affiliation information associated with at least one association, wherein said association is in compliance with a career site affiliate policy of said career site;

an input processor configured to receive said job descriptions from a plurality of employers;

a comparator for matching said talent with said job descriptions; and

a payment processor configured to pay a commission to said association based on said matching.

171. (Withdrawn) The computer system as set forth in claim 170, wherein said job descriptions include job-threshold requirements and said talent information includes talent-threshold requirements, and wherein said comparator matches said talent with said job descriptions, based on a comparison of said talent-threshold requirements and said job-threshold requirements.

172. (Withdrawn) The computer system as set forth in claim 170, wherein said association publishes an association newsletter, and wherein said career site affiliate policy requires certain actions to be carried out by said association in order for said association to remain in good standing with said career site, said certain actions including:

publicly endorsing said career site;

permitting use of a name of said association in connection with advertisements of said career site;

promoting said career site to members of said association in connection with an

association member employment program;

providing said career site with advertising space in at least one issue of a newsletter said association; and

posting jobs associated with said association to said career site.

173. (Withdrawn) A distributed network for promoting a career site, said distributed network comprising:

means for managing enterprise human resource data;

means for receiving talent information from talent regarding qualifications of talent for performing predetermined activities, said talent information including affiliation information, said affiliation information associated with at least one association, wherein said at least one association is in compliance with a career site affiliate policy;

means for receiving job descriptions from a plurality of employers;

means for matching said talent with said job descriptions; and

means for paying a commission to said at least one association based on said matching.

174. (Withdrawn) The distributed network as recited in claim 173, wherein said job descriptions further include job-threshold requirements and said talent information includes talent-threshold requirements, and wherein said matching further comprises:

based on a comparison of said talent-threshold requirements and said job-threshold requirements, matching said talent with said job descriptions when said job descriptions are compatible with said talent-threshold requirements.

175. (Withdrawn) The distributed network as set forth in claim 174, wherein said at least one association publishes an association newsletter, and wherein said career site affiliate policy requires

certain actions to be carried out by said at least one association in order for said at least one association to remain in good standing with said career site, said certain actions including:

publicly endorsing said career site;

permitting use of a name of said at least one association in connection with advertisements of said career site;

promoting said career site to members of said at least one association in connection with an association member employment program;

providing said career site with advertising space in said association newsletter;

and

posting jobs associated with said at least one association to said career site.

176. (Withdrawn) A method for compensating at least one wholesaler for marketing a career site according to a career site wholesaler policy, said method comprising:

establishing at least one wholesaler account associated with said career site;

receiving job descriptions from employers, said employers associated with at least one association, said association assigned to said wholesaler account;

receiving talent-information from talent, said talent associated with said association;

matching said talent with said job descriptions; and

paying a commission to said wholesaler based on said matching.

177. (Withdrawn) The method as set forth in claim 176, wherein said association includes at least one of a professional association, a trade association, a labor union, and an educational institution.

178. (Withdrawn) The method as set forth in claim 176, wherein said job descriptions further include job-threshold requirements and said talent-information includes talent-threshold requirements, and wherein said matching further comprises:

based on a comparison of said talent-threshold requirements and said job-threshold requirements, matching said talent with said job descriptions when said job descriptions are compatible with said talent-threshold requirements.

179. (Withdrawn) The method as set forth in claim 176, wherein said career site wholesaler policy requires certain actions to be carried out by said wholesaler in order for said wholesaler to remain in good standing with said career site, said certain actions including at least one of:

publicly endorsing said career site;

permitting use of a name of said wholesaler in connection with advertisements of said career site;

promoting said career site to said employers associated with said wholesaler;

assisting said employers in listing employer jobs associated with said employers;

posting wholesaler internal jobs associated with said wholesaler to said career site; and

linking a website associated with said wholesaler to said career site.

180. (Withdrawn) The method as set forth in claim 176, wherein said commission is a flat amount or a percentage amount.

181. (Withdrawn) A computer system for automating a process of compensating at least one wholesaler for promoting a career site, said computer system comprising:

a database containing wholesaler-information regarding at least one wholesaler account associated with said career site;

an interface operative to receive job descriptions from employers, said employers associated with at least one association, said association assigned to said wholesaler account;

wherein said interface is further operative to receive talent information from talent, said talent associated with at least one organization, said organization assigned to

said wholesaler account;

matching said talent with said job descriptions; and

paying a commission to said wholesaler based on said matching.

182. (Withdrawn) A distributed network for compensating at least one wholesaler for promoting a career site, said distributed network comprising:

means for maintaining enterprise human resource data;

means for establishing at least one wholesaler account associated with said career site;

means for receiving job descriptions from employers, said employers being associated with at least one association, said association assigned to said wholesaler account;

means for receiving talent information from talent, said talent being associated with at least one organization, said organization assigned to said wholesaler account;

means for matching said talent with said job descriptions; and

means for paying a commission to said wholesaler based on said matching.

183. (Withdrawn) A method for compensating at least one retailer for marketing a career site according to a career site marketing policy, said method comprising:

establishing at least one retailer account associated with said career site;

receiving employer account information associated with at least one employer account from at least one of said retailer and a secondary recruited retailer associated with said retailer, said employer account assigned to said retailer, said employer account information including job descriptions;

receiving talent-information from talent;

matching said talent with said job descriptions; and

paying a commission to said retailer based on said matching.

184. (Withdrawn) The method as set forth in claim 183, wherein said retailer is compensated for recruiting said secondary recruited retailer by way of a multi-level-marketing system and wherein said secondary recruited retailer provides employer information regarding employers not subject to a preexisting commission agreement.

185. (Withdrawn) The method as set forth in claim 184, wherein said multi-level-marketing system includes successive levels consistent with local law.

186. (Withdrawn) A computer system for facilitating compensation of at least one retailer for marketing a career site according to a career site marketing policy, said computer system comprising:

a database containing information regarding at least one retailer account associated with said career site;

an interface operable to receive employer account information associated with at least one employer account from at least one of said retailer and a secondary recruited retailer associated with said retailer, said employer account assigned to said retailer, said employer account information including job descriptions; and

a payment processor operable to pay a commission to said retailer based on matching said job descriptions with a job candidate.

187. (Withdrawn) The computer system as set forth in claim 186, wherein said retailer is further compensated for recruiting said secondary recruited retailer by way of a multi-level-marketing system.

188. (Withdrawn) A distributed network for providing payments to at least one retailer for marketing a career site according to a career site marketing policy, said distributed network comprising:

an enterprise database management system;

international payment system architecture;

means for establishing at least one retailer account associated with said career

site;

means for receiving employer account information associated with at least one employer account from at least one of said retailer and a secondary recruited retailer associated with said retailer, said employer account assigned to said retailer, said employer account information including job descriptions;

means for receiving talent-information from talent;

means for matching said talent with said job descriptions, said means for matching providing matching results; and

means for paying a commission to said retailer based on said matching results.

189. (Withdrawn) The distributed network as set forth in claim 188, wherein said means for paying further comprises:

means for further compensating said retailer for recruiting said secondary recruited retailer by way of a multi-level-marketing system.

190. (Withdrawn) A computer-readable medium containing instructions capable of causing a processor to perform a process for operating a career site, said career site including a talent database of talent resumés corresponding to a plurality of talent candidates and a database of job descriptions, said instructions comprising:

instructions operative to receive personal information associated with said talent resumés, said personal information including contact information;

instructions operative to receive career information regarding at least one desired career position of a candidate in said plurality of talent candidates, said career information formatted as structured data consistent with a format of said database of job descriptions;

instructions operative to receive experience information regarding said candidate, said experience information of relevance to prospective employers;

instructions operative to receive at least one command to search from a talent-

user;

instructions operative to access desired job parameters associated with a desired job of said talent-user, and to access a talent profile, said talent profile including talent-threshold requirements;

instructions operative to identify target job descriptions, based on said desired job parameters and said talent profile, said target job descriptions having job-threshold requirements; and

instructions operative to compare said talent-threshold requirements to said job-threshold requirements, whereby a threshold comparison results;

instructions operative to determine whether at least one of said target job descriptions is compatible with said talent-threshold requirements, based on said threshold comparison, whereby at least one matched job-listing and candidate pair results;

instructions operative to establish at least one marketer account associated with a marketer of said career site; and

instructions operative to effect payment of a commission to said marketer based on an occurrence of said matched job-listing and candidate pair.

191. (Withdrawn) A distribution medium containing instructions capable of causing a processor to perform a process for operating computer system, said computer system including a talent database of talent resumés corresponding to a plurality of talent candidates and a database of job descriptions, said instructions comprising:

instructions operative to receive personal information associated with said talent resumés, said personal information including contact information;

instructions operative to receive position information regarding at least one position associated with an employer instructions operative to receive experience

information regarding a candidate;

instructions operative to receive a command to search from an initiating party;

instructions operative to match said target job descriptions with said talent

resumés, based on a threshold comparison; and

instructions operative to effect payment of a commission to a marketer based

only on an occurrence of said match.

192. (Withdrawn) A method of providing employment services to at least one candidate in a plurality of talent-contributors, said method comprising:

receiving information from said candidate;

receiving job description information associated with at least one job, wherein

said job description information comprises at least one benefit identification associated

with a benefit provided in connection with said job; and

providing said candidate with said benefit identification.

193. (Withdrawn) The method as set forth in claim 192, wherein said benefit is chosen from incentive pay, health insurance, retirement account, dental insurance, continuing education, signing bonus, pension, on-site daycare, flex-time, free parking, relocation, paid vacation, and differential shift pay.

194. (Withdrawn) A computer system for providing employment services to at least one candidate in a plurality of talent-contributors, said computer system comprising:

a first interface operable to receive information from said candidate;

a second interface operable to receive job description information associated with

at least one job, wherein said job description information comprises at least one benefit

identification associated with a benefit provided in connection with said job; and

an output device operable to provide at least one benefit indicator to said

candidate, said benefit indicator associated with said benefit identification.

195. (Withdrawn) The computer system as set forth in claim 194, wherein said benefit indicator comprises a graphical icon.

196. (Withdrawn) A distributed network for providing employment services to at least one candidate in a plurality of talent-contributors, said distributed network comprising:

means for managing enterprise data associated with an employer;

candidate means for receiving candidate information from said candidate;

job means for receiving job description information associated with at least one job, wherein said job description information comprises at least one benefit identification associated with a benefit provided in connection with said job; and

means for providing at least one benefit indicator to said candidate, said benefit indicator associated with said benefit identification.

197. (Withdrawn) The computer system as set forth in claim 194, wherein said benefit indicator is provided in the form of an image object formatted in a page using the Hypertext Markup Language.

198. (Currently Amended) A method executed by a computer processor in a network computing environment for ~~of~~ authorizing information exchange between at least one candidate of a plurality of talent-contributors and at least one of a plurality of employers prior to any direct contact between said candidate and said employer, said candidate having one or more candidate attributes including candidate requirements, and said employer having employer requirements, said candidate ~~and~~ ~~said employer~~ having one or more contact information items, said method comprising:

programmatically matching said candidate with said employer based on said candidate requirements and said employer requirements;

receiving a request for ~~interview~~ release of at least some contact information items from ~~at least one of~~ either of said candidate or ~~and~~ said employer;

determining if there is consent to the ~~interview~~ release of at least some contact

information items by a non requesting one of said candidate and said employer for each specific request;

~~providing exchange of said one or more contact information items to enable direct interaction between said candidate and said employer; and~~

computing a payment due from said employer in real time based on the consent to said request for interview release of at least some contact information items for each specific request, wherein said payment is a fee to a ~~the~~ career site operator[.]; and

providing exchange of at least some contact information items to enable direct interaction between said candidate and said employer.

199. (Currently Amended) A method executed in a computing environment, for ~~of~~ authorizing information exchange between at least one candidate of a plurality of talent-contributors and at least one of a plurality of employers prior to any direct contact between said candidate and said employer, said candidate having one or more candidate attributes including candidate requirements, and said employer having employer requirements, said method comprising:

programmatically matching said candidate with said employer based on said candidate requirements and said employer requirements;

receiving a request for interview release of contact information from ~~at least one of either~~ said candidate or ~~and~~ said employer;

determining whether there is mutual consent to said request for interview, ~~wherein said mutual consent includes authorization for the release of contact information by the candidate for each specific request;~~

~~providing exchange of contact information in real time; and~~

computing a payment due to a career site operator from said employer based on the mutual consent to said request for interview with said candidate release of contact information for each specific request; and

providing exchange of contact information in real time.

200. (Currently Amended) The method of claim 5, wherein said employer agrees in advance, to real time billing and/or payment of a fee to a career site operator upon said candidate's ~~talent's~~ consent to the release of candidate's ~~talent's~~ contact information.

201. (Canceled).

202. (Previously Presented) The computer system as set forth in claim 11, wherein said comparator is further operable to compare said employer's attributes with said candidate's requirements in an employer.

203. (Previously Presented) The method as set forth in claim 5, wherein said determining further comprises confirming said employer's attributes with said candidate's requirements in an employer.

204. (Previously Presented) The method as set forth in claim 5, wherein the amount of said obligation is computed in real time.

205. (New) The method as set forth in claim 5 wherein during said determining step, if it is determined that either said employer or said candidate was previously requested to provide a response to a request for release of contact information and no response was received, then such non-responding employer or candidate is precluded from further interaction with the system until said response is provided.

206. (New) A method utilized in a computer processor for authorizing information exchange between at least one candidate of a plurality of talent-contributors and at least one of a plurality of employers prior to any direct contact between said candidate and said employer, said candidate having one or more candidate attributes including candidate requirements, and said employer having employer requirements, said method comprising:

programmatically matching said candidate with said employer based on said candidate requirements and said employer requirements;

receiving a request for release of contact information from either said candidate or said employer;

determining whether there is mutual consent for the release of contact information regarding the candidate for each specific request;

obligating a payment due from said employer in real time based on the mutual consent to release of contact information for each specific request, wherein said payment due is a fee to a career site operator, and wherein the amount of said payment is known to said employer in advance of said request for release of contact information from said employer; and

providing exchange of contact information in real time.

207. (New) The method as recited in claim 8, further comprising utilizing said response to selectively perform additional functions.

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In the claims:

1. (Withdrawn) A system for collecting and classifying information using a structured information format, said system comprising:

an employment management system configured to provide continuous recruiting and continuous career enhancement by providing a search interface to a plurality of job descriptions and to a plurality of blind resumés, wherein employers provide said job descriptions and talent provide talent information corresponding to said blind resumés.

2. (Withdrawn) The system as set forth in claim 1, wherein personal contact information corresponding to at least one selected resumé is provided to said employers after said employers agree to purchase said personal contact information.

3. (Withdrawn) The system as set forth in claim 1, wherein said employers are provided an opportunity to purchase personal contact information corresponding to at least one selected resumé if a selected talent corresponding to said selected resumé indicates consent.

4. (Withdrawn) The system as set forth in claim 3, wherein said consent is indicated by specifying at least one preferred employer.

5. (Currently Amended) A method executed by a computer processor, for authorizing information exchange between at least one candidate of a plurality of talent-contributors and at least one of a plurality of employers prior to any direct contact between said candidate and said employer, said candidate having one or more candidate attributes including candidate requirements, and said employer having employer attributes including employer requirements, said method comprising:

programmatically matching said candidate with said employer based on said candidate requirements and said employer requirements;

receiving a request for release of contact information from either said candidate or said employer;

determining whether there is mutual consent for the release of contact information regarding the candidate for each specific request;
obligating a payment due from said employer in real time based on the mutual consent for release of contact information for each specific request wherein said payment due is a fee to a career site operator; and
providing exchange of contact information in real time.

6. (Currently Amended) The method as set forth in claim 5, wherein said information exchange is the release of contact information, prior to any direct contact between the parties.

7. (Previously Presented) The method as set forth in claim 5, wherein said determining further comprises confirming said candidate's attributes with said employer's requirements in a candidate.

8. (Currently Amended) The method as set forth in claim 5, wherein said determining further comprises receiving a response to said request for release of contact information from the non requesting one of said candidate and said employer.

9. (Canceled).

10. (Previously Presented) The method as set forth in claim 5, wherein an amount of said obligation is chosen from a general equivalency diploma amount, a high school amount, a vocational educational training amount, an associate degree amount, a bachelor degree amount, a master degree amount, and a doctorate amount, wherein said doctorate amount is greater than or equal to said master degree amount, which is greater than or equal to said bachelor degree amount, which is greater than or equal to said associate degree amount, which is greater than or equal to said vocational educational training amount, which is greater than or equal to said high school amount, which is greater than or equal to said general equivalency diploma amount.

11. (Currently Amended) A computer system for coordinating information exchange between at least one candidate in a plurality of talent-contributors and at least one employer in a plurality of employers prior to any direct contact between said candidate and said employer, said candidate having

candidate attributes including candidate requirements and said employer having employer attributes including employer requirements, said computer system comprising:

a comparator operable to match said candidate with said employer based on said candidate requirements and said employer requirements;

an interface operable to receive a request for release of contact information from either said candidate or said employer;

said comparator further operable to determine whether there is mutual consent to said request for release of contact information for each specific request wherein said mutual consent includes authorization for the release of contact information from the non-requesting one of said candidate and said employer; and

a payment interface operable to receive payment in real time from said employer based on an occurrence of said mutual consent for each specific request, wherein said payment is a fee to a career site operator.

12. (Previously Presented) The computer system as set forth in claim 11, wherein said comparator is further operable to compare said candidate's attributes with said employer's requirements in a candidate.

13. (Canceled).

14. (Currently Amended) A distributed network for facilitating contact between at least one candidate in a plurality of talent-contributors and at least one employer in a plurality of employers, said candidate having candidate attributes including candidate requirements and said employer having employer requirements, said distributed network comprising:

means for managing enterprise database resources;

means for matching said candidate with said employer based on said candidate requirements and said employer requirements;

means for receiving a request for release of contact information from either said

candidate or said employer;

means for determining whether there is mutual consent to said request for release of contact information for each specific request prior to any direct contact between said candidate and said employer; and

means for computing a fee to the career site operator from said employer in real time based on the mutual consent to said request for release of contact information for each specific request.

15. (Original) The distributed network as recited in claim 14 further comprising means for receiving payment from said employer for providing contact information for said candidate.

16. (Canceled).

17. (Currently Amended) The distributed network as recited in claim 14, wherein said determining whether there is mutual consent further comprises means for receiving a response to said request for release of contact information from the non requesting one of said candidate and said employer.

18. (Withdrawn) A method of receiving information regarding at least one candidate from a plurality of talent-contributors, said candidate having candidate attributes, said method comprising:

receiving personal information associated with said candidate;

receiving experience information regarding said candidate, said experience information relating to skills attributes; and

receiving skills descriptions corresponding to said skills attributes.

19. (Withdrawn) The method as set forth in claim 18, wherein said receiving personal information further comprises maintaining records of said personal information.

20. (Withdrawn) The method as set forth in claim 18, wherein said personal information includes a name, a physical address, an electronic address, and a minimum compensation requirement of said candidate.

21. (Withdrawn) The method as set forth in claim 20, wherein said physical address is maintained in a consistent format.

22. (Withdrawn) The method as set forth in claim 20 further comprising identifying a nearest metropolitan area to said physical address, wherein said nearest metropolitan area is further designated as a metropolitan statistical area, a primary metropolitan statistical area, or a consolidated metropolitan statistical area.

23. (Withdrawn) The method as set forth in claim 18, wherein said candidate attributes include career information regarding at least one past position of said candidate, said career information selected from structured occupational data operable to be matched with employer information pertaining to prospective employers.

24. (Withdrawn) The method as set forth in claim 23, wherein said structured occupational data includes at least one occupational title obtained from the Dictionary of Occupational Titles.

25. (Withdrawn) The method as set forth in claim 23, wherein said structured occupational data further comprises a reason said candidate is no longer employed in said past position.

26. (Withdrawn) The method as set forth in claim 23, wherein said candidate attributes include industry information regarding said past position of said candidate, said career information selected from structured industry data operable to be matched with said employer information.

27. (Withdrawn) The method as set forth in claim 26, wherein said industry information further comprises a reason said candidate is no longer employed in said past position.

28. (Withdrawn) The method as set forth in claim 18, wherein said candidate attributes include structured industry data comprising classifications identified in the North American Industry Classification System.

29. (Withdrawn) The method as set forth in claim 28, wherein said classifications relate to at least one past position of said candidate.

30. (Withdrawn) The method as set forth in claim 29, wherein said candidate provides descriptions of accomplishments of said candidate in said past position.

31. (Withdrawn) The method as set forth in claim 18 further comprising:
storing said personal information about said candidate in a memory; and
providing access to said candidate attributes, said access operable to facilitate generation of reports regarding said plurality of talent-contributors.

32. (Withdrawn) The method as set forth in claim 23, wherein said candidate provides information regarding compensation received by said candidate with respect to said past position.

33. (Withdrawn) The method as set forth in claim 31, 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.

34. (Withdrawn) The method as set forth in claim 33, wherein said self-identification information is received on an optional basis.

35. (Withdrawn) The method as set forth in claim 33 further comprising providing said self-identification information to prospective employers to enable said prospective employers to comply with job-applicant-reporting requirements.

36. (Withdrawn) The method as set forth in claim 18 further comprising receiving educational-background information associated with at least one educational institution which said candidate has attended.

37. (Withdrawn) The method as set forth in claim 36, wherein said educational information further comprises a name of said educational institution, a level of education expected or attained, and at least one field of study.

38. (Withdrawn) The method as set forth in claim 18 further comprising receiving affiliation information corresponding to affiliations of said candidate, said affiliations including membership in at least one organization in a plurality of occupation-oriented organizations.

39. (Withdrawn) The method as set forth in claim 38, wherein said occupation-oriented organizations comprise professional associations, trade associations, and labor unions.

40. (Withdrawn) The method as set forth in claim 18, wherein said candidate attributes include desired-career information regarding at least one desired-career position.

41. (Withdrawn) The method as set forth in claim 40, wherein said desired-career information includes a designation of at least one preferred employer.

42. (Withdrawn) The method as set forth in claim 18 further comprising suggesting possible job descriptions to said candidate based on said candidate attributes.

43. (Withdrawn) The method as set forth in claim 18, wherein said skills descriptions relate to language skills, analytical skills, people and communication skills, and mechanical skills of said candidate.

44. (Withdrawn) The method as set forth in claim 43, wherein said language skills include reading, writing, and speaking.

45. (Withdrawn) The method as set forth in claim 44, wherein said description of said reading, writing, and speaking skills includes an assessment of proficiency in said skills.

46. (Withdrawn) The method as set forth in claim 43, wherein said analytical skills, people and communication skills, and mechanical skills correspond to said skills attributes described in the Dictionary of Occupational Titles.

47. (Withdrawn) The method as set forth in claim 46, wherein said skills descriptions comprise descriptions of nature, use, and proficiency of skills associated with said skills descriptions.

48. (Withdrawn) The method as set forth in claim 46, wherein skills associated with said skills descriptions correspond to a skills coding system of the Dictionary of Occupational Titles.

49. (Withdrawn) The method as set forth in claim 18 further comprising receiving an identification of licenses and certifications held by said candidate.

50. (Withdrawn) The method as set forth in claim 18 further comprising receiving a description of professional and personal accomplishments of said candidate.

51. (Withdrawn) The method as set forth in claim 18 further comprising receiving an indication of an interest level of said candidate in obtaining new employment.

52. (Withdrawn) A computer system including computer-readable instructions for receiving talent information regarding talent, said talent having talent faculties, said computer system comprising:

at least one memory in which said computer-readable instructions reside;

a processor operable to execute said computer-readable instructions;

a communications adapter operable to receive said talent information from said

talent, said communications adapter operative to communicate a portion of said talent information to a plurality of employers;

wherein said communications adapter is configured to receive contact data associated with said talent; and

wherein said communications adapter is further configured to receive background information regarding said talent, said background information including affiliation information corresponding to affiliations of said talent, said affiliations including membership in at least one occupation-oriented organization.

53. (Withdrawn) The computer system as set forth in claim 52, wherein said contact data includes a name and an E-mail address.

54. (Withdrawn) The computer system as set forth in claim 52, wherein said background information further comprises self-identification information including at least one of:

information regarding race of said talent;

information regarding gender of said talent;

information regarding citizenship of said talent; and
information regarding employment eligibility.

55. (Withdrawn) The computer system as set forth in claim 54 further comprising a data interface configured to provide said self-identification information to said employers to enable said employers to comply with job applicant reporting requirements.

56. (Withdrawn) The computer system as set forth in claim 52, wherein said talent faculties further comprise information regarding at least one of past employment, formal education, informal training, and a description of proficiency in a predetermined set of skills.

57. (Withdrawn) The computer system as set forth in claim 52, wherein said talent faculties further comprise information regarding membership in at least one occupation-oriented organization.

58. (Withdrawn) The computer system as set forth in claim 52, wherein said communications adapter is further configured to receive desired-position information regarding a career position specified by said talent.

59. (Withdrawn) The computer system as set forth in claim 58, wherein said desired-position information includes a designation of at least one preferred employer.

60. (Withdrawn) The computer system as set forth in claim 52, wherein said talent faculties include work experience as embodied in past-employment information, said past-employment information associated with skills attributes, said skills attributes described by skills descriptions.

61. (Withdrawn) The computer system as set forth in claim 60, wherein said skills descriptions include an assessment of proficiency.

62. (Withdrawn) A distributed network for providing employers with candidate-information regarding at least one candidate in a plurality of talent-contributors, said candidate having candidate attributes, said distributed network comprising:

means for managing enterprise human resource data;

means for receiving personal information associated with said candidate;

means for receiving career information regarding at least one past career position of said candidate, said career information operable to be matched with employer information pertaining to prospective employers of said candidate, wherein at least a portion of said career information as associated with said enterprise human resource data;

means for receiving experience information regarding said candidate, said experience information associated with experiences gained by said candidate, said experiences relating to skills attributes and said experiences of relevance to said prospective employers;

means for obtaining consent of said candidate to release of said personal information of said candidate to at least one of said prospective employers; and

means for providing said personal information to said at least one of said prospective employers based on said consent.

63. (Withdrawn) The distributed network as recited in claim 62 further comprising means for providing an interface to said candidate attributes, said interface operable to facilitate generation of reports regarding said plurality of talent-contributors.

64. (Withdrawn) The distributed network as recited in claim 63, wherein said personal information further comprises self-identification information including at least one of: information regarding race of said candidate;

information regarding gender of said candidate;

information regarding citizenship of said candidate; and

lawful eligibility to work in at least one country.

65. (Withdrawn) The method according to claim 64, wherein said self-identification information is received on an optional basis.

66. (Withdrawn) The distributed network as recited in claim 64 further comprising means for providing said self-identification information to said prospective employers to enable said prospective

employers to comply with job applicant reporting requirements, wherein said self-identification information is provided to said prospective employers after said prospective employers have made hiring decisions regarding said candidate, whereby said self-identification information cannot be used impermissibly by said prospective employers to discriminate against said candidate.

67. (Withdrawn) The distributed network as recited in claim 62 wherein said experience information is categorized based on a data dictionary of job descriptions.

68. (Withdrawn) The distributed network as recited in claim 62, wherein said candidate attributes include at least one desired career position.

69. (Withdrawn) The distributed network as recited in claim 62, wherein said candidate attributes further include a designation of at least one preferred employer.

70. (Withdrawn) A method of receiving information regarding an employer including employer profile information and at least one job description, said job description having job parameters corresponding to candidate attributes of a desired candidate, said method comprising:

receiving desired experience information regarding said desired candidate, said desired experience information relating to a structured set of desired skills attributes; and receiving desired skills descriptions corresponding to said desired skills attributes.

71. (Withdrawn) The method as set forth in claim 70 further comprising:

receiving a multiple-division indication regarding an existence of multiple divisions associated with said employer;

receiving geographical information associated with at least one of said multiple divisions;

receiving user information regarding at least one employer-user to be associated with an employer account corresponding to said employer; and

for each of said at least one employer-user receiving access scope information,

said access scope information specifying a scope of access associated with said at least one employer-user.

72. (Withdrawn) The method as set forth in claim 71, wherein a division in said multiple divisions is further divided into successively smaller divisions.

73. (Withdrawn) The method as set forth in claim 70, wherein said employer profile information includes employer name, phone number, physical address, billing information, and administrative user information.

74. (Withdrawn) The method as set forth in claim 71, wherein said geographical information is maintained in a consistent format.

75. (Withdrawn) The method as set forth in claim 71, wherein receiving said geographical information further comprises identifying a nearest metropolitan area associated with a geographical location associated with said multiple divisions of said employer, wherein said nearest metropolitan area is further designated as a metropolitan statistical area, a primary metropolitan statistical area, or a consolidated metropolitan statistical area.

76. (Withdrawn) The method as set forth in claim 71, wherein said job description is associated with a division within said multiple divisions.

77. (Withdrawn) The method as set forth in claim 70, wherein said job description further comprises:

- a confidential maximum compensation said employer has allocated for a job;
- a number of total employment positions associated with said job description; and
- a number of open employment positions associated with said number of total employment positions.

78. (Withdrawn) The method as set forth in claim 70, wherein said employer profile information includes structured industry data operable to be matched with career information pertaining to prospective employees.

79. (Withdrawn) The method as set forth in claim 78, wherein said structured industry data includes classifications identified in the North American Industry Classification System.

80. (Withdrawn) The method as set forth in claim 70, wherein said job description further comprises:

a Federal Employment Records Information requirement indication regarding whether said job description is associated with an employment position for which self-identification information should be maintained.

81. (Withdrawn) The method as set forth in claim 70, wherein said job description further comprises a regulated job requirements indication regarding whether said job description is associated with an employment position for which said candidate attributes are subject to government regulation.

82. (Withdrawn) The method as set forth in claim 70, wherein said job description further comprises a narrative description of functions to be performed in a job associated with said job description.

83. (Withdrawn) The method as set forth in claim 70, wherein said job description further comprises benefit descriptions and compensation figures offered by said employer in connection with a job associated with said job description, wherein said compensation figures include a maximum compensation amount.

84. (Withdrawn) The method as set forth in claim 83, wherein said maximum compensation amount is confidential.

85. (Withdrawn) The method as set forth in claim 81, wherein said government regulation includes a restriction pertaining to citizenship.

86. (Withdrawn) The method as set forth in claim 71, wherein said employer profile information includes information regarding organizations with which said employer is affiliated.

87. (Withdrawn) A computer system for receiving employer information regarding an employer having at least one division, said computer system comprising:

a check box operable to receive a multiple-division indication regarding an existence of multiple divisions associated with said employer;

a geographical interface configured to receive geographical information associated with at least one of said multiple divisions associated with said employer; and

a user interface operable to receive user information regarding at least one employer-user to be associated with an employer account corresponding to said employer, wherein said user interface is operable to receive access scope information for said employer-user, said access scope information specifying a scope of access associated with said employer-user.

88. (Withdrawn) The computer system as set forth in claim 87, wherein said geographical interface is further configured to receive said geographical information by identifying a nearest metropolitan area associated with said multiple divisions.

89. (Withdrawn) The computer system as set forth in claim 87 further comprising a structured form operable to receive at least one job description associated with said division.

90. (Withdrawn) The computer system as set forth in claim 89, wherein said structured form further comprises:

a first numerical input cell operable to receive a number corresponding to a maximum allocated compensation for said job description;

a second numerical input cell operable to receive a number of total employment positions associated with said job description; and

a third numerical input cell operable to receive a number of open employment positions associated with said number of total employment positions.

91. (Withdrawn) A distributed network for receiving employer profile information regarding an employer having at least one business unit, said distributed network comprising:

means for maintaining enterprise human resource information;

means for receiving a multiple-division indication regarding an existence of multiple divisions associated with said employer;

means for receiving geographical information associated with at least one of said multiple divisions;

means for receiving user information regarding at least one employer-user to be associated with an employer account corresponding to said employer;

means for receiving access scope information for each of said at least one employer-user, said access scope information specifying a scope of access associated with said at least one employer-user.

92. (Withdrawn) The distributed network as recited in claim 91, wherein said geographical information is maintained in a consistent format.

93. (Withdrawn) The distributed network as recited in claim 91, wherein said means for receiving said geographical information further comprises means for identifying a nearest metropolitan area associated with a geographical location associated with said multiple divisions of said employer.

94. (Withdrawn) The distributed network as recited in claim 91 further comprising means for receiving at least one job description associated with said at least one business unit.

95. (Withdrawn) The distributed network as recited in claim 94, wherein said means for receiving at least one job description further comprises:

means for receiving a number of total employment positions associated with said job description; and

means for receiving a number of open employment positions associated with said number of total employment positions.

96. (Withdrawn) A method of searching a plurality of job descriptions, said method performed by a talent-user, and said method comprising:

accessing a talent profile associated with said talent-user, said talent profile including talent-threshold requirements;

identifying target job descriptions associated with prospective employers based on said talent profile, said target job descriptions having job-threshold requirements;

comparing said talent profile with said job-threshold requirements, whereby a threshold comparison results; and

determining whether at least one of said target job descriptions is compatible with said talent profile, based on said threshold comparison.

97. (Withdrawn) A method of searching a plurality of job descriptions, said method performed by a talent-user, and said method comprising:

receiving search parameters from said talent-user;

identifying target job descriptions associated with prospective employers based on said search parameters, said target job descriptions having job-threshold requirements;

comparing at least one talent profile with said job-threshold requirements, whereby a threshold comparison results; and

determining whether at least one of said target job descriptions is compatible with said talent profile, based on said threshold comparison.

98. (Withdrawn) The method as set forth in claim 97 further comprising:

receiving from said talent-user an indication regarding whether to perform a foreign search for said target job descriptions located outside of a specified geographic location; and

providing job description information corresponding to said target job descriptions that occur outside of a primary location country associated with said talent-user.

99. (Withdrawn) The method as set forth in claim 97, wherein said search parameters include a minimum compensation requirement.

100. (Withdrawn) The method as set forth in claim 97 further comprising:

- receiving a request for interview with a target employer from said talent-user;
- and
- transmitting said request for interview to said target employer.
101. (Withdrawn) The method as set forth in claim 100 further comprising:
- receiving a request-acceptance indication from said target employer regarding whether said target employer accepts said request for interview; and
- providing a questionnaire to said target employer regarding said request-acceptance indication based on a negative value of said request-acceptance indication.
102. (Withdrawn) The method as set forth in claim 101 further comprising:
- inactivating an account associated with said target employer based on a failure to respond to said questionnaire; and
- reactivating said account based on a subsequent response to said questionnaire.
103. (Withdrawn) The method as set forth in claim 102 further comprising:
- reactivating said account based on passage of a predetermined period of time.
104. (Withdrawn) The method as set forth in claim 97, wherein said search parameters further include at least one search timing parameter, including:
- a start time and a search frequency.
105. (Withdrawn) The method as set forth in claim 104, wherein said search frequency is once per day.
106. (Withdrawn) The method as set forth in claim 97 further comprising providing said talent-user with an opportunity to modify said search parameters and said talent profile if said threshold comparison indicates that said talent profile does not match said job-threshold requirements.
107. (Withdrawn) The method as set forth in claim 97 further comprising providing said talent-user with a list of job descriptions for which said talent profile matches said job-threshold requirements.

108. (Withdrawn) The method as set forth in claim 107, wherein said list of job descriptions is ordered by compensation offered in connection with a particular job.

109. (Withdrawn) The method as set forth in claim 108, wherein said list of job descriptions is further ordered by geographic proximity to a geographic location specified in said search parameters.

110. (Withdrawn) A data processing apparatus for searching a plurality of job descriptions, said apparatus operable to communicate with a talent-user, said apparatus comprising:

an application server configured to provide a user interface operative to receive an instruction to search from said talent-user, said user interface further operative to receive search parameters from said talent-user;

at least one memory operable to store and provide access to a talent profile associated with said talent-user, said talent profile including talent-threshold requirements;

a search engine configured to access said talent profile and said search parameters;

a filter operable to identify target job descriptions based on said search parameters, said target job descriptions having job-threshold requirements; and

a comparator, coupled with said search engine, operable to compare said talent profile to said job-threshold requirements, whereby a threshold comparison results.

111. (Withdrawn) The apparatus as set forth in claim 110, wherein said comparator is a processor programmed to compare sets of data having a consistent nomenclature.

112. (Withdrawn) The apparatus as set forth in claim 110, wherein said talent-threshold requirements further include a minimum compensation requirement.

113. (Withdrawn) The apparatus as set forth in claim 110 further comprising:

an input form configured to receive a request for interview with a target employer from said talent-user; and

a message processor programmed to transmit said request for interview to said target employer.

114. (Withdrawn) The apparatus as set forth in claim 113, wherein said message processor is further programmed to receive a request-declined indication from said target employer regarding whether said target employer accepts said request for interview, and wherein said message processor is further programmed to provide a questionnaire to said target employer regarding said request-declined indication.

115. (Withdrawn) The apparatus as set forth in claim 114 further comprising a processor programmed to inactivate an account associated with said target employer based on a failure to respond to said questionnaire, wherein said processor is further programmed to reactivate said account based on a subsequent response to said questionnaire.

116. (Withdrawn) The apparatus as set forth in claim 115, wherein said processor is further programmed to reactivate said account based on passage of a predetermined period of time.

117. (Withdrawn) The apparatus as set forth in claim 110, wherein said instruction to search further includes at least one search timing parameter, including at least one of:
a start time and a search frequency.

118. (Withdrawn) The apparatus set forth in claim 117, wherein said search frequency is once per day.

119. (Withdrawn) The apparatus as set forth in claim 110, wherein said user interface is further operable to provide said talent-user with an opportunity to modify talent compensation requirements if said threshold comparison indicates that talent compensation requirements do not match said job-threshold requirements.

120. (Withdrawn) The apparatus as set forth in claim 110, wherein said user interface is further operable to provide said talent-user with a list of job descriptions for which said search parameters match said job-threshold requirements.

121. (Withdrawn) The apparatus as set forth in claim 120, wherein said list of job descriptions are ordered by compensation offered in connection with a particular job.

122. (Withdrawn) The apparatus as set forth in claim 121, wherein said list of job descriptions are further ordered by geographic proximity to a geographical location specified in said search parameters.

123. (Withdrawn) A network for searching a plurality of job descriptions, said network operable to receive talent-information from a talent-user, said network comprising:

means for managing enterprise human resource data;

means for receiving job search parameters from said talent-user;

means for storing at least one set of job search parameters associated with an ideal job for said talent-user;

means for accessing said set of job search parameters and a talent profile associated with said ideal job, said talent profile including a minimum compensation requirement;

means for identifying target job descriptions, based on said set of job search parameters and said talent profile, said target job descriptions having a maximum compensation allowance associated with an employer; and

means for comparing said minimum compensation requirement of said talent-user to said maximum compensation allowance of said employer, whereby a compensation comparison results, and wherein said means for comparing determines whether said talent profile is compatible with at least one of said target job descriptions.

124. (Withdrawn) The network as recited in claim 123, wherein at least one of said job search parameters is a geographic location.

125. (Withdrawn) The network as recited in claim 123 further comprising:

means for receiving a request for interview with said employer from said talent-user; and

means for transmitting said request for interview to said employer.

126. (Withdrawn) The network as recited in claim 125 further comprising:

means for receiving a request-acceptance indication from said employer regarding whether said employer accepts said request for interview; and

means for providing a questionnaire to said employer regarding said request-acceptance indication.

127. (Withdrawn) The network as recited in claim 126 further comprising means for notifying said employer that an account associated with said employer has been inactivated until said employer responds to said questionnaire.

128. (Withdrawn) The network as recited in claim 123, wherein said job search parameters include at least one search timing parameter, including a start time and a search frequency.

129. (Withdrawn) The network as recited in claim 128, wherein said search frequency is once per day.

130. (Withdrawn) The network as recited in claim 123 further comprising means for providing said talent-user with a list of job descriptions for which said minimum compensation requirement and said job search parameters match maximum compensation allowance.

131. (Withdrawn) The network as recited in claim 130, wherein said list of job descriptions are ordered by compensation offered and geographic proximity to a location specified in said job search parameters.

132. (Withdrawn) A method of searching for talent by searching talent information in a plurality of talent profiles, said method initiated by an employer-user associated with an employer, said method comprising:

receiving search parameters from said employer-user;
accessing a job description associated with said employer-user, said job description, including job-threshold requirements;
identifying target talent profiles associated with prospective talent and consistent with said search parameters from among said plurality of talent profiles, said target talent profiles having associated talent-threshold requirements;
comparing said talent-threshold requirements with said job-threshold requirements, whereby a threshold comparison is produced; and
determining whether at least one of said target talent profiles is compatible with said job-threshold requirements, based on said threshold comparison, whereby at least one compatible talent resumé is identified.

133. (Withdrawn) The method as set forth in claim 132 further comprising providing said employer-user with an opportunity to modify said job threshold requirements if said threshold comparison indicates that said job-threshold requirements do not match said talent-threshold requirements.

134. (Withdrawn) The method as set forth in claim 132, wherein said search parameters further include desired candidate parameters associated with a desired candidate.

135. (Withdrawn) The method as set forth in claim 134, wherein said search parameters correspond to a predetermined job description associated with said employer.

136. (Withdrawn) The method as set forth in claim 135, wherein said predetermined job description is associated with an occupational title consistent with the Dictionary of Occupational Titles.

137. (Withdrawn) The method as set forth in claim 136, wherein said employer specifies a required term of experience associated with said occupational title.

138. (Withdrawn) The method as set forth in claim 132, wherein said job-threshold requirements further include a maximum allocated compensation amount.

139. (Withdrawn) The method as set forth in claim 132, wherein said search parameters include at least one skills description consistent with the Dictionary of Occupational Titles.

140. (Withdrawn) The method as set forth in claim 139, wherein said search parameters include a required level of proficiency associated with said skills description.

141. (Withdrawn) The method as set forth in claim 132, wherein said search parameters include at least one industry identification consistent with the North American Industry Classification System, said industry identification associated with an industry.

142. (Withdrawn) The method as set forth in claim 141, wherein said employer specifies a required term of experience within said industry.

143. (Withdrawn) The method as set forth in claim 132 further comprising:
determining whether said talent information associated with said compatible talent resumé includes a designation of said employer as a preferred employer, whereby a preferred employer determination results; and
based on an affirmative result of said preferred employer determination, providing contact information to said employer regarding said target talent profiles.

144. (Withdrawn) The method as set forth in claim 143, wherein based on a negative result of said preferred employer determination, said employer is afforded an opportunity to communicate a request for interview to said talent associated with said compatible talent resumé.

145. (Withdrawn) The method as set forth in claim 144 further comprising:
determining whether said talent accepts said request for interview, whereby a talent acceptance determination results;
based on a negative result of said talent acceptance determination, providing a questionnaire to said talent; and
based on one of a response and a lack of a response to said questionnaire, providing feedback to said employer-user.

146. (Withdrawn) The method as set forth in claim 132 further comprising:
receiving from said employer-user an indication regarding whether to perform a foreign search for said talent located outside of a specified geographic location; and
providing talent profile information corresponding to said talent that resides outside of a primary location country associated with said employer, wherein said talent has legal authorization to work in said primary location country.

147. (Withdrawn) The method as set forth in claim 132, wherein said search parameters further includes at least one search timing parameter, including a start time and a search frequency.

148. (Withdrawn) The method as set forth in claim 147, wherein said search frequency is once per day.

149. (Withdrawn) A computer system for facilitating searching talent having associated talent descriptions in a plurality of talent profiles, said computer system configured to receive input from an employer-user associated with an employer, said employer searching in a primary location country, and said computer system comprising:

an application server operable to provide a user interface operative to receive an instruction to search from said employer-user;

a memory operative to store search parameters associated with a desired candidate;

a comparator operative to compare said search parameters and associated job-threshold requirements, wherein target talent resumés are identified based on said search parameters and said plurality of talent profiles, said target talent resumés having associated talent-threshold requirements;

wherein said talent-threshold requirements are compared to said job-threshold requirements, whereby a threshold comparison results; and

wherein it is determined whether at least one of said target talent resumés is

compatible with said job-threshold requirements, based on said threshold comparison, whereby at least one compatible talent resumé is identified.

150. (Withdrawn) The computer system as set forth in claim 149 further comprising: a message processor operative to afford said employer-user an opportunity to express a request for interview to said talent associated with said target talent resúmes.

151. (Withdrawn) The computer system as set forth in claim 149, wherein said job-threshold requirements further include a maximum allocated compensation amount.

152. (Withdrawn) The computer system as set forth in claim 151, wherein said talent-threshold requirements further include a minimum required compensation amount.

153. (Withdrawn) The computer system as set forth in claim 149 further comprising: preconfigured logic configured to determine whether compatible talent information that is associated with said compatible talent resúme includes a designation of said employer as a preferred employer, whereby a preferred employer determination results; and

wherein contact information associated with said compatible talent resúme is provided to said employer-user, based on an affirmative result of said preferred employer determination.

154. (Withdrawn) The computer system as set forth in claim 153, wherein based on a negative result of said preferred employer determination, said employer-user is afforded an opportunity to express a request for interview to said talent that is associated with said compatible talent resúme.

155. (Withdrawn) The computer system as set forth in claim 154, wherein said preconfigured logic is further configured to determine whether said talent accepts said request for interview, whereby a talent acceptance determination results;

wherein based on a negative result of said talent acceptance determination, a questionnaire is provided to said talent; and

based on one of a response and a lack of said response, feedback is provided to said employer-user.

156. (Withdrawn) The computer system as set forth in claim 149, wherein said user interface further includes a check box configured to receive from said employer-user a foreign search indication regarding whether to perform a foreign search for said talent that resides outside said primary location country; and

based on an affirmative state of said foreign search indication, providing blind resumés corresponding to said talent that resides outside of said primary location country, wherein said talent has legal authorization to work in said primary location country.

157. (Withdrawn) A distributed network of searching for talent by searching a plurality of talent profiles, said distributed network initiated by an employer-user associated with an employer, said employer searching in a primary location country, said distributed network comprising:

means for receiving an instruction to search from said employer-user;

means for receiving search parameters from said employer-user, said search parameters including an identification of job-threshold requirements;

means for identifying target talent resumés, based on said search parameters and said plurality of talent profiles, said target talent resumés having associated talent-threshold requirements;

means for comparing said talent-threshold requirements with said job-threshold requirements, whereby a threshold comparison results; and

means for determining whether at least one of said target talent resumés is compatible with said job-threshold requirements, based on said threshold comparison, whereby at least one compatible talent resumé is identified.

158. (Withdrawn) The distributed network as recited in claim 157, wherein said search parameters further include desired candidate parameters associated with a desired candidate.

159. (Withdrawn) The distributed network as recited in claim 158, wherein said search parameters correspond to a predetermined job description associated with said employer.

160. (Withdrawn) The distributed network as recited in claim 157, wherein said job-threshold requirements further include a maximum allocated compensation amount.

161. (Withdrawn) The distributed network as recited in claim 157 further comprising:

means for determining whether compatible talent information associated with said compatible talent resumé includes a designation of said employer as a preferred employer, whereby a preferred employer determination results; and

means for providing contact information to said employer regarding said target talent resúmes, based on an affirmative result of said preferred employer determination.

162. (Withdrawn) The distributed network as recited in claim 161, wherein based on a negative result of said preferred employer determination, said employer is afforded an opportunity to communicate a request for interview to said talent associated with said compatible talent resumé.

163. (Withdrawn) The distributed network as recited in claim 162 further comprising:

means for determining whether said talent accepts said request for interview, whereby a talent acceptance determination results;

means for providing a questionnaire to said talent, based on a negative result of said talent acceptance determination; and

means for providing feedback to said employer-user, based on one of a response and a lack of a response to said questionnaire.

164. (Withdrawn) The distributed network as recited in claim 157 further comprising:

means for receiving from said employer-user a foreign search indication regarding whether to perform a foreign search for said talent; and

means for providing blind resúmes corresponding to said talent that resides outside of said primary location country, based on an affirmative state of said foreign

search indication, wherein said talent has legal authorization to work in said primary location country.

165. (Withdrawn) A method of promoting a career site, said method comprising:
receiving talent information from a plurality of talent regarding qualifications of said talent for performing predetermined activities, said talent information including affiliation information, said affiliation information corresponding to at least one association, wherein said at least one association is in compliance with a career site affiliate policy;

receiving employer information from a plurality of employers, said employer information including employer affiliation information, said employer affiliation information corresponding to at least one employer-related association, wherein said employer-related association is in compliance with said career site affiliate policy;

matching said talent information with said employer information; and
paying a commission to said at least one association based on said matching of said talent with said employer information.

166. (Withdrawn) The method as set forth in claim 165, wherein said at least one association includes at least one of professional associations, trade associations, labor unions and educational institutions.

167. (Withdrawn) The method as set forth in claim 165, wherein said employer information further includes job-threshold requirements and said talent information includes talent-threshold requirements, and wherein said matching further comprises:

based on a comparison of said talent-threshold requirements and said job-threshold requirements, matching said talent with said employer information when said employer information is compatible with said talent-threshold requirements.

168. (Withdrawn) The method as set forth in claim 165, wherein said at least one association publishes an association newsletter, and wherein said career site affiliate policy requires certain actions to be carried out by said at least one association in order for said at least one association to remain in good standing with said career site, said certain actions including:

publicly endorsing said career site;

permitting use of a name of said at least one association in connection with advertisements of said career site;

promoting said career site to members of said at least one association in connection with an association member employment program;

providing said career site with advertising space in said association newsletter;

and

posting jobs associated with said at least one association to said career site.

169. (Withdrawn) The method as set forth in claim 165, wherein said commission is a fixed amount or a percentage of a fee associated with a transaction.

170. (Withdrawn) A computer system used in connection with promoting a career site, said computer system comprising:

a server operable to provide an on-line user interface operable to receive talent information from a plurality of talent regarding qualifications of said talent for performing predetermined activities, and from employers regarding job descriptions said talent information including affiliation information, said affiliation information associated with at least one association, wherein said association is in compliance with a career site affiliate policy of said career site;

an input processor configured to receive said job descriptions from a plurality of employers;

a comparator for matching said talent with said job descriptions; and

a payment processor configured to pay a commission to said association based on said matching.

171. (Withdrawn) The computer system as set forth in claim 170, wherein said job descriptions include job-threshold requirements and said talent information includes talent-threshold requirements, and wherein said comparator matches said talent with said job descriptions, based on a comparison of said talent-threshold requirements and said job-threshold requirements.

172. (Withdrawn) The computer system as set forth in claim 170, wherein said association publishes an association newsletter, and wherein, said career site affiliate policy requires certain actions to be carried out by said association in order for said association to remain in good standing with said career site, said certain actions including:

publicly endorsing said career site;

permitting use of a name of said association in connection with advertisements of said career site;

promoting said career site to members of said association in connection with an association member employment program;

providing said career site with advertising space in at least one issue of a newsletter said association; and

posting jobs associated with said association to said career site.

173. (Withdrawn) A distributed network for promoting a career site, said distributed network comprising:

means for managing enterprise human resource data;

means for receiving talent information from talent regarding qualifications of talent for performing predetermined activities, said talent information including affiliation information, said affiliation information associated with at least one association, wherein said at least one association is in compliance with a career site

affiliate policy;

means for receiving job descriptions from a plurality of employers;

means for matching said talent with said job descriptions; and

means for paying a commission to said at least one association based on said matching.

174. (Withdrawn) The distributed network as recited in claim 173, wherein said job descriptions further include job-threshold requirements and said talent information includes talent-threshold requirements, and wherein said matching further comprises:

based on a comparison of said talent-threshold requirements and said job-threshold requirements, matching said talent with said job descriptions when said job descriptions are compatible with said talent-threshold requirements.

175. (Withdrawn) The distributed network as set forth in claim 174, wherein said at least one association publishes an association newsletter, and wherein said career site affiliate policy requires certain actions to be carried out by said at least one association in order for said at least one association to remain in good standing with said career site, said certain actions including:

publicly endorsing said career site;

permitting use of a name of said at least one association in connection with advertisements of said career site;

promoting said career site to members of said at least one association in connection with an association member employment program;

providing said career site with advertising space in said association newsletter;

and

posting jobs associated with said at least one association to said career site.

176. (Withdrawn) A method for compensating at least one wholesaler for marketing a career site according to a career site wholesaler policy, said method comprising:

establishing at least one wholesaler account associated with said career site;
receiving job descriptions from employers, said employers associated with at least one association, said association assigned to said wholesaler account;
receiving talent-information from talent, said talent associated with said association;
matching said talent with said job descriptions; and
paying a commission to said wholesaler based on said matching.

177. (Withdrawn) The method as set forth in claim 176, wherein said association includes at least one of a professional association, a trade association, a labor union, and an educational institution.

178. (Withdrawn) The method as set forth in claim 176, wherein said job descriptions further include job-threshold requirements and said talent-information includes talent-threshold requirements, and wherein said matching further comprises:

based on a comparison of said talent-threshold requirements and said job-threshold requirements, matching said talent with said job descriptions when said job descriptions are compatible with said talent-threshold requirements.

179. (Withdrawn) The method as set forth in claim 176, wherein said career site wholesaler policy requires certain actions to be carried out by said wholesaler in order for said wholesaler to remain in good standing with said career site, said certain actions including at least one of:

publicly endorsing said career site;
permitting use of a name of said wholesaler in connection with advertisements of said career site;
promoting said career site to said employers associated with said wholesaler;
assisting said employers in listing employer jobs associated with said employers;
posting wholesaler internal jobs associated with said wholesaler to said career

site; and

linking a website associated with said wholesaler to said career site.

180. (Withdrawn) The method as set forth in claim 176, wherein said commission is a flat amount or a percentage amount.

181. (Withdrawn) A computer system for automating a process of compensating at least one wholesaler for promoting a career site, said computer system comprising:

a database containing wholesaler-information regarding at least one wholesaler account associated with said career site;

an interface operative to receive job descriptions from employers, said employers associated with at least one association, said association assigned to said wholesaler account;

wherein said interface is further operative to receive talent information from talent, said talent associated with at least one organization, said organization assigned to said wholesaler account;

matching said talent with said job descriptions; and

paying a commission to said wholesaler based on said matching.

182. (Withdrawn) A distributed network for compensating at least one wholesaler for promoting a career site, said distributed network comprising:

means for maintaining enterprise human resource data;

means for establishing at least one wholesaler account associated with said career site;

means for receiving job descriptions from employers, said employers being associated with at least one association, said association assigned to said wholesaler account;

means for receiving talent information from talent, said talent being associated

with at least one organization, said organization assigned to said wholesaler account;

means for matching said talent with said job descriptions; and

means for paying a commission to said wholesaler based on said matching.

183. (Withdrawn) A method for compensating at least one retailer for marketing a career site according to a career site marketing policy, said method comprising:

establishing at least one retailer account associated with said career site;

receiving employer account information associated with at least one employer account from at least one of said retailer and a secondary recruited retailer associated with said retailer, said employer account assigned to said retailer, said employer account information including job descriptions;

receiving talent-information from talent;

matching said talent with said job descriptions; and

paying a commission to said retailer based on said matching.

184. (Withdrawn) The method as set forth in claim 183, wherein said retailer is compensated for recruiting said secondary recruited retailer by way of a multi-level-marketing system and wherein said secondary recruited retailer provides employer information regarding employers not subject to a preexisting commission agreement.

185. (Withdrawn) The method as set forth in claim 184, wherein said multi-level-marketing system includes successive levels consistent with local law.

186. (Withdrawn) A computer system for facilitating compensation of at least one retailer for marketing a career site according to a career site marketing policy, said computer system comprising:

a database containing information regarding at least one retailer account associated with said career site;

an interface operable to receive employer account information associated with at least one employer account from at least one of said retailer and a secondary recruited

retailer associated with said retailer, said employer account assigned to said retailer, said employer account information including job descriptions; and

a payment processor operable to pay a commission to said retailer based on matching said job descriptions with a job candidate.

187. (Withdrawn) The computer system as set forth in claim 186, wherein said retailer is further compensated for recruiting said secondary recruited retailer by way of a multi-level-marketing system.

188. (Withdrawn) A distributed network for providing payments to at least one retailer for marketing a career site according to a career site marketing policy, said distributed network comprising:

an enterprise database management system;

international payment system architecture;

means for establishing at least one retailer account associated with said career site;

means for receiving employer account information associated with at least one employer account from at least one of said retailer and a secondary recruited retailer associated with said retailer, said employer account assigned to said retailer, said employer account information including job descriptions;

means for receiving talent-information from talent;

means for matching said talent with said job descriptions, said means for matching providing matching results; and

means for paying a commission to said retailer based on said matching results.

189. (Withdrawn) The distributed network as set forth in claim 188, wherein said means for paying further comprises:

means for further compensating said retailer for recruiting said secondary recruited retailer by way of a multi-level-marketing system.

190. (Withdrawn) A computer-readable medium containing instructions capable of causing a processor to perform a process for operating a career site, said career site including a talent database of talent resumés corresponding to a plurality of talent candidates and a database of job descriptions, said instructions comprising:

instructions operative to receive personal information associated with said talent resumés, said personal information including contact information;

instructions operative to receive career information regarding at least one desired career position of a candidate in said plurality of talent candidates, said career information formatted as structured data consistent with a format of said database of job descriptions;

instructions operative to receive experience information regarding said candidate, said experience information of relevance to prospective employers;

instructions operative to receive at least one command to search from a talent-user;

instructions operative to access desired job parameters associated with a desired job of said talent-user, and to access a talent profile, said talent profile including talent-threshold requirements;

instructions operative to identify target job descriptions, based on said desired job parameters and said talent profile, said target job descriptions having job-threshold requirements; and

instructions operative to compare said talent-threshold requirements to said job-threshold requirements, whereby a threshold comparison results;

instructions operative to determine whether at least one of said target job descriptions is compatible with said talent-threshold requirements, based on said threshold comparison, whereby at least one matched job-listing and candidate pair

results;

instructions operative to establish at least one marketer account associated with a marketer of said career site; and

instructions operative to effect payment of a commission to said marketer based on an occurrence of said matched job-listing and candidate pair.

191. (Withdrawn) A distribution medium containing instructions capable of causing a processor to perform a process for operating computer system, said computer system including a talent database of talent resumés corresponding to a plurality of talent candidates and a database of job descriptions, said instructions comprising:

instructions operative to receive personal information associated with said talent resumés, said personal information including contact information;

instructions operative to receive position information regarding at least one position associated with an employer instructions operative to receive experience information regarding a candidate;

instructions operative to receive a command to search from an initiating party;

instructions operative to match said target job descriptions with said talent resumés, based on a threshold comparison; and

instructions operative to effect payment of a commission to a marketer based only on an occurrence of said match.

192. (Withdrawn) A method of providing employment services to at least one candidate in a plurality of talent-contributors, said method comprising:

receiving information from said candidate;

receiving job description information associated with at least one job, wherein said job description information comprises at least one benefit identification associated

with a benefit provided in connection with said job; and

providing said candidate with said benefit identification.

193. (Withdrawn) The method as set forth in claim 192, wherein said benefit is chosen from incentive pay, health insurance, retirement account, dental insurance, continuing education, signing bonus, pension, on-site daycare, flex-time, free parking, relocation, paid vacation, and differential shift pay.

194. (Withdrawn) A computer system for providing employment services to at least one candidate in a plurality of talent-contributors, said computer system comprising:

a first interface operable to receive information from said candidate;

a second interface operable to receive job description information associated with

at least one job, wherein said job description information comprises at least one benefit identification associated with a benefit provided in connection with said job; and

an output device operable to provide at least one benefit indicator to said candidate, said benefit indicator associated with said benefit identification.

195. (Withdrawn) The computer system as set forth in claim 194, wherein said benefit indicator comprises a graphical icon.

196. (Withdrawn) A distributed network for providing employment services to at least one candidate in a plurality of talent-contributors, said distributed network comprising:

means for managing enterprise data associated with an employer;

candidate means for receiving candidate information from said candidate;

job means for receiving job description information associated with at least one job, wherein said job description information comprises at least one benefit identification associated with a benefit provided in connection with said job; and

means for providing at least one benefit indicator to said candidate, said benefit indicator associated with said benefit identification.

197. (Withdrawn) The computer system as set forth in claim 194, wherein said benefit indicator is provided in the form of an image object formatted in a page using the Hypertext Markup Language.

198. (Currently Amended) A method executed by a computer processor in a network computing environment for authorizing information exchange between at least one candidate of a plurality of talent-contributors and at least one of a plurality of employers prior to any direct contact between said candidate and said employer, said candidate having one or more candidate attributes including candidate requirements, and said employer having employer requirements, said candidate having one or more contact information items, said method comprising:

programmatically matching said candidate with said employer based on said candidate requirements and said employer requirements;

receiving a request for release of at least some contact information items from either of said candidate or said employer;

determining if there is consent to the release of at least some contact information items by a non requesting one of said candidate and said employer for each specific request;

computing a payment due from said employer in real time based on the consent to said request for release of at least some contact information items for each specific request, wherein said payment is a fee to a career site operator; and

providing exchange of at least some contact information items to enable direct interaction between said candidate and said employer.

199. (Currently Amended) A method executed in a computing environment, for authorizing information exchange between at least one candidate of a plurality of talent-contributors and at least one of a plurality of employers prior to any direct contact between said candidate and said employer, said

candidate having one or more candidate attributes including candidate requirements, and said employer having employer requirements, said method comprising:

programmatically matching said candidate with said employer based on said candidate requirements and said employer requirements;
receiving a request for release of contact information from either said candidate or said employer;
determining whether there is mutual consent to said request for release of contact information for each specific request;
computing a payment due to a career site operator from said employer based on the mutual consent to said request for release of contact information for each specific request; and
providing exchange of contact information in real time.

200.(Currently Amended) The method of claim 5, wherein said employer agrees in advance, to real time billing and/or payment of a fee to a career site operator upon said candidate's consent to the release of candidate's contact information.

201.(Canceled).

202.(Previously Presented) The computer system as set forth in claim 11, wherein said comparator is further operable to compare said employer's attributes with said candidate's requirements in an employer.

203.(Previously Presented) The method as set forth in claim 5, wherein said determining further comprises confirming said employer's attributes with said candidate's requirements in an employer.

204.(Previously Presented) The method as set forth in claim 5, wherein the amount of said obligation is computed in real time.

205. (New) The method as set forth in claim 5 wherein during said determining step, if it is determined that either said employer or said candidate was previously requested to provide a response to a

request for release of contact information and no response was received, then such non-responding employer or candidate is precluded from further interaction with the system until said response is provided.

206.(New) A method utilized in a computer processor for authorizing information exchange between at least one candidate of a plurality of talent-contributors and at least one of a plurality of employers prior to any direct contact between said candidate and said employer, said candidate having one or more candidate attributes including candidate requirements, and said employer having employer requirements, said method comprising:

programmatically matching said candidate with said employer based on said candidate requirements and said employer requirements;

receiving a request for release of contact information from either said candidate or said employer;

determining whether there is mutual consent for the release of contact information regarding the candidate for each specific request;

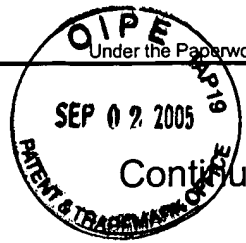
obligating a payment due from said employer in real time based on the mutual consent to release of contact information for each specific request, wherein said payment due is a fee to a career site operator, and wherein the amount of said payment is known to said employer in advance of said request for release of contact information from said employer; and

providing exchange of contact information in real time.

207. (New) The method as recited in claim 8, further comprising utilizing said response to selectively perform additional functions.

RCE & IF
PTO/SB/30 (09-04)

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.



Request For Continued Examination (RCE) Transmittal

Address to:
Mail Stop RCE
Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

Application Number	10/101,644
Filing Date	March 19, 2002
First Named Inventor	Vianello, Marc
Art Unit	3623
Examiner Name	Romain Jeanty
Attorney Docket Number	15703.10002

This is a Request for Continued Examination (RCE) under 37 C.F.R. § 1.114 of the above-identified application.
Request for Continued Examination (RCE) practice under 37 CFR 1.114 does not apply to any utility or plant application filed prior to June 8, 1995, or to any design application. See Instruction Sheet for RCEs (not to be submitted to the USPTO) on page 2.

- Submission required under 37 C.F.R. § 1.114** Note: If the RCE is proper, any previously filed unentered amendments and amendments enclosed with the RCE will be entered in the order in which they were filed unless applicant instructs otherwise. If applicant does not wish to have any previously filed unentered amendment(s) entered, applicant must request non-entry of such amendment(s).

 - Previously submitted. If a final Office action is outstanding, any amendments filed after the final Office action may be considered as a submission even if this box is not checked.
 - Consider the arguments in the Appeal Brief or Rely Brief previously filed on _____
 - Other _____
 - Enclosed
 - Amendment/Reply
 - Affidavit(s)/Declaration(s)
 - Information Disclosure Statement (IDS)
 - Other _____
- Miscellaneous**

 - Suspension of action on the above-identified application is requested under 37 C.F.R. § 1.103(c) for a period of _____ months. (Period of suspension shall not exceed 3 months; Fee under 37 C.F.R. § 1.17(i) required)
 - Other _____
- Fees** The RCE fee under 37 C.F.R. § 1.17 (e) is required by 37 C.F.R. § 1.114 when RCE is filed.

 - The Director is hereby authorized to charge the following fees, or credit any overpayments, to Deposit Account No. **11-0160**. I have enclosed a duplicate copy of this sheet.
 - RCE fee required under 37 C.F.R. § 1.17 (e)
 - Extension of time fee (37 C.F.R. §§ 1.136 and 1.17)
 - Other _____
 - Check in the amount of \$ _____ enclosed
 - Payment by credit card (Form PTO-2038 enclosed)

WARNING: Information on this form may become public. Credit card information should not be included on this form. Provide credit card information and authorization on PTO-2038.

SIGNATURE OF APPLICANT, ATTORNEY, OR AGENT REQUIRED

Signature		Date	8/31/05
Name (Print/Type)	Ladi O. Shogbamimu	Registration No.	46,291

CERTIFICATE OF MAILING OR TRANSMISSION

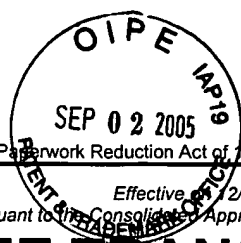
I hereby certify that this correspondence is being deposited with the United States Postal Service with sufficient postage as first class mail in an envelope addressed to: Mail Stop RCE, Commissioner for Patents, P. O. Box 1450, Alexandria, VA 22313-1450 or facsimile transmitted to the U.S. Patent and Trademark Office on the date shown below.

Signature		Date	8/31/05
Name (Print/Type)	Barbara J. Parkerson		

This collection of information is required by 37 CFR 1.114. 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: Mail Stop RCE, Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450.

09/06/2005 YPOLITE1 00000112 110160 1010154 If you need assistance in completing the form, call 1-800-PTO-9199 and select option 2.

01 FC:2801 395.00 DA



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Effective 8/2/08/2004. Fees pursuant to the Consolidated Appropriations Act, 2005 (H.R. 4818). FEE TRANSMITTAL For FY 2005	Complete if Known	
	Application Number	10/101,644
	Filing Date	March 19, 2002
	First Named Inventor	Vianello, Marc
	Examiner Name	Romain Jeanty
<input checked="" type="checkbox"/> Applicant claims small entity status. See 37 CFR 1.27	Art Unit	3623
TOTAL AMOUNT OF PAYMENT	(\$) 395.00	Attorney Docket No. 15703.10002

METHOD OF PAYMENT (check all that apply)

Check Credit Card Money Order None Other (please identify): _____

Deposit Account Deposit Account Number: **11-0160** Deposit Account Name: **Blackwell Sanders Peper Martin**
 For the above-identified deposit account, the Director is hereby authorized to: (check all that apply)

Charge fee(s) indicated below Charge fee(s) indicated below, except for the filing fee

Charge any additional fee(s) or underpayments of fee(s) Credit any overpayments under 37 CFR 1.16 and 1.17

WARNING: Information on this form may become public. Credit card information should not be included on this form. Provide credit card information and authorization on PTO-2038.

FEE CALCULATION

BASIC FILING, SEARCH, AND EXAMINATION FEES

1. Application Type	FILING FEES		SEARCH FEES		EXAMINATION FEES		Fees Paid (\$)
	Fee (\$)	Small Entity Fee (\$)	Fee (\$)	Small Entity Fee (\$)	Fee (\$)	Small Entity Fee (\$)	
Utility	300	150	500	250	200	100	
Design	200	100	100	50	130	65	
Plant	200	100	300	150	160	80	
Reissue	300	150	500	250	600	300	
Provisional	200	100	0	0	0	0	

2. EXCESS CLAIM FEES

Fee Description	Fee (\$)	Small Entity Fee (\$)
Each claim over 20 or, for Reissues, each claim over 20 and more than in the original patent	50	25
Each independent claim over 3 or, for Reissues, each independent claim more than in the original patent	200	100
Multiple dependent claims	360	180

Total Claims - 20 or HP = **Extra Claims** **Fee (\$)** **Fee Paid (\$)**
 HP = highest number of total claims paid for, if greater than 20
Indep. Claims - 3 or HP = **Extra Claims** **Fee (\$)** **Fee Paid (\$)**
 HP = highest number of independent claims paid for, if greater than 3

3. APPLICATION SIZE FEE

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).

Total Sheets - 100 = **Extra Sheets** / 50 = **Number of each additional 50 or fraction thereof** **Fee (\$)** **Fee Paid (\$)**
 (round up to a whole number) x _____ = _____

4. OTHER FEE(S)

	Fee Paid (\$)
Non-English Specification, \$130 fee (no small entity discount)	
Other: RCE	395.00

SUBMITTED BY

Signature		Registration No. (Attorney/Agent) 46,291	Telephone 816-983-8000
Name (Print/Type)	Ladi O. Shogbamimu	Date	8/31/05

This collection of information is required by 37 CFR 1.136. 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 30 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.

PATENT APPLICATION FEE DETERMINATION RECORD
Effective December 8, 2004

14
10/10/644

CLAIMS AS FILED - PART I

	(Column 1)	(Column 2)
TOTAL CLAIMS		
FOR	NUMBER FILED	NUMBER EXTRA
TOTAL CHARGEABLE CLAIMS	minus 20=	*
INDEPENDENT CLAIMS	minus 3 =	*
MULTIPLE DEPENDENT CLAIM PRESENT <input type="checkbox"/>		

SMALL ENTITY TYPE <input type="checkbox"/>		OR	OTHER THAN SMALL ENTITY	
RATE	FEE		RATE	FEE
BASIC FEE	150.00	OR	BASIC FEE	300.00
X\$ 25=		OR	X\$50=	
X100=		OR	X200=	
+180=		OR	+360=	
TOTAL		OR	TOTAL	

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

CLAIMS AS AMENDED - PART II

DA
4/4

	(Column 1)	(Column 2)	(Column 3)
AMENDMENT A	CLAIMS REMAINING AFTER AMENDMENT	HIGHEST NUMBER PREVIOUSLY PAID FOR	PRESENT EXTRA
Total	* 197	Minus ** 197	= /
Independent	* 31	Minus *** 31	= /
FIRST PRESENTATION OF MULTIPLE DEPENDENT CLAIM <input type="checkbox"/>			

SMALL ENTITY		OR	OTHER THAN SMALL ENTITY	
RATE	ADDITIONAL FEE		RATE	ADDITIONAL FEE
X\$ 25=		OR	X\$50=	/
X100=	/	OR	X200=	/
+180=		OR	+360=	
TOTAL ADDIT. FEE		OR	TOTAL ADDIT. FEE	

9/2/05

	(Column 1)	(Column 2)	(Column 3)
AMENDMENT B	CLAIMS REMAINING AFTER AMENDMENT	HIGHEST NUMBER PREVIOUSLY PAID FOR	PRESENT EXTRA
Total	* 196	Minus ** 197	= /
Independent	* 31	Minus *** 31	= /
FIRST PRESENTATION OF MULTIPLE DEPENDENT CLAIM <input type="checkbox"/>			

SMALL ENTITY		OR	OTHER THAN SMALL ENTITY	
RATE	ADDITIONAL FEE		RATE	ADDITIONAL FEE
X\$ 25=		OR	X\$50=	/
X100=	/	OR	X200=	/
+180=		OR	+360=	
TOTAL ADDIT. FEE		OR	TOTAL ADDIT. FEE	

	(Column 1)	(Column 2)	(Column 3)
AMENDMENT C	CLAIMS REMAINING AFTER AMENDMENT	HIGHEST NUMBER PREVIOUSLY PAID FOR	PRESENT EXTRA
Total	*	Minus **	=
Independent	*	Minus ***	=
FIRST PRESENTATION OF MULTIPLE DEPENDENT CLAIM <input type="checkbox"/>			

SMALL ENTITY		OR	OTHER THAN SMALL ENTITY	
RATE	ADDITIONAL FEE		RATE	ADDITIONAL FEE
X\$ 25=		OR	X\$50=	
X100=		OR	X200=	
+180=		OR	+360=	



UNITED STATES PATENT AND TRADEMARK OFFICE

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Alexandria, Virginia 22313-1450
www.uspto.gov

APPLICATION NO.	FILING DATE	FIRST NAMED INVENTOR	ATTORNEY DOCKET NO.	CONFIRMATION NO.
10/101,644	03/19/2002	Marc Vianello	15703.10002	8626

27526 7590 07/14/2005

BLACKWELL SANDERS PEPER MARTIN LLP
4801 Main Street
Suite 1000
KANSAS CITY, MO 64112

EXAMINER

JEANTY, ROMAIN

ART UNIT	PAPER NUMBER
3623	

3623

DATE MAILED: 07/14/2005

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

Office Action Summary

Application No. 10/101,644	Applicant(s) VIANELLO, MARC	
Examiner Romain Jeanty	Art Unit 3623	

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

Period for Reply

A SHORTENED STATUTORY PERIOD FOR REPLY IS SET TO EXPIRE 3 MONTH(S) FROM THE MAILING DATE OF THIS COMMUNICATION.

- Extensions of time may be available under the provisions of 37 CFR 1.136(a). In no event, however, may a reply be timely filed after SIX (6) MONTHS from the mailing date of this communication.
- If the period for reply specified above is less than thirty (30) days, a reply within the statutory minimum of thirty (30) days will be considered timely.
- If NO period for reply is specified above, the maximum statutory period will apply and will expire SIX (6) MONTHS from the mailing date of this communication.
- Failure to reply within the set or extended period for reply will, by statute, cause the application to become ABANDONED (35 U.S.C. § 133). Any reply received by the Office later than three months after the mailing date of this communication, even if timely filed, may reduce any earned patent term adjustment. See 37 CFR 1.704(b).

Status

- 1) Responsive to communication(s) filed on 4/4/05.
- 2a) This action is **FINAL**. 2b) This action is non-final.
- 3) Since this application is in condition for allowance except for formal matters, prosecution as to the merits is closed in accordance with the practice under *Ex parte Quayle*, 1935 C.D. 11, 453 O.G. 213.

Disposition of Claims

- 4) Claim(s) 1-204 is/are pending in the application.
4a) Of the above claim(s) 1-4, 9, 16, 18-197 is/are withdrawn from consideration.
- 5) Claim(s) _____ is/are allowed.
- 6) Claim(s) 5-8, 10-15, 17 and 198-204 is/are rejected.
- 7) Claim(s) _____ is/are objected to.
- 8) Claim(s) _____ are subject to restriction and/or election requirement.

Application Papers

- 9) The specification is objected to by the Examiner.
- 10) The drawing(s) filed on _____ is/are: a) accepted or b) objected to by the Examiner.
Applicant may not request that any objection to the drawing(s) be held in abeyance. See 37 CFR 1.85(a).
Replacement drawing sheet(s) including the correction is required if the drawing(s) is objected to. See 37 CFR 1.121(d).
- 11) The oath or declaration is objected to by the Examiner. Note the attached Office Action or form PTO-152.

Priority under 35 U.S.C. § 119

- 12) 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:
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)).
* See the attached detailed Office action for a list of the certified copies not received.

Attachment(s)

- 1) Notice of References Cited (PTO-892)
- 2) Notice of Draftsperson's Patent Drawing Review (PTO-948)
- 3) Information Disclosure Statement(s) (PTO-1449 or PTO/SB/08)
Paper No(s)/Mail Date _____
- 4) Interview Summary (PTO-413)
Paper No(s)/Mail Date. _____
- 5) Notice of Informal Patent Application (PTO-152)
- 6) Other: _____

DETAILED ACTION

Response to Amendment

1. This Final Office action is in response to the amendment filed April 4, 2005. Claims 5-8, 10-15, 17, and 198-204 are pending in the application.
2. Applicant's amendment to claim 198 has overcome the 35 U.S.C. 112 second rejection. The rejection has been withdrawn.

Response to Arguments

3. Applicant's arguments with respect to claims 5-8, 10-15, 17, and 198-204 have been considered but are found to be non-persuasive.

Claim Rejections - 35 USC § 101

35 U.S.C. 101 reads as follows:

Whoever invents or discovers any new and useful process, machine, manufacture, or composition of matter, or any new and useful improvement thereof, may obtain a patent therefor, subject to the conditions and requirements of this title.

4. Claims 5-8, 10 and 198-204 are rejected under 35 U.S.C. 101 because the claimed invention is directed to non-statutory subject matter.

The basis of this rejection is set forth in a two-prong test of:

- (1) whether the invention is within the technological arts of:
- (2) whether the invention produces a useful, concrete, and tangible result.

For a claimed invention to be statutory, the claimed invention must be within the technological arts. Mere ideas in the abstract (i.e., abstract idea, law of nature, natural phenomena) that do not apply, invoice, use, or advance the technological arts fail to promote the

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“progress of science and the useful arts” (i.e., the physical sciences as opposed to social sciences, for example) and therefore are found to be non-statutory subject matter. For a process claim to pass muster, the recited process must somehow apply, involve, use, or advance the technological arts.

Furthermore, mere intended or nominal use of a component, albeit within the technological arts, does not confer statutory subject matter to an otherwise abstract idea if the component does not apply, involve, use, or advance the underlying process.

While claims 5-8, 10 and 198-204 produce a useful, concrete, and tangible result, they are deemed to be statutory for failure to apply, involve, use, or advance the technological arts. In order to overcome this rejection, it is respectfully suggested that the claims be amended to expressly incorporate technology (i.e., a computer processor) as performing at least one of the steps of the invention. Appropriate correction is required.

Claim Rejections - 35 USC § 103

5. 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 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.

6. Claims 5-8, 14, 16-17, and 198-204 are rejected under 35 U.S.C. 103(a) as being unpatentable over McGovern et al (U.S. Patent No.5, 978,768) in view of Williams et al (U.S. Patent No. 6,618,734) and further in view of Joao (U.S. Patent No. 6,662,194).

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As per claims 5, and 198-204, McGovern et al disclose an interactive employment recruiting service comprising:

matching said candidate with said employer based on said candidate requirements and said employer requirements (matching a job seeker's salary requirements with an employer position requirement) (col. 13, lines 27-40);

McGovern et al disclose all of the limitations above except for receiving a request for interview from at least one of said candidate and said employer and determining whether there is mutual content to said request for interview. Williams in the same field of endeavor, teaches the idea of following-up and scheduling interview between a job candidate and a client (since Williams et al teaches following-up on an interview and mutually agreed time, it implies that there was a request for the interview and there was a mutual consent/agreement for the interview) col. 8, lines 42-50 and col. 9, lines 1-11). Thus, it would have been obvious to a person of ordinary skill in the art to modify the interactive employment recruiting service system of McGovern et al to incorporate the interview based on mutual consent as evidenced by Williams. A person having ordinary skill in the art would have been motivated to use such a modification in order to determine which applicants best match the criteria set by the client.

The combination of McGovern et al and Williams does not expressly disclose authorization for the release of contact information by the candidate and providing exchange of contact information. Joao in the same field of endeavor discloses the concept of authorizing contact information the provision of contact information (email address) between employers and employees (col. 27, lines 47-60). It would have been obvious to a person of ordinary skill in the art to modify the teachings of McGovern et al and Williams et al to incorporate the teachings of

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Joao in order to provide the identity of the party requesting the information to the respective individual, employer and/or hiring entity.

Applicant has amended the claims to recite "obligating a payment due from said employer in real-time based on the mutual consent to said request for interview with said candidate wherein said payment due is a fee to a career site operator". Joao in the same field of endeavor teaches a method for providing job searching services, recruitment services, and/or/ recruitment related services which effect a payment from one party to another (col. 34, lines 29-46). It would have been obvious to a person of ordinary skill in the art to modify the disclosures of McGovern and Williams to include providing job searching services, recruitment services, and/or/ recruitment related services which effect a payment from one party to another as evidenced by Joao in order to render payments or fees for services rendered to a party.

As per claim 6, McGovern et al and Williams do not expressly disclose wherein said information exchange occurs in preparation for an interview, said information occurring prior to any direct contact between the parties. Joao discloses the exchange of information between the employer and the employee (col. 27, lines 47-60) (Since Joao does not state whether the exchange of information occurs prior or after any direct contact between the employer and the employee, it infers that the information exchange occurs before any direct contact between the party). It would have been obvious to a person of ordinary skill in the art to modify the teachings of McGovern et al and Williams et al to incorporate the teachings of Joao in order to provide the identity of the party requesting the information to the respective individual, employer and/or hiring entity. It would have been obvious to a person of ordinary skill in the art at the time of applicant's invention to modify the teachings of McGovern to incorporate the exchange of

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information in preparation for an interview as evidenced by Williams et al with the motivation to better match candidates to take suitability interview.

As per claims 7 and 16, the combination of McGovern et al and Williams et al discloses the limitations of claim 7 in the rejection of claims 5 and 14. In addition, McGovern et al discloses comparing a preferred employer specification in said candidate attributes (col. 4, lines 26-31).

As per claims 8 and 17, the combination of McGovern et al and Williams et al discloses all of the limitations in the rejection of claims 5 and 14. In addition, McGovern et al disclose receiving a response to said request for interview from at least one of said candidate and said employer and utilizing said response to schedule the interview (col. 11, lines 54-58 and col. 11, lines 12-16). It would have been obvious to a person of ordinary skill in the art at the time the invention was made to modify the employment recruiting system of McGovern et al to include receiving a response to said request for interview from at least one of said candidate and said employer as evidenced by Williams. A person having ordinary skill in the art would have been motivated to use such a modification in order to insure that interview will be taken place.

Claim 14 is a distributed network for facilitating interviews between at least one candidate and at least one employer for performing the steps of method claim 5; therefore claim 5 is rejected similarly under the same rationale relied upon of claim 5.

7. Claims 9-13 and 15 are rejected under 35 U.S.C. 103(a) as being unpatentable over McGovern et al (U.S. Patent No. 5,978,768) in view of Williams et al (U.S. Patent No. 6,618,734) and in further in view of view of Joao (U.S. Patent No. 6,662,194).

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As per claims 9 and 15, the combination of McGovern et al and Williams does not explicitly disclose computing a payment due from said employer. Joao in the same field of endeavor teaches the idea of providing interview between the two parties and receiving payment between the parties (col. 34, line 29 through col. 35 line 41). It would have been obvious to one of ordinary skill in the art in order to modify the teachings of McGovern et al and Williams et al to include the teachings of Joao with the motivation to guarantee by a service provider that an employer receives best matched candidates, therefore maximizing revenue of the service provider.

Applicant has amended the claims to recite "wherein, said payment is a fee to a career site operator". Joao in the same field of endeavor teaches a method for providing job searching services, recruitment services, and/or/ recruitment related services which effect a payment from one party to another (col. 34, lines 29-46). It would have been obvious to a person of ordinary skill in the art to modify the disclosures of McGovern and Williams to include providing job searching services, recruitment services, and/or/ recruitment related services which effect a payment from one party to another as evidenced by Joao in order to render payments or fees for services rendered to a party.

As per claim 10, it is common that a company would pay a lot more to an employment firm to fill in an executive position and vary the pay amount based on the prospective employee's experience level, types of position, open position and fee schedules, etc. Applicant's claimed features "an amount of said payment is chosen from a general equivalency diploma amount, a high school amount, a vocational educational training amount, an associate degree amount, a bachelor degree amount, a master degree amount, and a doctorate amount, wherein

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said doctorate amount is less than or equal to said master degree amount, which is less than or equal to said bachelor degree amount, which is less than or equal to said associate degree amount, which is less than or equal to said vocational educational training amount, which is less than or equal to said high school amount, which is less than or equal to said general equivalency diploma amount” are similar type of features a company would pay for a candidate for the motivation of attracting more qualified candidates.

Claim 11 recites is a computer system for performing the method step of claim 5; therefore is rejected similarly. McGovern et al and William does not expressly disclose “a payment interface operable to receive payment from said employer based on occurrence of said mutual consent. Joao in the same field of endeavor teaches the idea of providing interview for job candidates and employers pay a fee for service rendered (col. 34, line 29 through col. 35 line 41). It would have been obvious to one of ordinary skill in the art in order to modify the teachings of McGovern et al and Williams et al to include the teachings of Joao with the motivation to guarantee by a service provider that an employer receives best matched candidates, therefore maximizing revenue of the service provider and at the same time maximizing potential income of the service provider.

Applicant has amended the claims to recite “ real time ... wherein, said payment is a fee to a career site operator”. Joao in the same field of endeavor teaches a method for providing job searching services, recruitment services, and/or/ recruitment related services which effect a payment from one party to another (col. 34, lines 29-46). It would have been obvious to a person of ordinary skill in the art to modify the disclosures of McGovern and Williams to include providing job searching services, recruitment services, and/or/ recruitment related services

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which effect a payment from one party to another as evidenced by Joao in order to render payments or fees for services rendered to a party.

As per claim 12, the combination of McGovern et al and Williams et al discloses the limitations of claim 12 in the rejection of claim 11 above. In addition, McGovern et al discloses comparing a preferred employer specification in said candidate attributes (col. 4, lines 26-31).

As per claim 13, McGovern et al discloses all of the limitations in the rejection of claim 11 above, but McGovern et al fail to disclose receiving a response to said request for interview from at least one of said candidate and said employer and utilizing said response to schedule the interview. Williams in the same field of endeavor, teaches the idea of following-up on an interview and mutually agreed time between an employer and an employee (col. 8, lines 42-50 and col. 9, lines 1-11). Thus, it would have been obvious to a person of ordinary skill in the art to modify the interactive employment recruiting service system of McGovern et al to incorporate the interview based on mutual consent as evidenced by Williams. A person having ordinary skill in the art would have been motivated to use such a modification in order to insure that interview will be taken place.

Remarks

8. Applicant asserted that McGovern, William and Joao do not teach applicant's claimed invention. Applicant further supported his assertion by arguing that there is no motivation to combine McGovern, William and Joao. In response to applicant's argument that there is no suggestion to combine the references, the examiner recognizes that obviousness can only be established by combining or modifying the teachings of the prior art to produce the claimed invention where there is some teaching, suggestion, or motivation to do so found either in the

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references themselves or in the knowledge generally available to one of ordinary skill in the art. See *In re Fine*, 837 F.2d 1071, 5 USPQ2d 1596 (Fed. Cir. 1988) and *In re Jones*, 958 F.2d 347, 21 USPQ2d 1941 (Fed. Cir. 1992). In this case, combining the teachings Joao with McGovern and William would with the teachings of Joao with McGovern and Williams would allow the rendering of payments or fees for services rendered to a party.

Conclusion

9. The prior art made of record and not relied upon is considered pertinent to applicant's disclosure.

a. Kay (U.S. Patent No. 6272492) discloses determining the price that the user will be charged for accessing the content item, including identification of the party to be charged to include a web site operator.

THIS ACTION IS MADE FINAL. Applicant is reminded of the extension of time policy as set forth in 37 CFR 1.136(a).

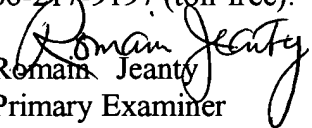
A shortened statutory period for reply to this final action is set to expire **THREE MONTHS** from the mailing date of this action. In the event a first reply is filed within **TWO MONTHS** of the mailing date of this final action and the advisory action is not mailed until after the end of the **THREE-MONTH** shortened statutory period, then the shortened statutory period will expire on the date the advisory action is mailed, and any extension fee pursuant to 37 CFR 1.136(a) will be calculated from the mailing date of the advisory action. In no event, however, will the statutory period for reply expire later than **SIX MONTHS** from the mailing date of this final action.

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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 - 6:00 pm.

If attempts to reach the examiner by telephone are unsuccessful, the examiner's supervisor, Tariq R. Hafiz can be reached on (571) 272-6729. The fax phone number for the organization where this application or proceeding is assigned is 703-872-9306.

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).


Romain Jeanty
Primary Examiner
Art Unit 3623

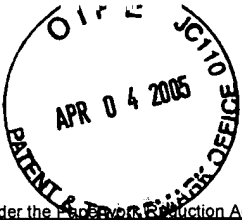
7-11-05

- L3 L2 and (pay\$ or fee or fees or charg\$3)
- L2 (career same (site or web adj site))
- L1 (career same (site or web adj site)) near5 (pay\$ or fee or fees or charg\$3)

25 L3
49 L2
0 L1

*Scanned
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Abstract*

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	First Named Inventor	Marc Vianello
	Art Unit	3623
	Examiner Name	Romain Jeanty
(to be used for all correspondence after initial filing)		
Total Number of Pages in This Submission	54	Attorney Docket Number 15703.10002

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Remarks		

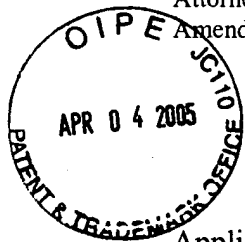
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Firm Name	Blackwell Sanders Peper Martin LLP		
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Date	April 4, 2005	Reg. No.	46,291

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Application No. 10/101,644
Amendment dated April 4, 2005
Reply to Office Action of January 12, 2005
Inventor: Marc Vianello
Attorney Docket No.: 15703.10002
Amendment A and Response



PATENT


IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Application of: Vianello, Marc	:	Examiner: Romain Jeanty
	:	
Serial No.: 10/101,644	:	Group Art Unit: 3623
	:	
Filed: March 19, 2002	:	Attorney Docket No.: 15703.10002
	:	
For: APPARTUS AND METHODS FOR PROVIDING CAREER EMPLOYMENT SERVICES	:	Customer No.: 027526
	:	
	:	Confirmation No.: 8626

Last Office Action: January 12, 2005:

AMENDMENT D

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Barbara J. Parkerson

Sir:

In response to the Office Action mailed January 12, 2005, and within the three month's for response thereto, please amend the above-identified application in accordance with the amendments and remarks as set forth herein.

Amendments to the Claims are reflected in the listing of claims which begins on page 2 of this paper.

Remarks/Arguments begin on page 49 of this paper.

CLAIM AMENDMENTS

IN THE CLAIMS:

1. (Withdrawn) A system for collecting and classifying information using a structured information format, said system comprising:

an employment management system configured to provide continuous recruiting and continuous career enhancement by providing a search interface to a plurality of job descriptions and to a plurality of blind résumés, wherein employers provide said job descriptions and talent provide talent information corresponding to said blind résumés.

2. (Withdrawn) The system as set forth in claim 1, wherein personal contact information corresponding to at least one selected résumé is provided to said employers after said employers agree to purchase said personal contact information.

3. (Withdrawn) The system as set forth in claim 1, wherein said employers are provided an opportunity to purchase personal contact information corresponding to at least one selected résumé if a selected talent corresponding to said selected résumé indicates consent.

4. (Withdrawn) The system as set forth in claim 3, wherein said consent is indicated by specifying at least one preferred employer.

5. (Currently Amended) A method ~~in a network operating environment~~ of authorizing information exchange between at least one candidate of a plurality of talent-contributors and at least one of a plurality of employers prior to any direct contact between said candidate and said employer, said candidate having one or more candidate attributes including candidate requirements, and said employer having employer requirements, said method comprising:

programmatically matching said candidate with said employer based on said candidate requirements and said employer requirements;

receiving a request for interview from at least one of said candidate and said employer; and

determining whether there is mutual consent to said request for interview, wherein said mutual consent includes authorization for the release of contact information ~~by~~ regarding the candidate; and

providing exchange of contact information in real time ; and

obligating a payment due from said employer in real time based on the mutual consent to said request for interview with said candidate wherein said payment due is a fee to a career site operator.

6. (Currently Amended) The method as set forth in claim 5, wherein said information exchange occurs in preparation for an interview, said information exchange occurring prior to any direct contact between the parties.

7. (Currently Amended) The method as set forth in claim 5, wherein said determining further comprises confirming said candidate's attributes with said employer's requirements in a candidate.

8. (Previously Presented) The method as set forth in claim 5, wherein said determining further comprises receiving a response to said request for interview from at least one of said candidate and said employer; and utilizing said response to selectively perform additional functions.

9. (Deleted)

10. (Previously Presented) The method as set forth in claim 5, wherein an amount of said obligation is chosen from a general equivalency diploma amount, a high school amount, a vocational educational training amount, an associate degree amount, a bachelor degree amount, a master degree amount, and a doctorate amount, wherein said doctorate amount is greater than or equal to said master degree amount, which is greater than or equal to said bachelor degree amount, which is greater than or equal to said associate degree amount, which is greater than or equal to said vocational educational training amount, which is greater than or equal to said high school amount, which is greater than or equal to said general equivalency diploma amount.

11. (Currently Amended) A computer system for coordinating information exchange between at least one candidate in a plurality of talent-contributors and at least one employer in a plurality of employers prior to any direct contact between said candidate and said employer, said candidate having candidate attributes including candidate requirements and said employer having employer requirements, said computer system comprising:

a comparator operable to match said candidate with said employer based on said candidate requirements and said employer requirements;

an interface operable to receive a request for interview from at least one of said candidate and said employer;

said comparator further operable to determine whether there is mutual consent to said request for interview wherein said mutual consent includes authorization for the release of contact information by the candidate; and

a payment interface operable to receive payment in real time from said employer based on an occurrence of said mutual consent, wherein, said payment is a fee to a career site operator.

12. (Currently Amended) The computer system as set forth in claim 11, wherein said comparator is further operable to compare ~~an employer specification in~~ said candidate's attributes with said employer's requirements in a candidate.

13. (Original) The computer system as set forth in claim 11, wherein said interface is further operable to receive a response to said request for interview from at least one of said candidate and said employer.

14. (Currently Amended) A distributed network for facilitating interviews between at least one candidate in a plurality of talent-contributors and at least one employer in a plurality of employers, said candidate having candidate attributes including candidate requirements and said employer having employer requirements, said distributed network comprising:

means for managing enterprise database resources;

means for matching said candidate with said employer based on said candidate requirements and said employer requirements;

means for receiving a request for interview from at least one of said candidate and said employer; ~~and~~

means for determining whether there is mutual consent to said request for interview prior to any direct contact between said candidate and said employer, wherein said mutual consent includes authorization for the release of contact information by the candidate and

means for computing a fee to the career site operator from said employer in real time based on the mutual consent to said request for interview with said candidate.

15. (Original) The distributed network as recited in claim 14 further comprising means for receiving payment from said employer for providing contact information for said candidate.

16. (Deleted)

17. (Original) The distributed network as recited in claim 14, wherein said determining whether there is mutual consent further comprises means for receiving a response to said request for interview from at least one of said candidate and said employer.

18. (Withdrawn) A method of receiving information regarding at least one candidate from a plurality of talent-contributors, said candidate having candidate attributes, said method comprising:

receiving personal information associated with said candidate;
receiving experience information regarding said candidate, said experience information relating to skills attributes; and

receiving skills descriptions corresponding to said skills attributes.

19. (Withdrawn) The method as set forth in claim 18, wherein said receiving personal information further comprises maintaining records of said personal information.

20. (Withdrawn) The method as set forth in claim 18, wherein said personal information includes a name, a physical address, an electronic address, and a minimum compensation requirement of said candidate.

21. (Withdrawn) The method as set forth in claim 20, wherein said physical address is maintained in a consistent format.

22. (Withdrawn) The method as set forth in claim 20 further comprising identifying a nearest metropolitan area to said physical address, wherein said nearest metropolitan area is further designated as a metropolitan statistical area, a primary metropolitan statistical area, or a consolidated metropolitan statistical area.

23. (Withdrawn) The method as set forth in claim 18, wherein said candidate attributes include career information regarding at least one past position of said candidate, said career information selected from structured occupational data operable to be matched with employer information pertaining to prospective employers.

24. (Withdrawn) The method as set forth in claim 23, wherein said structured occupational data includes at least one occupational title obtained from the Dictionary of Occupational Titles.

25. (Withdrawn) The method as set forth in claim 23, wherein said structured occupational data further comprises a reason said candidate is no longer employed in said past position.

26. (Withdrawn) The method as set forth in claim 23, wherein said candidate attributes include industry information regarding said past position of said candidate, said career information selected from structured industry data operable to be matched with said employer information.

27. (Withdrawn) The method as set forth in claim 26, wherein said industry information further comprises a reason said candidate is no longer employed in said past position.

28. (Withdrawn) The method as set forth in claim 18, wherein said candidate attributes include structured industry data comprising classifications identified in the North American Industry Classification System.

29. (Withdrawn) The method as set forth in claim 28, wherein said classifications relate to at least one past position of said candidate.

30. (Withdrawn) The method as set forth in claim 29, wherein said candidate provides descriptions of accomplishments of said candidate in said past position.

31. (Withdrawn) The method as set forth in claim 18 further comprising: storing said personal information about said candidate in a memory; and providing access to said candidate attributes, said access operable to facilitate generation of reports regarding said plurality of talent-contributors.

32. (Withdrawn) The method as set forth in claim 23, wherein said candidate provides information regarding compensation received by said candidate with respect to said past position.

33. (Withdrawn) The method as set forth in claim 31, 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.

34. (Withdrawn) The method as set forth in claim 33, wherein said self-identification information is received on an optional basis.

35. (Withdrawn) The method as set forth in claim 33 further comprising providing said self-identification information to prospective employers to enable said prospective employers to comply with job-applicant-reporting requirements.

36. (Withdrawn) The method as set forth in claim 18 further comprising receiving educational-background information associated with at least one educational institution which said candidate has attended.

37. (Withdrawn) The method as set forth in claim 36, wherein said educational information further comprises a name of said educational institution, a level of education expected or attained, and at least one field of study.

38. (Withdrawn) The method as set forth in claim 18 further comprising receiving affiliation information corresponding to affiliations of said candidate, said affiliations including membership in at least one organization in a plurality of occupation-oriented organizations.

39. (Withdrawn) The method as set forth in claim 38, wherein said occupation-oriented organizations comprise professional associations, trade associations, and labor unions.

40. (Withdrawn) The method as set forth in claim 18, wherein said candidate attributes include desired-career information regarding at least one desired-career position.

41. (Withdrawn) The method as set forth in claim 40, wherein said desired-career information includes a designation of at least one preferred employer.

42. (Withdrawn) The method as set forth in claim 18 further comprising suggesting possible job descriptions to said candidate based on said candidate attributes.

43. (Withdrawn) The method as set forth in claim 18, wherein said skills descriptions relate to language skills, analytical skills, people and communication skills, and mechanical skills of said candidate.

44. (Withdrawn) The method as set forth in claim 43, wherein said language skills include reading, writing, and speaking.

45. (Withdrawn) The method as set forth in claim 44, wherein said description of said reading, writing, and speaking skills includes an assessment of proficiency in said skills.

46. (Withdrawn) The method as set forth in claim 43, wherein said analytical skills, people and communication skills, and mechanical skills correspond to said skills attributes described in the Dictionary of Occupational Titles.

47. (Withdrawn) The method as set forth in claim 46, wherein said skills descriptions comprise descriptions of nature, use, and proficiency of skills associated with said skills descriptions.

48. (Withdrawn) The method as set forth in claim 46, wherein skills associated with said skills descriptions correspond to a skills coding system of the Dictionary of Occupational Titles.

49. (Withdrawn) The method as set forth in claim 18 further comprising receiving an identification of licenses and certifications held by said candidate.

50. (Withdrawn) The method as set forth in claim 18 further comprising receiving a description of professional and personal accomplishments of said candidate.

51. (Withdrawn) The method as set forth in claim 18 further comprising receiving an indication of an interest level of said candidate in obtaining new employment.

52. (Withdrawn) A computer system including computer-readable instructions for receiving talent information regarding talent, said talent having talent faculties, said computer system comprising:

at least one memory in which said computer-readable instructions reside;
a processor operable to execute said computer-readable instructions;
a communications adapter operable to receive said talent information from said talent, said communications adapter operative to communicate a portion of said talent information to a plurality of employers;

wherein said communications adapter is configured to receive contact data associated with said talent; and

wherein said communications adapter is further configured to receive background information regarding said talent, said background information including affiliation information corresponding to affiliations of said talent, said affiliations including membership in at least one occupation-oriented organization.

53. (Withdrawn) The computer system as set forth in claim 52, wherein said contact data includes a name and an E-mail address.

54. (Withdrawn) The computer system as set forth in claim 52, wherein said background information further comprises self-identification information including at least one of:

information regarding race of said talent;

information regarding gender of said talent;

information regarding citizenship of said talent;

information regarding employment eligibility.

55. (Withdrawn) The computer system as set forth in claim 54 further comprising a data interface configured to provide said self-identification information to said employers to enable said employers to comply with job applicant reporting requirements.

56. (Withdrawn) The computer system as set forth in claim 52, wherein said talent faculties further comprise information regarding at least one of past employment, formal education, informal training, and a description of proficiency in a predetermined set of skills.

57. (Withdrawn) The computer system as set forth in claim 52, wherein said talent faculties further comprise information regarding membership in at least one occupation-oriented organization.

58. (Withdrawn) The computer system as set forth in claim 52, wherein said communications adapter is further configured to receive desired-position information regarding a career position specified by said talent.

59. (Withdrawn) The computer system as set forth in claim 58, wherein said desired-position information includes a designation of at least one preferred employer.

60. (Withdrawn) The computer system as set forth in claim 52, wherein said talent faculties include work experience as embodied in past-employment information, said past-employment information associated with skills attributes, said skills attributes described by skills descriptions.

61. (Withdrawn) The computer system as set forth in claim 60, wherein said skills descriptions include an assessment of proficiency.

62. (Withdrawn) A distributed network for providing employers with candidate-information regarding at least one candidate in a plurality of talent-contributors, said candidate having candidate attributes, said distributed network comprising:

means for managing enterprise human resource data;

means for receiving personal information associated with said candidate;

means for receiving career information regarding at least one past career position of said candidate, said career information operable to be matched with employer information pertaining to prospective employers of said candidate, wherein at least a portion of said career information is associated with said enterprise human resource data;

means for receiving experience information regarding said candidate, said experience information associated with experiences gained by said candidate, said experiences relating to skills attributes and said experiences of relevance to said prospective employers;

means for obtaining consent of said candidate to release of said personal information of said candidate to at least one of said prospective employers; and

means for providing said personal information to said at least one of said prospective employers based on said consent.

63. (Withdrawn) The distributed network as recited in claim 62 further comprising means for providing an interface to said candidate attributes, said interface operable to facilitate generation of reports regarding said plurality of talent-contributors.

64. (Withdrawn) The distributed network as recited in claim 63, wherein said personal information further comprises self-identification information including at least one of:
information regarding race of said candidate;

information regarding gender of said candidate;

information regarding citizenship of said candidate; and

lawful eligibility to work in at least one country.

65. (Withdrawn) The method according to claim 64, wherein said self-identification information is received on an optional basis.

66. (Withdrawn) The distributed network as recited in claim 64 further comprising means for providing said self-identification information to said prospective employers to enable said prospective employers to comply with job applicant reporting requirements, wherein said self-identification information is provided to said prospective employers after said prospective employers have made hiring decisions regarding said candidate, whereby said self-identification information cannot be used impermissibly by said prospective employers to discriminate against said candidate.

67. (Withdrawn) The distributed network as recited in claim 62 wherein said experience information is categorized based on a data dictionary of job descriptions.

68. (Withdrawn) The distributed network as recited in claim 62, wherein said candidate attributes include at least one desired career position.

69. (Withdrawn) The distributed network as recited in claim 62, wherein said candidate attributes further include a designation of at least one preferred employer.

70. (Withdrawn) A method of receiving information regarding an employer including employer profile information and at least one job description, said job description having job parameters corresponding to candidate attributes of a desired candidate, said method comprising:

receiving desired experience information regarding said desired candidate, said desired

experience information relating to a structured set of desired skills attributes; and receiving desired skills descriptions corresponding to said desired skills attributes.

71. (Withdrawn) The method as set forth in claim 70 further comprising: receiving a multiple-division indication regarding an existence of multiple divisions associated with said employer; receiving geographical information associated with at least one of said multiple divisions; receiving user information regarding at least one employer-user to be associated with an employer account corresponding to said employer; and for each of said at least one employer-user receiving access scope information, said access scope information specifying a scope of access associated with said at least one employer-user.

72. (Withdrawn) The method as set forth in claim 71, wherein a division in said multiple divisions is further divided into successively smaller divisions.

73. (Withdrawn) The method as set forth in claim 70, wherein said employer profile information includes employer name, phone number, physical address, billing information, and administrative user information.

74. (Withdrawn) The method as set forth in claim 71, wherein said geographical information is maintained in a consistent format.

75. (Withdrawn) The method as set forth in claim 71, wherein receiving said geographical information further comprises identifying a nearest metropolitan area associated with a geographical location associated with said multiple divisions of said employer, wherein

said nearest metropolitan area is further designated as a metropolitan statistical area, a primary metropolitan statistical area, or a consolidated metropolitan statistical area.

76. (Withdrawn) The method as set forth in claim 71, wherein said job description is associated with a division within said multiple divisions.

77. (Withdrawn) The method as set forth in claim 70, wherein said job description further comprises:

a confidential maximum compensation said employer has allocated for a job;
a number of total employment positions associated with said job description; and
a number of open employment positions associated with said number of total employment positions.

78. (Withdrawn) The method as set forth in claim 70, wherein said employer profile information includes structured industry data operable to be matched with career information pertaining to prospective employees.

79. (Withdrawn) The method as set forth in claim 78, wherein said structured industry data includes classifications identified in the North American Industry Classification System.

80. (Withdrawn) The method as set forth in claim 70, wherein said job description further comprises:

a Federal Employment Records Information requirement indication regarding whether said job description is associated with an employment position for which self-identification information should be maintained.

81. (Withdrawn) The method as set forth in claim 70, wherein said job description further comprises a regulated job requirements indication regarding whether said job description

is associated with an employment position for which said candidate attributes are subject to government regulation.

82. (Withdrawn) The method as set forth in claim 70, wherein said job description further comprises a narrative description of functions to be performed in a job associated with said job description.

83. (Withdrawn) The method as set forth in claim 70, wherein said job description further comprises benefit descriptions and compensation figures offered by said employer in connection with a job associated with said job description, wherein said compensation figures include a maximum compensation amount.

84. (Withdrawn) The method as set forth in claim 83, wherein said maximum compensation amount is confidential.

85. (Withdrawn) The method as set forth in claim 81, wherein said government regulation includes a restriction pertaining to citizenship.

86. (Withdrawn) The method as set forth in claim 71, wherein said employer profile information includes information regarding organizations with which said employer is affiliated.

87. (Withdrawn) A computer system for receiving employer information regarding an employer having at least one division, said computer system comprising:
a check box operable to receive a multiple-division indication regarding an existence of multiple divisions associated with said employer;

a geographical interface configured to receive geographical information associated with at least one of said multiple divisions associated with said employer; and

a user interface operable to receive user information regarding at least one employer-user

to be associated with an employer account corresponding to said employer, wherein said user interface is operable to receive access scope information for said employer-user, said access scope information specifying a scope of access associated with said employer-user.

88. (Withdrawn) The computer system as set forth in claim 87, wherein said geographical interface is further configured to receive said geographical information by identifying a nearest metropolitan area associated with said multiple divisions.

89. (Withdrawn) The computer system as set forth in claim 87 further comprising a structured form operable to receive at least one job description associated with said division.

90. (Withdrawn) The computer system as set forth in claim 89, wherein said structured form further comprises:

a first numerical input cell operable to receive a number corresponding to a maximum allocated compensation for said job description;

a second numerical input cell operable to receive a number of total employment positions associated with said job description; and

a third numerical input cell operable to receive a number of open employment positions associated with said number of total employment positions.

91. (Withdrawn) A distributed network for receiving employer profile information regarding an employer having at least one business unit, said distributed network comprising:

means for maintaining enterprise human resource information;

means for receiving a multiple-division indication regarding an existence of multiple divisions associated with said employer;

means for receiving geographical information associated with at least

one of said multiple divisions;

means for receiving user information regarding at least one employer-user to be associated with an employer account corresponding to said employer;

means for receiving access scope information for each of said at least one employer-user, said access scope information specifying a scope of access associated with said at least one employer-user.

92. (Withdrawn) The distributed network as recited in claim 91, wherein said geographical information is maintained in a consistent format.

93. (Withdrawn) The distributed network as recited in claim 91, wherein said means for receiving said geographical information further comprises means for identifying a nearest metropolitan area associated with a geographical location associated with said multiple divisions of said employer.

94. (Withdrawn) The distributed network as recited in claim 91 further comprising means for receiving at least one job description associated with said at least one business unit.

95. (Withdrawn) The distributed network as recited in claim 94, wherein said means for receiving at least one job description further comprises:

means for receiving a number of total employment positions associated with said job description; and

means for receiving a number of open employment positions associated with said number of total employment positions.

96. (Withdrawn) A method of searching a plurality of job descriptions, said method performed by a talent-user, and said method comprising:

accessing a talent profile associated with said talent-user, said talent profile including talent-threshold requirements;

identifying target job descriptions associated with prospective employers based on said talent profile, said target job descriptions having job-threshold requirements;

comparing said talent profile with said job-threshold requirements, whereby a threshold comparison results; and

determining whether at least one of said target job descriptions is compatible with said talent profile, based on said threshold comparison.

97. (Withdrawn) A method of searching a plurality of job descriptions, said method performed by a talent-user, and said method comprising:

receiving search parameters from said talent-user;

identifying target job descriptions associated with prospective employers based on said search parameters, said target job descriptions having job-threshold requirements;

comparing at least one talent profile with said job-threshold requirements, whereby a threshold comparison results; and

determining whether at least one of said target job descriptions is compatible with said talent profile, based on said threshold comparison.

98. (Withdrawn) The method as set forth in claim 97 further comprising:

receiving from said talent-user an indication regarding whether to perform a foreign search for said target job descriptions located outside of a specified geographic location; and

providing job description information corresponding to said target job descriptions that occur outside of a primary location country associated with said talent-user.

99. (Withdrawn) The method as set forth in claim 97, wherein said search parameters include a minimum compensation requirement.

100. (Withdrawn) The method as set forth in claim 97 further comprising: receiving a request for interview with a target employer from said talent-user; and transmitting said request for interview to said target employer.

101. (Withdrawn) The method as set forth in claim 100 further comprising: receiving a request-acceptance indication from said target employer regarding whether said target employer accepts said request for interview; and

providing a questionnaire to said target employer regarding said request-acceptance indication based on a negative value of said request-acceptance indication.

102. (Withdrawn) The method as set forth in claim 101 further comprising: inactivating an account associated with said target employer based on a failure to respond to said questionnaire; and

reactivating said account based on a subsequent response to said questionnaire.

103. (Withdrawn) The method as set forth in claim 102 further comprising: reactivating said account based on passage of a predetermined period of time.

104. (Withdrawn) The method as set forth in claim 97, wherein said search parameters further include at least one search timing parameter, including: a start time and a search frequency.

105. (Withdrawn) The method as set forth in claim 104, wherein said search frequency is once per day.

106. (Withdrawn) The method as set forth in claim 97 further comprising providing said talent-user with an opportunity to modify said search parameters and said talent profile if said threshold comparison indicates that said talent profile does not match said job-threshold requirements.

107. (Withdrawn) The method as set forth in claim 97 further comprising providing said talent-user with a list of job descriptions for which said talent profile matches said job-threshold requirements.

108. (Withdrawn) The method as set forth in claim 107, wherein said list of job descriptions is ordered by compensation offered in connection with a particular job.

109. (Withdrawn) The method as set forth in claim 108, wherein said list of job descriptions is further ordered by geographic proximity to a geographic location specified in said search parameters.

110. (Withdrawn) A data processing apparatus for searching a plurality of job descriptions, said apparatus operable to communicate with a talent-user, said apparatus comprising:

an application server configured to provide a user interface operative to receive an instruction to search from said talent-user, said user interface further operative to receive search parameters from said talent-user;

at least one memory operable to store and provide access to a talent profile associated with said talent-user, said talent profile including talent-threshold requirements;

a search engine configured to access said talent profile and said search parameters;

a filter operable to identify target job descriptions based on said search parameters, said target job descriptions having job-threshold requirements; and

a comparator, coupled with said search engine, operable to compare said talent profile to said job-threshold requirements, whereby a threshold comparison results.

111. (Withdrawn) The apparatus as set forth in claim 110, wherein said comparator is a processor programmed to compare sets of data having a consistent nomenclature.

112. (Withdrawn) The apparatus as set forth in claim 110, wherein said talent-threshold requirements further include a minimum compensation requirement.

113. (Withdrawn) The apparatus as set forth in claim 110 further comprising:
an input form configured to receive a request for interview with a target employer from said talent-user; and

a message processor programmed to transmit said request for interview to said target employer.

114. (Withdrawn) The apparatus as set forth in claim 113, wherein said message processor is further programmed to receive a request-declined indication from said target employer regarding whether said target employer accepts said request for interview, and wherein said message processor is further programmed to provide a questionnaire to said target employer regarding said request-declined indication.

115. (Withdrawn) The apparatus as set forth in claim 114 further comprising a processor programmed to inactivate an account associated with said target employer based on a failure to respond to said questionnaire, wherein said processor is further programmed to reactivate said account based on a subsequent response to said questionnaire.

116. (Withdrawn) The apparatus as set forth in claim 115, wherein said processor is further programmed to reactivate said account based on passage of a predetermined period of time.

117. (Withdrawn) The apparatus set forth in claim 110, wherein said instruction to search further includes at least one search timing parameter, including at least one of: a start time and a search frequency.

118. (Withdrawn) The apparatus set forth in claim 117, wherein said search frequency is once per day.

119. (Withdrawn) The apparatus as set forth in claim 110, wherein said user interface is further operable to provide said talent-user with an opportunity to modify talent compensation requirements if said threshold comparison indicates that talent compensation requirements do not match said job-threshold requirements.

120. (Withdrawn) The apparatus as set forth in claim 110, wherein said user interface is further operable to provide said talent-user with a list of job descriptions for which said search parameters match said job-threshold requirements.

121. (Withdrawn) The apparatus as set forth in claim 120, wherein said list of job descriptions are ordered by compensation offered in connection with a particular job.

122. (Withdrawn) The apparatus as set forth in claim 121, wherein said list of job descriptions are further ordered by geographic proximity to a geographical location specified in said search parameters.

123. (Withdrawn) A network for searching a plurality of job descriptions, said network operable to receive talent-information from a talent-user, said network comprising:

means for managing enterprise human resource data;

means for receiving job search parameters from said talent-user;

means for storing at least one set of job search parameters associated with an ideal job for said talent-user;

means for accessing said set of job search parameters and a talent profile associated with said ideal job, said talent profile including a minimum compensation requirement;

means for identifying target job descriptions, based on said set of job search parameters and said talent profile, said target job descriptions having a maximum compensation allowance associated with an employer; and

means for comparing said minimum compensation requirement of said talent-user to said maximum compensation allowance of said employer, whereby a compensation comparison results, and wherein said means for comparing determines whether said talent profile is compatible with at least one of said target job descriptions.

124. (Withdrawn) The network as recited in claim 123, wherein at least one of said job search parameters is a geographic location.

125. (Withdrawn) The network as recited in claim 123 further comprising:
means for receiving a request for interview with said employer from said talent-user; and
means for transmitting said request for interview to said employer.

126. (Withdrawn) The network as recited in claim 125 further comprising:
means for receiving a request-acceptance indication from said employer regarding whether said employer accepts said request for interview; and

means for providing a questionnaire to said employer regarding said request-acceptance indication.

127. (Withdrawn) The network as recited in claim 126 further comprising means for notifying said employer that an account associated with said employer has been inactivated until said employer responds to said questionnaire.

128. (Withdrawn) The network as recited in claim 123, wherein said job search parameters include at least one search timing parameter, including a start time and a search frequency.

129. (Withdrawn) The network as recited in claim 128, wherein said search frequency is once per day.

130. (Withdrawn) The network as recited in claim 123 further comprising means for providing said talent-user with a list of job descriptions for which said minimum compensation requirement and said job search parameters match maximum compensation allowance.

131. (Withdrawn) The network as recited in claim 130, wherein said list of job descriptions are ordered by compensation offered and geographic proximity to a location specified in said job search parameters.

132. (Withdrawn) A method of searching for talent by searching talent information in a plurality of talent profiles, said method initiated by an employer-user associated with an employer, said method comprising:

receiving search parameters from said employer-user;

accessing a job description associated with said employer-user, said job description, including job-threshold requirements;

identifying target talent profiles associated with prospective talent and consistent with said search parameters from among said plurality of talent profiles, said target talent profiles having associated talent-threshold requirements;

comparing said talent-threshold requirements with said job-threshold requirements, whereby a threshold comparison is produced; and

determining whether at least one of said target talent profiles is compatible with said job-threshold requirements, based on said threshold comparison, whereby at least one compatible talent résumé is identified.

133. (Withdrawn) The method as set forth in claim 132 further comprising providing said employer-user with an opportunity to modify said job threshold requirements if said threshold comparison indicates that said job-threshold requirements do not match said talent-threshold requirements.

134. (Withdrawn) The method as set forth in claim 132, wherein said search parameters further include desired candidate parameters associated with a desired candidate.

135. (Withdrawn) The method as set forth in claim 134, wherein said search parameters correspond to a predetermined job description associated with said employer.

136. (Withdrawn) The method as set forth in claim 135, wherein said predetermined job description is associated with an occupational title consistent with the Dictionary of Occupational Titles.

137. (Withdrawn) The method as set forth in claim 136, wherein said employer specifies a required term of experience associated with said occupational title.

138. (Withdrawn) The method as set forth in claim 132, wherein said job-threshold requirements further include a maximum allocated compensation amount.

139. (Withdrawn) The method as set forth in claim 132, wherein said search parameters include at least one skills description consistent with the Dictionary of Occupational Titles.

140. (Withdrawn) The method as set forth in claim 139, wherein said search parameters include a required level of proficiency associated with said skills description.

141. (Withdrawn) The method as set forth in claim 132, wherein said search parameters include at least one industry identification consistent with the North American Industry Classification System, said industry identification associated with an industry.

142. (Withdrawn) The method as set forth in claim 141, wherein said employer specifies a required term of experience within said industry.

143. (Withdrawn) The method as set forth in claim 132 further comprising:
determining whether said talent information associated with said compatible talent résumé includes a designation of said employer as a preferred employer, whereby a preferred employer determination results; and

based on an affirmative result of said preferred employer determination, providing contact information to said employer regarding said target talent profiles.

144. (Withdrawn) The method as set forth in claim 143, wherein based on a negative result of said preferred employer determination, said employer is afforded an opportunity to communicate a request for interview to said talent associated with said compatible talent résumé.

145. (Withdrawn) The method as set forth in claim 144 further comprising:
determining whether said talent accepts said request for interview,
whereby a talent acceptance determination results;

based on a negative result of said talent acceptance determination,
providing a questionnaire to said talent; and

based on one of a response and a lack of a response to said questionnaire, providing
feedback to said employer-user.

146. (Withdrawn) The method as set forth in claim 132 further comprising:
receiving from said employer-user an indication regarding whether to perform a foreign
search for said talent located outside of a specified geographic location; and
providing talent profile information corresponding to said talent that resides outside of a
primary location country associated with said employer, wherein said talent has legal
authorization to work in said primary location country.

147. (Withdrawn) The method as set forth in claim 132, wherein said search
parameters further includes at least one search timing parameter, including a start time and a
search frequency.

148. (Withdrawn) The method as set forth in claim 147, wherein said search frequency
is once per day.

149. (Withdrawn) A computer system for facilitating searching talent having
associated talent descriptions in a plurality of talent profiles, said computer system configured to
receive input from an employer-user associated with an employer, said employer searching in a
primary location country, and said computer system comprising:

an application server operable to provide a user interface operative to receive an instruction to search from said employer-user;

a memory operative to store search parameters associated with a desired candidate;

a comparator operative to compare said search parameters and associated job-threshold requirements, wherein target talent résumés are identified based on said search parameters and said plurality of talent profiles, said target talent résumés having associated talent-threshold requirements;

wherein said talent-threshold requirements are compared to said job-threshold requirements, whereby a threshold comparison results; and

wherein it is determined whether at least one of said target talent résumés is compatible with said job-threshold requirements, based on said threshold comparison, whereby at least one compatible talent résumé is identified.

150. (Withdrawn) The computer system as set forth in claim 149 further comprising:
a message processor operative to afford said employer-user an opportunity to express a request for interview to said talent associated with said target talent résumés.

151. (Withdrawn) The computer system as set forth in claim 149, wherein said job-threshold requirements further include a maximum allocated compensation amount.

152. (Withdrawn) The computer system as set forth in claim 151, wherein said talent-threshold requirements further include a minimum required compensation amount.

153. (Withdrawn) The computer system as set forth in claim 149 further comprising:
preconfigured logic configured to determine whether compatible talent information that is associated with said compatible talent résumé includes a designation of said employer as a

preferred employer, whereby a preferred employer determination results; and wherein contact information associated with said compatible talent résumé is provided to said employer-user, based on an affirmative result of said preferred employer determination.

154. (Withdrawn) The computer system as set forth in claim 153, wherein based on a negative result of said preferred employer determination, said employer-user is afforded an opportunity to express a request for interview to said talent that is associated with said compatible talent résumé.

155. (Withdrawn) The computer system as set forth in claim 154, wherein said preconfigured logic is further configured to determine whether said talent accepts said request for interview, whereby a talent acceptance determination results;

wherein based on a negative result of said talent acceptance determination, a questionnaire is provided to said talent; and

based on one of a response and a lack of said response, feedback is provided to said employer-user.

156. (Withdrawn) The computer system as set forth in claim 149, wherein said user interface further includes a check box configured to receive from said employer-user a foreign search indication regarding whether to perform a foreign search for said talent that resides outside said primary location country; and

based on an affirmative state of said foreign search indication, providing blind résumés corresponding to said talent that resides outside of said primary location country, wherein said talent has legal authorization to work in said primary location country.

157. (Withdrawn) A distributed network of searching for talent by searching a plurality of talent profiles, said distributed network initiated by an employer-user associated with an employer, said employer searching in a primary location country, said distributed network comprising:

means for receiving an instruction to search from said employer-user;

means for receiving search parameters from said employer-user, said search parameters including an identification of job-threshold requirements;

means for identifying target talent résumés, based on said search parameters and said plurality of talent profiles, said target talent résumés having associated talent-threshold requirements;

means for comparing said talent-threshold requirements with said job-threshold requirements, whereby a threshold comparison results; and

means for determining whether at least one of said target talent résumés is compatible with said job-threshold requirements, based on said threshold comparison, whereby at least one compatible talent résumé is identified.

158. (Withdrawn) The distributed network as recited in claim 157, wherein said search parameters further include desired candidate parameters associated with a desired candidate.

159. (Withdrawn) The distributed network as recited in claim 158, wherein said search parameters correspond to a predetermined job description associated with said employer.

160. (Withdrawn) The distributed network as recited in claim 157, wherein said job-threshold requirements further include a maximum allocated compensation amount.

161. (Withdrawn) The distributed network as recited in claim 157 further comprising:
means for determining whether compatible talent information associated with said compatible talent résumé includes a designation of said employer as a preferred employer, whereby a preferred employer determination results; and

means for providing contact information to said employer regarding said target talent résumés, based on an affirmative result of said preferred employer determination.

162. (Withdrawn) The distributed network as recited in claim 161, wherein based on a negative result of said preferred employer determination, said employer is afforded an opportunity to communicate a request for interview to said talent associated with said compatible talent résumé.

163. (Withdrawn) The distributed network as recited in claim 162 further comprising:
means for determining whether said talent accepts said request for interview, whereby a talent acceptance determination results;

means for providing a questionnaire to said talent, based on a negative result of said talent acceptance determination; and

means for providing feedback to said employer-user, based on one of a response and a lack of a response to said questionnaire.

164. (Withdrawn) The distributed network as recited in claim 157 further comprising:
means for receiving from said employer-user a foreign search indication regarding whether to perform a foreign search for said talent; and

means for providing blind résumés corresponding to said talent that resides outside of

said primary location country, based on an affirmative state of said foreign search indication, wherein said talent has legal authorization to work in said primary location country.

165. (Withdrawn) A method of promoting a career site, said method comprising: receiving talent information from a plurality of talent regarding qualifications of said talent for performing predetermined activities, said talent information including affiliation information, said affiliation information corresponding to at least one association, wherein said at least one association is in compliance with a career site affiliate policy;

receiving employer information from a plurality of employers, said employer information including employer affiliation information, said employer affiliation information corresponding to at least one employer-related association, wherein said employer-related association is in compliance with said career site affiliate policy;

matching said talent information with said employer information; and paying a commission to said at least one association based on said matching of said talent with said employer information.

166. (Withdrawn) The method as set forth in claim 165, wherein said at least one association includes at least one of professional associations, trade associations, labor unions and educational institutions.

167. (Withdrawn) The method as set forth in claim 165, wherein said employer information further includes job-threshold requirements and said talent information includes talent-threshold requirements, and wherein said matching further comprises:

based on a comparison of said talent-threshold requirements and said job-threshold

requirements, matching said talent with said employer information when said employer information is compatible with said talent-threshold requirements.

168. (Withdrawn) The method as set forth in claim 165, wherein said at least one association publishes an association newsletter, and wherein said career site affiliate policy requires certain actions to be carried out by said at least one association in order for said at least one association to remain in good standing with said career site, said certain actions including:

publicly endorsing said career site;

permitting use of a name of said at least one association in connection with advertisements of said career site;

promoting said career site to members of said at least one association in connection with an association member employment program;

providing said career site with advertising space in said association newsletter; and
posting jobs associated with said at least one association to said career site.

169. (Withdrawn) The method as set forth in claim 165, wherein said commission is a fixed amount or a percentage of a fee associated with a transaction.

170. (Withdrawn) A computer system used in connection with promoting a career site, said computer system comprising:

a server operable to provide an on-line user interface operable to receive talent information from a plurality of talent regarding qualifications of said talent for performing predetermined activities, and from employers regarding job descriptions said talent information including affiliation information, said affiliation information associated with at least one association, wherein said association is in compliance with a career site

affiliate policy of said career site;

an input processor configured to receive said job descriptions from a plurality of employers;

a comparator for matching said talent with said job descriptions; and
a payment processor configured to pay a commission to said association based on said matching.

171. (Withdrawn) The computer system as set forth in claim 170, wherein said job descriptions include job-threshold requirements and said talent information includes talent-threshold requirements, and wherein said comparator matches said talent with said job descriptions, based on a comparison of said talent-threshold requirements and said job-threshold requirements.

172. (Withdrawn) The computer system as set forth in claim 170, wherein said association publishes an association newsletter, and wherein said career site affiliate policy requires certain actions to be carried out by said association in order for said association to remain in good standing with said career site, said certain actions including:

publicly endorsing said career site;

permitting use of a name of said association in connection with advertisements of said career site;

promoting said career site to members of said association in connection with an association member employment program;

providing said career site with advertising space in at least one issue

of a newsletter said association; and

posting jobs associated with said association to said career site.

173. (Withdrawn) A distributed network for promoting a career site, said distributed network comprising:

means for managing enterprise human resource data;

means for receiving talent information from talent regarding qualifications of talent for performing predetermined activities, said talent information including affiliation information, said affiliation information associated with at least one association, wherein said at least one association is in compliance with a career site affiliate policy;

means for receiving job descriptions from a plurality of employers;

means for matching said talent with said job descriptions; and

means for paying a commission to said at least one association based on said matching.

174. (Withdrawn) The distributed network as recited in claim 173, wherein said job descriptions further include job-threshold requirements and said talent information includes talent-threshold requirements, and wherein said matching further comprises:

based on a comparison of said talent-threshold requirements and said job-threshold requirements, matching said talent with said job descriptions when said job descriptions are compatible with said talent-threshold requirements.

175. (Withdrawn) The distributed network as set forth in claim 174, wherein said at least one association publishes an association newsletter, and wherein said career site affiliate policy requires certain actions to be carried out by said at least one association in order for said at least one association to remain in good standing with said career site, said certain

actions including:

publicly endorsing said career site;

permitting use of a name of said at least one association in connection with advertisements of said career site;

promoting said career site to members of said at least one association in connection with an association member employment program;

providing said career site with advertising space in said association newsletter; and
posting jobs associated with said at least one association to said career site.

176. (Withdrawn) A method for compensating at least one wholesaler for marketing a career site according to a career site wholesaler policy, said method comprising:
establishing at least one wholesaler account associated with said career site;
receiving job descriptions from employers, said employers associated with at least one association, said association assigned to said wholesaler account;
receiving talent-information from talent, said talent associated with said association;
matching said talent with said job descriptions; and
paying a commission to said wholesaler based on said matching.

177. (Withdrawn) The method as set forth in claim 176, wherein said association includes at least one of a professional association, a trade association, a labor union, and a educational institution.

178. (Withdrawn) The method as set forth in claim 176, wherein said job descriptions further include job-threshold requirements and said talent-information includes talent-threshold requirements, and wherein said matching further comprises:

based on a comparison of said talent-threshold requirements and said job-threshold requirements, matching said talent with said job descriptions when said job descriptions are compatible with said talent-threshold requirements.

179. (Withdrawn) The method as set forth in claim 176, wherein said career site wholesaler policy requires certain actions to be carried out by said wholesaler in order for said wholesaler to remain in good standing with said career site, said certain actions including at least one of:

publicly endorsing said career site;

permitting use of a name of said wholesaler in connection with advertisements of said career site;

promoting said career site to said employers associated with said wholesaler;

assisting said employers in listing employer jobs associated with said employers;

posting wholesaler internal jobs associated with said wholesaler to said career site; and

linking a website associated with said wholesaler to said career site.

180. (Withdrawn) The method as set forth in claim 176, wherein said commission is a flat amount or a percentage amount.

181. (Withdrawn) A computer system for automating a process of compensating at least one wholesaler for promoting a career site, said computer system comprising:

a database containing wholesaler-information regarding at least one wholesaler account associated with said career site;

an interface operative to receive job descriptions from employers, said employers associated with at least one association, said association assigned to said wholesaler account;

wherein said interface is further operative to receive talent information from talent, said talent associated with at least one organization, said organization assigned to said wholesaler account;

matching said talent with said job descriptions; and
paying a commission to said wholesaler based on said matching.

182. (Withdrawn) A distributed network for compensating at least one wholesaler for promoting a career site, said distributed network comprising:

means for maintaining enterprise human resource data;
means for establishing at least one wholesaler account associated with said career site;
means for receiving job descriptions from employers, said employers being associated with at least one association, said association assigned to said wholesaler account;
means for receiving talent information from talent, said talent being associated with at least one organization, said organization assigned to said wholesaler account;
means for matching said talent with said job descriptions; and
means for paying a commission to said wholesaler based on said matching.

183. (Withdrawn) A method for compensating at least one retailer for marketing a career site according to a career site marketing policy, said method comprising:

establishing at least one retailer account associated with said career site;
receiving employer account information associated with at least one employer account from at least one of said retailer and a secondary recruited retailer associated with said retailer, said employer account assigned to said retailer, said employer account information including job descriptions;

receiving talent-information from talent;
matching said talent with said job descriptions; and
paying a commission to said retailer based on said matching.

184. (Withdrawn) The method as set forth in claim 183, wherein said retailer is compensated for recruiting said secondary recruited retailer by way of a multi-level-marketing system and wherein said secondary recruited retailer provides employer information regarding employers not subject to a preexisting commission agreement.

185. (Withdrawn) The method as set forth in claim 184, wherein said multi-level-marketing system includes successive levels consistent with local law.

186. (Withdrawn) A computer system for facilitating compensation of at least one retailer for marketing a career site according to a career site marketing policy, said computer system comprising:

a database containing information regarding at least one retailer account associated with said career site;

an interface operable to receive employer account information associated with at least one employer account from at least one of said retailer and a secondary recruited retailer associated with said retailer, said employer account assigned to said retailer, said employer account information including job descriptions; and

a payment processor operable to pay a commission to said retailer based on matching said job descriptions with a job candidate.

187. (Withdrawn) The computer system as set forth in claim 186, wherein said retailer is further compensated for recruiting said secondary recruited retailer by way of a multi-level-marketing system.

188. (Withdrawn) A distributed network for providing payments to at least one retailer for marketing a career site according to a career site marketing policy, said distributed network comprising:

an enterprise database management system;

international payment system architecture;

means for establishing at least one retailer account associated with said career site;

means for receiving employer account information associated with at least one employer account from at least one of said retailer and a secondary recruited retailer associated with said retailer, said employer account assigned to said retailer, said employer account information including job descriptions;

means for receiving talent-information from talent;

means for matching said talent with said job descriptions, said means for matching providing matching results; and

means for paying a commission to said retailer based on said matching results.

189. (Withdrawn) The distributed network as set forth in claim 188, wherein said means for paying further comprises:

means for further compensating said retailer for recruiting said secondary recruited retailer by way of a multi-level-marketing system.

190. (Withdrawn) A computer-readable medium containing instructions capable of causing a processor to perform a process for operating a career site, said career site including a talent database of talent résumés corresponding to a plurality of talent candidates and a database of job descriptions, said instructions comprising:

instructions operative to receive personal information associated with said talent résumés, said personal information including contact information;

instructions operative to receive career information regarding at least one desired career position of a candidate in said plurality of talent candidates, said career information formatted as structured data consistent with a format of said database of job descriptions;

instructions operative to receive experience information regarding said candidate, said experience information of relevance to prospective employers;

instructions operative to receive at least one command to search from a talent-user;

instructions operative to access desired job parameters associated with a desired job of said talent-user, and to access a talent profile, said talent profile including talent-threshold requirements;

instructions operative to identify target job descriptions, based on said desired job parameters and said talent profile, said target job descriptions having job-threshold requirements;
and

instructions operative to compare said talent-threshold requirements to said job-threshold requirements, whereby a threshold comparison results;

instructions operative to determine whether at least one of said target job descriptions is compatible with said talent-threshold requirements, based on said threshold comparison,

whereby at least one matched job-listing and candidate pair results;

instructions operative to establish at least one marketer account associated with a marketer of said career site; and

instructions operative to effect payment of a commission to said marketer based on an occurrence of said matched job-listing and candidate pair.

191. (Withdrawn) A distribution medium containing instructions capable of causing a processor to perform a process for operating computer system, said computer system including a talent database of talent résumés corresponding to a plurality of talent candidates and a database of job descriptions, said instructions comprising:

instructions operative to receive personal information associated with said talent résumés, said personal information including contact information;

instructions operative to receive position information regarding at least one position associated with an employer instructions operative to receive experience information regarding a candidate;

instructions operative to receive a command to search from an initiating party;

instructions operative to match said target job descriptions with said talent résumés, based on a threshold comparison; and

instructions operative to effect payment of a commission to a marketer based only on an occurrence of said match.

192. (Withdrawn) A method of providing employment services to at least one candidate in a plurality of talent-contributors, said method comprising:

receiving information from said candidate;

receiving job description information associated with at least one job, wherein said job description information comprises at least one benefit identification associated with a benefit provided in connection with said job; and

providing said candidate with said benefit identification.

193. (Withdrawn) The method as set forth in claim 192, wherein said benefit is chosen from incentive pay, health insurance, retirement account, dental insurance, continuing education, signing bonus, pension, on-site daycare, flex-time, free parking, relocation, paid vacation, and differential shift pay.

194. (Withdrawn) A computer system for providing employment services to at least one candidate in a plurality of talent-contributors, said computer system comprising:
a first interface operable to receive information from said candidate;
a second interface operable to receive job description information associated with at least one job, wherein said job description information comprises at least one benefit identification associated with a benefit provided in connection with said job; and

an output device operable to provide at least one benefit indicator to said candidate, said benefit indicator associated with said benefit identification.

195. (Withdrawn) The computer system as set forth in claim 194, wherein said benefit indicator comprises a graphical icon.

196. (Withdrawn) A distributed network for providing employment services to at least one candidate in a plurality of talent-contributors, said distributed network comprising:
means for managing enterprise data associated with an employer;
candidate means for receiving candidate information from said candidate;

job means for receiving job description information associated with at least one job, wherein said job description information comprises at least one benefit identification associated with a benefit provided in connection with said job; and

means for providing at least one benefit indicator to said candidate, said benefit indicator associated with said benefit identification.

197. (Withdrawn) The computer system as set forth in claim 194, wherein said benefit indicator is provided in the form of an image object formatted in a page using the Hypertext Markup Language.

198. (Currently Amended) A method in a network computing environment of authorizing information exchange between at least one candidate of a plurality of talent-contributors and at least one of a plurality of employers prior to any direct contact between said candidate and said employer, said candidate having one or more candidate attributes including candidate requirements, and said employer having employer requirements, said candidate and said employer having one or more contact information items, said method comprising:

programmatically matching said candidate with said employer based on said candidate requirements and said employer requirements;

receiving a request for interview from at least one of said candidate and said employer; and

determining if there is consent to the interview by a ~~the~~ non requesting one of said candidate and said employer, wherein consent includes authorization for the release of said one or more contact information items to the requesting one of said candidate and said employer; and

providing exchange of said one or more contact information items to enable direct interaction between said candidate and said employer; and
computing a payment due from said employer in real time based on the consent to said request for interview, wherein said payment is a fee to the career site operator.

199. (New) A method in a computing environment of authorizing information exchange between at least one candidate of a plurality of talent-contributors and at least one of a plurality of employers prior to any direct contact between said candidate and said employer, said candidate having one or more candidate attributes including candidate requirements, and said employer having employer requirements, said method comprising:
programmatically matching said candidate with said employer based on said candidate requirements and said employer requirements;
receiving a request for interview from at least one of said candidate and said employer;
determining whether there is mutual consent to said request for interview, wherein said mutual consent includes authorization for the release of contact information by the candidate;
providing exchange of contact information in real time; and
computing a payment due to a career site operator from said employer based on the mutual consent to said request for interview with said candidate.

200. (New) The method of claim 5, wherein said employer agrees in advance, to real time billing and/or payment of a fee to a career site operator upon said talent's consent to the release of talent's contact information.

201. (New) The method of claim 5, wherein said candidate agrees in advance to the release of said candidate's contact information to one or more specified employers.

202. (New) The computer system as set forth in claim 11, wherein said comparator is further operable to compare said employer's attributes with said candidate's requirements in an employer.

203. (New) The method as set forth in claim 5, wherein said determining further comprises confirming said employer's attributes with said candidate's requirements in an employer.

204. (New) The method as set forth in claim 5, wherein the amount of said obligation is computed in real time.

REMARKS

The above amendments and these remarks are submitted in response to the Office Action mailed January 12, 2005 in the above captioned application, which has been received and carefully analyzed. Claims 9 and 16 are deleted. Claims 199 - 204 have been added. Claims 5-8, 10-15, 17 and 198 - 204 are now pending in this case for prosecution. Claims 5, 6, 11, 14 and 198 have been amended. Claims 5, 11, 14, 198 and 199 are independent.

SECTION 112 REJECTION

Applicant has amended claim 198 to address the absence of antecedent basis.

SECTION 103 REJECTIONS

Claims 5-8, 14, and 16-17 were rejected under 35 U.S.C. § 103(a) as being allegedly unpatentable over McGovern et al (U.S. Patent No. 5,978,768) in view of Williams et al. (U.S. Patent No. 6,618,734) and further in view of Joao (U.S. Patent No. 6,662,194).

Claims 9-13, and 15 were rejected under 35 U.S.C. § 103(a) as being allegedly unpatentable over McGovern et al. (U.S. Patent No. 5,978,768) in view of Williams et al. (U.S. Patent No. 6,618,734) and further in view of Joao (U.S. Patent No. 6,662,194).

As most inventions often involve a combination of known elements, it is likely that hindsight may be applied when considering what would have been obvious. To prevent hindsight invalidation of patent claims, the law requires some "teaching, suggestion or reason" to combine cited references. *Gambro Lundia AB v. Baxter Healthcare Corp.*, 110 F.3d 1573, 1579, 42 USPQ2d 1378, 1383 (Fed.Cir.1997). Consequently, there is a test of whether to combine references and such test needs to be applied rigorously. See *In re Dembiczak*, 175 F.3d 994, 999, 50 USPQ2d 1614, 1617 (Fed.Cir.1999), limited on other grounds by *In re Gartside*, 203 F.3d

1305, 53 USPQ2d 1769 (2000) (guarding against falling victim to the insidious effect of a hindsight syndrome wherein that which only the inventor taught is used against its teacher).

“The mere fact that the prior art may be modified in the manner suggested by the Examiner does not make the modification obvious unless the prior art suggested the desirability of the modification ...” In re Fine, 837 F.2d 1071, 1075, 5 USPQ 2d 1596, 1600 (Fed. Cir. 1988).

Regarding claims 5, 14 and 198, the teaching of Williams according to the Examiner, relates to following-up and scheduling an interview at a mutually agreed time and further implies a mutual consent/agreement for the interview. The teaching of Williams is that the Candidate and Employer mutually consent to an interview, both parties at this juncture already have the contact information of the other. This is contrary to Applicant’s invention which is directed to consent for the initial exchange of contact information. Further, the Examiner states that Joao discloses authorizing the provision of contact information and the release of the same. Joao does not teach or suggest disclosure of contact information with a real time obligation of payment. Applicant’s invention as described and recited in the amended claims, triggers an economic event in which a fee is incurred and an obligation of payment of said fee to a career site operator also occurs. The economic event occurs in conjunction with the mutual consent for the exchange of contact information. Even further, these aspects of Applicant’s invention occur in real time. Neither Williams, McGovern or Joao, alone or in combination teach or suggest, these features of Applicant’s invention. The consent for the release of contact information and the associated fees of Applicant’s invention, occur at an earlier point in time within the Employer/Candidate

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Amendment dated April 4, 2005
Reply to Office Action of January 12, 2005
Inventor: Marc Vianello
Attorney Docket No.: 15703.10002
Amendment A and Response

matching system, relative to the teachings of Williams. There is a distinction of Applicant's invention from the cited references alone or in combination.

Regarding claim 6, the discussion above respecting claim 5 is equally applicable. Further, there is no teaching or motivation to cause one to modify McGovern et al and Williams et al to incorporate Joao, in order to provide or exchange contact information, and particularly not to do so in real time and trigger a fee payment to the site operator.

Regarding claims 7 and 16, the discussion above respecting claim 5 would also be equally applicable. The confirmation of the candidate attributes with the employer requirements to determine mutual consent and to provide information exchange and payment obligation are simply not taught or suggested by any of the cited references. Nothing in any of the cited references suggests an obligation of payment to the site operator as in Applicant's invention.

Regarding claims 8 and 17 the discussion respecting the rejections of claims 5 and 14 are applicable. In addition, McGovern teaches a system whereby a candidate could show up for an interview without the employer ever having received the candidate contact information. McGovern does not necessitate the exchange of contact information and if such exchange occurs, the exchange does not trigger an economic event. By contrast, in Applicant's invention and as recited in the amended claims, a payment is due to a site operator in connection with the consent to exchange information. In addition, consent to the exchange of information is a requisite step prior to any further interaction between the Employer and Candidate. There is no suggestion or motivation to modify McGovern and Williams to arrive at Applicant's invention.

Regarding claim 14, the claim has been amended consistent with the amendments to claim 5. The arguments regarding claim 5 are therefore equally applicable hereto. There is a real

time determination and obligation of payment that is tied to the mutual consent and such payment is due to the site operator. The cited references do not teach or suggest this aspect.

Regarding claims 9-13 and 15, the Examiner rightly states that McGovern and Williams do not teach explicitly the computation of a payment due from the employer. However, the Examiner goes on to state that Joao teaches receipt of payment between the parties at Col. 34, line 29 through Col 35, line 4. Closer examination of the relevant paragraphs cited by the Examiner reveal that Joao actually teaches the concept of a bond that is set up to ensure performance and secure payment for work that would be completed by a talent. This concept is quite distinct from Applicant's invention. The claimed novel aspects of Applicant's invention have no connection to the work that is ultimately undertaken or completed by the Candidate. Importantly, Joao does not teach or suggest Applicant's fee obligation that occurs as a result of the consent to exchange contact information. Even further, Joao does not teach or suggest that such fee payment is to the job site operator.

Claim 9 has been incorporated into parent claim 5.

Regarding claim 11, Joao teaches payment of a fee for an interview that is set up with the employer, not the payment of a fee for providing the contact information. In other words, in Applicant's invention, it is quite possible that a fee may be paid without an interview ever taking place. Joao does not teach or suggest such arrangements. Furthermore, the discussion above respecting claim 5 is also applicable hereto.

Regarding claim 13, McGovern and Williams as discussed with respect to claim 11 and claim 5 above, do not teach or suggest mutual consent to the exchange of contact information. These references certainly do not address a computation of a fee in real time, in connection with

Application No. 10/101,644
Amendment dated April 4, 2005
Reply to Office Action of January 12, 2005
Inventor: Marc Vianello
Attorney Docket No.: 15703.10002
Amendment A and Response


such an exchange. This aspect is further clarified by the amendment to the parent claim 11. There is nothing within either of the cited references to suggest or motivate one of ordinary skill in the art to make the modification suggested by the Examiner.

Applicant believes that the amendments and remarks place the application in condition for allowance or in better form for appeal and thus request their admittance. Applicant further requests the withdrawal of the Examiner's rejection.

If any issue regarding the allowability of any of the pending claims in the present application could be readily resolved, or if other action could be taken to further advance this application such as an Examiner's amendment, or if the Examiner should have any questions regarding the present amendment, it is respectfully requested that the Examiner please telephone Applicant's undersigned attorney in this regard.

Respectfully submitted,

Date: April 4, 2005



Ladi O. Shogbamimu
Reg. No. 46,291
Blackwell Sanders Peper Martin LLP
4801 Main Street, Suite 1000
Kansas City, MO 64112
(816) 983-8000
ATTORNEYS FOR APPLICANT

PATENT APPLICATION FEE DETERMINATION RECORD

Effective December 8, 2004

10/10/644

CLAIMS AS FILED - PART I

(Column 1) (Column 2)

TOTAL CLAIMS		
FOR	NUMBER FILED	NUMBER EXTRA
TOTAL CHARGEABLE CLAIMS	minus 20=	*
INDEPENDENT CLAIMS	minus 3 =	*
MULTIPLE DEPENDENT CLAIM PRESENT <input type="checkbox"/>		

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

SMALL ENTITY TYPE

OR

OTHER THAN SMALL ENTITY

RATE	FEE
BASIC FEE	150.00
X\$ 25=	
X100=	
+180=	
TOTAL	

OR

RATE	FEE
BASIC FEE	300.00
X\$50=	
X200=	
+360=	
TOTAL	

CLAIMS AS AMENDED - PART II

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

AMENDMENT A

	CLAIMS REMAINING AFTER AMENDMENT		HIGHEST NUMBER PREVIOUSLY PAID FOR	PRESENT EXTRA
Total	* 197	Minus	** 197	=
Independent	* 31	Minus	*** 31	=
FIRST PRESENTATION OF MULTIPLE DEPENDENT CLAIM <input type="checkbox"/>				

DN
4/4

SMALL ENTITY

OR

OTHER THAN SMALL ENTITY

RATE	ADDITIONAL FEE
X\$ 25=	
X100=	
+180=	
TOTAL ADDIT. FEE	

OR

RATE	ADDITIONAL FEE
X\$50=	
X200=	
+360=	
TOTAL ADDIT. FEE	

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

AMENDMENT B

	CLAIMS REMAINING AFTER AMENDMENT		HIGHEST NUMBER PREVIOUSLY PAID FOR	PRESENT EXTRA
Total	*	Minus	**	=
Independent	*	Minus	***	=
FIRST PRESENTATION OF MULTIPLE DEPENDENT CLAIM <input type="checkbox"/>				

RATE	ADDITIONAL FEE
X\$ 25=	
X100=	
+180=	
TOTAL ADDIT. FEE	

OR

RATE	ADDITIONAL FEE
X\$50=	
X200=	
+360=	
TOTAL ADDIT. FEE	

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

AMENDMENT C

	CLAIMS REMAINING AFTER AMENDMENT		HIGHEST NUMBER PREVIOUSLY PAID FOR	PRESENT EXTRA
Total	*	Minus	**	=
Independent	*	Minus	***	=
FIRST PRESENTATION OF MULTIPLE DEPENDENT CLAIM <input type="checkbox"/>				

RATE	ADDITIONAL FEE
X\$ 25=	
X100=	
+180=	

OR

RATE	ADDITIONAL FEE
X\$50=	
X200=	
+360=	

Interview Summary	Application No. 10/101,644	Applicant(s) VIANELLO, MARC	
	Examiner Romain Jeanty	Art Unit 3623	

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

- (1) Marc Vianello. (3) Romain Jeanty.
(2) Ladi Shogbamimu. (4) _____.

Date of Interview: 03 March 2005.

Type: a) Telephonic b) Video Conference
c) Personal [copy given to: 1) applicant 2) applicant's representative]

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

Claim(s) discussed: 5.


Identification of prior art discussed: Joao (U.S. Patent No. 6,662,194).

Agreement with respect to the claims f) was reached. g) was not reached. h) N/A.

Substance of Interview including description of the general nature of what was agreed to if an agreement was reached, or any other comments: Applicant's representative discussed that Joao does not teach computing payment due from said employer in realtime based on the mutual consent to said request for interview with said candidate. Applicant will amend the claim to recite receiving the payment in realtime to overcome the Joao's reference. An update search will be performed when the amendment is received..

(A fuller description, if necessary, and a copy of the amendments which the examiner agreed would render the claims allowable, if available, must be attached. Also, where no copy of the amendments that would render the claims allowable is available, a summary thereof must be attached.)

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 ONE MONTH 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. See Summary of Record of Interview requirements on reverse side or on attached sheet.


ROMAIN JEANTY
PRIMARY EXAMINER
Art Unit 3623

Examiner Note: You must sign this form unless it is an Attachment to a signed Office action.

Examiner's signature, if required

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.



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.
10/101,644	03/19/2002	Marc Vianello	15703.10002	8626

27526 7590 01/12/2005

BLACKWELL SANDERS PEPPER MARTIN LLP
4801 Main Street
Suite 1000
KANSAS CITY, MO 64112

EXAMINER

JEANTY, ROMAIN

ART UNIT PAPER NUMBER

3623

DATE MAILED: 01/12/2005

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

Pu

Office Action Summary	Application No. 10/101,644	Applicant(s) VIANELLO, MARC	
	Examiner Romain Jeanty	Art Unit 3623	

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

Period for Reply

A SHORTENED STATUTORY PERIOD FOR REPLY IS SET TO EXPIRE 3 MONTH(S) FROM THE MAILING DATE OF THIS COMMUNICATION.

- Extensions of time may be available under the provisions of 37 CFR 1.136(a). In no event, however, may a reply be timely filed after SIX (6) MONTHS from the mailing date of this communication.
- If the period for reply specified above is less than thirty (30) days, a reply within the statutory minimum of thirty (30) days will be considered timely.
- If NO period for reply is specified above, the maximum statutory period will apply and will expire SIX (6) MONTHS from the mailing date of this communication.
- Failure to reply within the set or extended period for reply will, by statute, cause the application to become ABANDONED (35 U.S.C. § 133). Any reply received by the Office later than three months after the mailing date of this communication, even if timely filed, may reduce any earned patent term adjustment. See 37 CFR 1.704(b).

Status

- 1) Responsive to communication(s) filed on 20 October 2004.
- 2a) This action is **FINAL**.
- 2b) This action is non-final.
- 3) Since this application is in condition for allowance except for formal matters, prosecution as to the merits is closed in accordance with the practice under *Ex parte Quayle*, 1935 C.D. 11, 453 O.G. 213.

Disposition of Claims

- 4) Claim(s) 1-198 is/are pending in the application.
- 4a) Of the above claim(s) 1-4, 18-197 is/are withdrawn from consideration.
- 5) Claim(s) _____ is/are allowed.
- 6) Claim(s) 5-17, and 198 is/are rejected.
- 7) Claim(s) _____ is/are objected to.
- 8) Claim(s) _____ are subject to restriction and/or election requirement.

Application Papers

- 9) The specification is objected to by the Examiner.
- 10) The drawing(s) filed on _____ is/are: a) accepted or b) objected to by the Examiner.
Applicant may not request that any objection to the drawing(s) be held in abeyance. See 37 CFR 1.85(a).
Replacement drawing sheet(s) including the correction is required if the drawing(s) is objected to. See 37 CFR 1.121(d).
- 11) The oath or declaration is objected to by the Examiner. Note the attached Office Action or form PTO-152.

Priority under 35 U.S.C. § 119

- 12) 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:
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)).

* See the attached detailed Office action for a list of the certified copies not received.

Attachment(s)

- 1) Notice of References Cited (PTO-892)
- 2) Notice of Draftsperson's Patent Drawing Review (PTO-948)
- 3) Information Disclosure Statement(s) (PTO-1449 or PTO/SB/08)
Paper No(s)/Mail Date _____.
- 4) Interview Summary (PTO-413)
Paper No(s)/Mail Date. _____.
- 5) Notice of Informal Patent Application (PTO-152)
- 6) Other: _____.

DETAILED ACTION

Request for Continued Examination (RCE)

1. A request for continued examination under 37 CFR 1.114, including the fee set forth in 37 CFR 1.17(e), was filed in this application after final rejection. Since this application is eligible for continued examination under 37 CFR 1.114, and the fee set forth in 37 CFR 1.17(e) has been timely paid, the finality of the previous Office action has been withdrawn pursuant to 37 CFR 1.114. Applicant's submission filed on October 20, 2004 has been entered. Claims 5-17 and 198 are pending in the application.

Response to Arguments

2. Applicant's arguments with respect to claims 5-17 and 198 have been considered but are moot in view of the new ground(s) of rejection.

Claim Rejections - 35 USC § 112

3. The following is a quotation of the second paragraph of 35 U.S.C. 112:

The specification shall conclude with one or more claims particularly pointing out and distinctly claiming the subject matter which the applicant regards as his invention.

4. Claim 198 is rejected under 35 U.S.C. 112, second paragraph, as being indefinite for failing to particularly point out and distinctly claim the subject matter which applicant regards as the invention.

Claim 198 recites the limitation "the non requesting" in line 11. There is insufficient antecedent basis for this limitation in the claim.

Claim Rejections - 35 USC § 103

5. 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 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.

6. Claims 5-8, 14, 16-17, and 198 are rejected under 35 U.S.C. 103(a) as being unpatentable over McGovern et al (U.S. Patent No.5, 978,768) in view of Williams et al (U.S. Patent No. 6,618,734) and further in view of Joao (U.S. Patent No. 6,662,194).

As per claims 5, and 198, McGovern et al disclose an interactive employment recruiting service comprising:

matching said candidate with said employer based on said candidate requirements and said employer requirements (matching a job seeker's salary requirements with an employer position requirement) (col. 13, lines 27-40);

McGovern et al disclose all of the limitations above except for receiving a request for interview from at least one of said candidate and said employer and determining whether there is mutual content to said request for interview. Williams in the same field of endeavor, teaches the idea of following-up and scheduling interview between a job candidate and a client (since Williams et al teaches following-up on an interview and mutually agreed time, it implies that there was a request for the interview and there was a mutual consent/agreement for the interview) col. 8, lines 42-50 and col. 9, lines 1-11). Thus, it would have been obvious to a

Art Unit: 3623

person of ordinary skill in the art to modify the interactive employment recruiting service system of McGovern et al to incorporate the interview based on mutual consent as evidenced by Williams. A person having ordinary skill in the art would have been motivated to use such a modification in order to determine which applicants best match the criteria set by the client.

The combination of McGovern et al and Williams does not expressly disclose authorization for the release of contact information by the candidate and providing exchange of contact information. Joao in the same field of endeavor discloses the concept of authorizing contact information the provision of contact information (email address) between employers and employees (col. 27, lines 47-60). It would have been obvious to a person of ordinary skill in the art to modify the teachings of McGovern et al and Williams et al to incorporate the teachings of Joao in order to provide the identity of the party requesting the information to the respective individual, employer and/or hiring entity.

As per claim 6, McGovern et al and Williams do not expressly disclose wherein said information exchange occurs in preparation for an interview, said information occurring prior to any direct contact between the parties. Joao discloses the exchange of information between the employer and the employee (col. 27, lines 47-60) (Since Joao does not state whether the exchange of information occurs prior or after any direct contact between the employer and the employee, it infers that the information exchange occurs before any direct contact between the party). It would have been obvious to a person of ordinary skill in the art to modify the teachings of McGovern et al and Williams et al to incorporate the teachings of Joao in order to provide the identity of the party requesting the information to the respective individual, employer and/or hiring entity. It would have been obvious to a person of ordinary skill in the art at the time of

Art Unit: 3623

applicant's invention to modify the teachings of McGovern to incorporate the exchange of information in preparation for an interview as evidenced by Williams et al with the motivation to better match candidates to take suitability interview.

As per claims 7 and 16, the combination of McGovern et al and Williams et al discloses the limitations of claim 7 in the rejection of claims 5 and 14. In addition, McGovern et al discloses comparing a preferred employer specification in said candidate attributes (col. 4, lines 26-31).

As per claims 8 and 17, the combination of McGovern et al and Williams et al discloses all of the limitations in the rejection of claims 5 and 14. In addition, McGovern et al disclose receiving a response to said request for interview from at least one of said candidate and said employer and utilizing said response to schedule the interview (col. 11, lines 54-58 and col. 11, lines 12-16). It would have been obvious to a person of ordinary skill in the art at the time the invention was made to modify the employment recruiting system of McGovern et al to include receiving a response to said request for interview from at least one of said candidate and said employer as evidenced by Williams. A person having ordinary skill in the art would have been motivated to use such a modification in order to insure that interview will be taken place.

Claim 14 is a distributed network for facilitating interviews between at least one candidate and at least one employer for performing the steps of method claim 5; and therefore is similarly rejected.

7. Claims 9-13 and 15 are rejected under 35 U.S.C. 103(a) as being unpatentable over McGovern et al (U.S. Patent No.5, 978,768) in view of Williams et al (U.S. Patent No. 6,618,734) and in further in view of view of Joao (U.S. Patent No. 6,662,194).

Art Unit: 3623

As per claims 9 and 15, the combination of McGovern et al and Williams does not explicitly disclose computing a payment due from said employer. Joao in the same field of endeavor teaches the idea of providing interview between the two parties and receiving payment between the parties (col. 34, line 29 through col. 35 line 41). It would have been obvious to one of ordinary skill in the art in order to modify the teachings of McGovern et al and Williams et al to include the teachings of Joao with the motivation to guarantee by a service provider that an employer receives best matched candidates, therefore maximizing revenue of the service provider.

As per claim 10, it is common that a company would pay a lot more to an employment firm to fill in an executive position and vary the pay amount based on the prospective employee's experience level, types of position, open position and fee schedules, etc. Applicant's claimed features "an amount of said payment is chosen from a general equivalency diploma amount, a high school amount, a vocational educational training amount, an associate degree amount, a bachelor degree amount, a master degree amount, and a doctorate amount, wherein said doctorate amount is less than or equal to said master degree amount, which is less than or equal to said bachelor degree amount, which is less than or equal to said associate degree amount, which is less than or equal to said vocational educational training amount, which is less than or equal to said high school amount, which is less than or equal to said general equivalency diploma amount" are similar type of features a company would pay for a candidate for the motivation of attracting more qualified candidates.

Claim 11 recites is a computer system for performing the method step of claim 5; therefore is rejected similarly. McGovern et al and William does not expressly disclose "a

Art Unit: 3623

payment interface operable to receive payment from said employer based on occurrence of said mutual consent. Joao in the same field of endeavor teaches the idea of providing interview for job candidates and employers pay a fee for service rendered (col. 34, line 29 through col. 35 line 41). It would have been obvious to one of ordinary skill in the art in order to modify the teachings of McGovern et al and Williams et al to include the teachings of Joao with the motivation to guarantee by a service provider that an employer receives best matched candidates, therefore maximizing revenue of the service provider and at the same time maximizing potential income of the service provider.

As per claim 12, the combination of McGovern et al and Williams et al discloses the limitations of claim 12 in the rejection of claim 11 above. In addition, McGovern et al discloses comparing a preferred employer specification in said candidate attributes (col. 4, lines 26-31).

As per claim 13, McGovern et al discloses all of the limitations in the rejection of claim 11 above, but McGovern et al fail to disclose receiving a response to said request for interview from at least one of said candidate and said employer and utilizing said response to schedule the interview. Williams in the same field of endeavor, teaches the idea of following-up on an interview and mutually agreed time between an employer and an employee (col. 8, lines 42-50 and col. 9, lines 1-11). Thus, it would have been obvious to a person of ordinary skill in the art to modify the interactive employment recruiting service system of McGovern et al to incorporate the interview based on mutual consent as evidenced by Williams. A person having ordinary skill in the art would have been motivated to use such a modification in order to insure that interview will be taken place.

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Conclusion

9. Any inquiry concerning this communication or earlier communications from the examiner should be directed Romain Jeanty whose telephone number is (703) 308-9585. The examiner can normally be reached Monday-Thursday from 7:30 am to 6:00 pm. If attempts to reach the examiner are not successful, the examiner's supervisor, Tariq R Hafiz can be reached at (703) 305-9643.

Any inquiry of a general nature or relating to the status of this application or proceeding should be directed to the group receptionist whose telephone number is (703) 308-1113.

Any response to this action should be mailed to:

Commissioner for Patents

P.O. Box 1450

Alexandria, VA 22313-1450

or faxed to: (703) 305-7687

Hand delivered responses should be brought to Crystal Park 5, 2451 Crystal Drive, Arlington VA, Seventh floor receptionist.



Romain Jeanty

Patent Examiner

Art Unit 3623

January 10, 2005

Notice of References Cited	Application/Control No. 10/101,644	Applicant(s)/Patent Under Reexamination VIANELLO, MARC	
	Examiner Romain Jeanty	Art Unit 3623	Page 1 of 1

U.S. PATENT DOCUMENTS

*	Document Number Country Code-Number-Kind Code	Date MM-YYYY	Name	Classification
A	US-6,662,194	12-2003	Joao, Raymond Anthony	707/104.1
B	US-			
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

*	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.

Search Notes



Application No.

10/101,644

Examiner

Romain Jeanty

Applicant(s)

VIANELLO, MARC

Art Unit

3623

SEARCHED

Class	Subclass	Date	Examiner
705	1, 9, 11	1/10/2005	RJ
707	104.1	1/10/2005	RJ

INTERFERENCE SEARCHED

Class	Subclass	Date	Examiner

**SEARCH NOTES
(INCLUDING SEARCH STRATEGY)**

	DATE	EXMR

Index of Claims



Application No.

10/101,644

Examiner

Romain Jeanty

Applicant(s)

VIANELLO, MARC

Art Unit

3623

√	Rejected
=	Allowed

-	(Through numeral) Cancelled
÷	Restricted

N	Non-Elected
I	Interference

A	Appeal
O	Objected

Claim		Date				
Final	Original	1/10/05				
	1	-				
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Index of Claims (continued)



Application No.

10/101,644

Examiner

Romain Jeanty

Applicant(s)

VIANELLO, MARC

Art Unit

3623

√	Rejected
=	Allowed

-	(Through numeral) Cancelled
+	Restricted

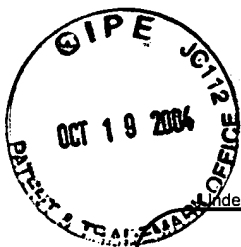
N	Non-Elected
I	Interference

A	Appeal
O	Objected

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10-20-04

Rec # [handwritten]

PTO/SB/30(09-04)

Approved for use through 07/31/2006. OMB 0651-0031

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

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Request for Continued Examination (RCE) Transmittal

Address to:
Mail Stop RCE
Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

Application Number	10/101,644
Filing Date	March 19, 2002
First Named Inventor	Marc Vianello
Art Unit	3623
Examiner Name	Romain Jeanty
Attorney Docket Number	15703-10002

This is a Request for Continued Examination (RCE) under 37 CFR 1.114 of the above-identified application.
Request for Continued Examination (RCE) practice under 37 CFR 1.114 does not apply to any utility or plant application filed prior to June 8, 1995, or to any design application. See Instruction Sheet for RCEs (not to be submitted to the USPTO) on page 2.

1. **Submission required under 37 CFR 1.114** Note: If the RCE is proper, any previously filed unentered amendments and amendments enclosed with the RCE will be entered in the order in which they were filed unless applicant instructs otherwise. If applicant does not wish to have any previously filed unentered amendment(s) entered, applicant must request non-entry of such amendment(s).

a. Previously submitted. If a final Office action is outstanding, any amendments filed after the final Office action may be considered as a submission even if this box is not checked.

i. Consider the arguments in the Appeal Brief or Reply Brief previously filed on _____

ii. Other Response to Final Office Action submitted to USPTO on August 19, 2004.

b. Enclosed

i. Amendment/Reply

ii. Affidavit(s)/ Declaration(s)

iii. Information Disclosure Statement (IDS)

iv. Other _____

2. **Miscellaneous**

a. Suspension of action on the above-identified application is requested under 37 CFR 1.103(c) for a period of _____ months. (Period of suspension shall not exceed 3 months; Fee under 37 CFR 1.17(i) required)

b. Other _____

3. **Fees** The RCE fee under 37 CFR 1.17(e) is required by 37 CFR 1.114 when the RCE is filed.

The Director is hereby authorized to charge the following fees, or credit any overpayments, to

a. Deposit Account No. 11-0160 I have enclosed a duplicate copy of this sheet.

i. RCE fee required under 37 CFR 1.17(e)

ii. Extension of time fee (37 CFR 1.136 and 1.17)

iii. Other _____

b. Check in the amount of \$ _____ enclosed

c. Payment by credit card (Form PTO-2038 enclosed)

10/21/2004 JADD01 00000130 110160 10101644

01 FC:2801 395.00 DA

02 FC:2252 213.00 DA

WARNING: Information on this form may become public. Credit card information should not be included on this form. Provide credit card information and authorization on PTO-2038.

SIGNATURE OF APPLICANT, ATTORNEY, OR AGENT REQUIRED

Signature		Date	October 19, 2004
Name (Print/Type)	Ladi O. Shogbamimu	Registration No.	46,291

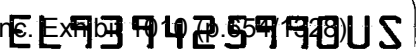
CERTIFICATE OF MAILING OR TRANSMISSION

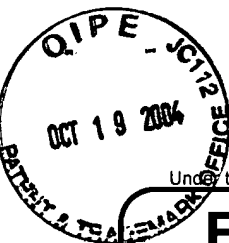
I hereby certify that this correspondence is being deposited with the United States Postal Service with sufficient postage as first class mail in an envelope addressed to: Mail Stop RCE, Commissioner for Patents, P. O. Box 1450, Alexandria, VA 22313-1450 or facsimile transmitted to the U.S. Patent and Trademark Office on the date shown below.

Signature		Date	October 19, 2004
Name (Print/Type)	Barbara J. Parkerson		

This collection of information is required by 37 CFR 1.114. 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 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: Mail Stop RCE, 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.





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.

FEE TRANSMITTAL for FY 2005

Effective 10/01/2004. Patent fees are subject to annual revision.

Applicant claims small entity status. See 37 CFR 1.27

TOTAL AMOUNT OF PAYMENT (\$ 610.00)

Complete if Known

Application Number	10/101,644
Filing Date	March 19, 2002
First Named Inventor	Marc Vianello
Examiner Name	Romain Jeanty
Art Unit	3623
Attorney Docket No.	15703-10002

METHOD OF PAYMENT (check all that apply)

Check Credit card Money Order Other None
 Deposit Account:
 Deposit Account Number: 11-0160
 Deposit Account Name: Blackwell Sanders Peper Martin LLP
 The Director is authorized to: (check all that apply)
 Charge fee(s) indicated below Credit any overpayments
 Charge any additional fee(s) or any underpayment of fee(s)
 Charge fee(s) indicated below, except for the filing fee to the above-identified deposit account.

FEE CALCULATION (continued)

3. ADDITIONAL FEES		Large Entity		Small Entity		Fee Description	Fee Paid
Fee Code	Fee (\$)	Fee Code	Fee (\$)	Fee Code	Fee (\$)		
1051	130	2051	65			Surcharge - late filing fee or oath	
1052	50	2052	25			Surcharge - late provisional filing fee or cover sheet	
1053	130	1053	130			Non-English specification	
1812	2,520	1812	2,520			For filing a request for <i>ex parte</i> reexamination	
1804	920*	1804	920*			Requesting publication of SIR prior to Examiner action	
1805	1,840*	1805	1,840*			Requesting publication of SIR after Examiner action	
1251	110	2251	55			Extension for reply within first month	215.00
1252	430	2252	215			Extension for reply within second month	
1253	980	2253	490			Extension for reply within third month	
1254	1,530	2254	765			Extension for reply within fourth month	
1255	2,080	2255	1,040			Extension for reply within fifth month	
1401	340	2401	170			Notice of Appeal	
1402	340	2402	170			Filing a brief in support of an appeal	
1403	300	2403	150			Request for oral hearing	
1451	1,510	1451	1,510			Petition to institute a public use proceeding	
1452	110	2452	55			Petition to revive - unavoidable	
1453	1,370	2453	685			Petition to revive - unintentional	
1501	1,370	2501	685			Utility issue fee (or reissue)	
1502	490	2502	245			Design issue fee	
1503	660	2503	330			Plant issue fee	
1460	130	1460	130			Petitions to the Commissioner	
1807	50	1807	50			Processing fee under 37 CFR 1.17(q)	
1806	180	1806	180			Submission of Information Disclosure Stmt	
8021	40	8021	40			Recording each patent assignment per property (times number of properties)	
1809	790	2809	395			Filing a submission after final rejection (37 CFR 1.129(a))	
1810	790	2810	395			For each additional invention to be examined (37 CFR 1.129(b))	
1801	790	2801	395			Request for Continued Examination (RCE)	395.00
1802	900	1802	900			Request for expedited examination of a design application	

FEE CALCULATION

1. BASIC FILING FEE		Large Entity		Small Entity		Fee Description	Fee Paid
Fee Code	Fee (\$)	Fee Code	Fee (\$)	Fee Code	Fee (\$)		
1001	790	2001	395			Utility filing fee	
1002	350	2002	175			Design filing fee	
1003	550	2003	275			Plant filing fee	
1004	790	2004	395			Reissue filing fee	
1005	160	2005	80			Provisional filing fee	
SUBTOTAL (1)						(\$)	

2. EXTRA CLAIM FEES FOR UTILITY AND REISSUE

Total Claims: - 20** = X =
 Independent Claims: - 3** = X =
 Multiple Dependent: =

Large Entity		Small Entity		Fee Description	Fee Paid
Fee Code	Fee (\$)	Fee Code	Fee (\$)		
1202	18	2202	9	Claims in excess of 20	
1201	88	2201	44	Independent claims in excess of 3	
1203	300	2203	150	Multiple dependent claim, if not paid	
1204	88	2204	44	** Reissue independent claims over original patent	
1205	18	2205	9	** Reissue claims in excess of 20 and over original patent	
SUBTOTAL (2) (\$)					

**or number previously paid, if greater; For Reissues, see above

Other fee (specify) _____
 *Reduced by Basic Filing Fee Paid
SUBTOTAL (3) (\$ 610.00)

SUBMITTED BY		<i>(Complete if applicable)</i>	
Name (Print/Type)	Ladi O. Shogbamimu	Registration No. (Attorney/Agent)	46,291
Signature		Telephone	816-983-8000
		Date	October 19, 2004

WARNING: Information on this form may become public. Credit card information should not be included on this form. Provide credit card information and authorization on PTO-2038.

This collection of information is required by 37 CFR 1.17 and 1.27. 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



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

Handwritten mark

APPLICATION NO.	FILING DATE	FIRST NAMED INVENTOR	ATTORNEY DOCKET NO.	CONFIRMATION NO.
10/101,644	03/19/2002	Marc Vianello	15703.10002	8626

27526 7590 10/12/2004

BLACKWELL SANDERS PEPER MARTIN LLP
TWO PERSHING SQUARE
2300 MAIN STREET, SUITE 1000
KANSAS CITY, MO 64108

EXAMINER

JEANTY, ROMAIN

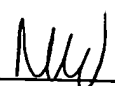
ART UNIT PAPER NUMBER

3623

DATE MAILED: 10/12/2004

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

Advisory Action

Application No. 10/101,644	Applicant(s) VIANELLO, MARC	
Examiner Romain Jeanty	Art Unit 3623	

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

THE REPLY FILED FAILS TO PLACE THIS APPLICATION IN CONDITION FOR ALLOWANCE. Therefore, further action by the applicant is required to avoid abandonment of this application. A proper reply to a final rejection under 37 CFR 1.113 may only be either: (1) a timely filed amendment which places the application in condition for allowance; (2) a timely filed Notice of Appeal (with appeal fee); or (3) a timely filed Request for Continued Examination (RCE) in compliance with 37 CFR 1.114.

PERIOD FOR REPLY [check either a) or b)]

- a) The period for reply expires 3 months from the mailing date of the final rejection.
- b) The period for reply expires on: (1) the mailing date of this Advisory Action, or (2) the date set forth in the final rejection, whichever is later. In no event, however, will the statutory period for reply expire later than SIX MONTHS from the mailing date of the final rejection. ONLY CHECK THIS BOX WHEN THE FIRST REPLY WAS FILED WITHIN TWO MONTHS OF THE FINAL REJECTION. See MPEP 706.07(f).

Extensions of time may be obtained under 37 CFR 1.136(a). The date on which the petition under 37 CFR 1.136(a) and the appropriate extension fee have been filed is the date for purposes of determining the period of extension and the corresponding amount of the fee. The appropriate extension fee under 37 CFR 1.17(a) is calculated from: (1) the expiration date of the shortened statutory period for reply originally set in the final Office action; or (2) as set forth in (b) above, if checked. Any reply received by the Office later than three months after the mailing date of the final rejection, even if timely filed, may reduce any earned patent term adjustment. See 37 CFR 1.704(b).

- 1. A Notice of Appeal was filed on _____. Appellant's Brief must be filed within the period set forth in 37 CFR 1.192(a), or any extension thereof (37 CFR 1.191(d)), to avoid dismissal of the appeal.
- 2. The proposed amendment(s) will not be entered because:
 - (a) they raise new issues that would require further consideration and/or search (see NOTE below);
 - (b) they raise the issue of new matter (see Note below);
 - (c) they are not deemed to place the application in better form for appeal by materially reducing or simplifying the issues for appeal; and/or
 - (d) they present additional claims without canceling a corresponding number of finally rejected claims.

NOTE: _____.

- 3. Applicant's reply has overcome the following rejection(s): _____.
- 4. Newly proposed or amended claim(s) _____ would be allowable if submitted in a separate, timely filed amendment canceling the non-allowable claim(s).
- 5. The a) affidavit, b) exhibit, or c) request for reconsideration has been considered but does NOT place the application in condition for allowance because: See Continuation Sheet.
- 6. The affidavit or exhibit will NOT be considered because it is not directed SOLELY to issues which were newly raised by the Examiner in the final rejection.
- 7. For purposes of Appeal, the proposed amendment(s) a) will not be entered or b) will be entered and an explanation of how the new or amended claims would be rejected is provided below or appended.

The status of the claim(s) is (or will be) as follows:


- Claim(s) allowed: _____.
- Claim(s) objected to: _____.
- Claim(s) rejected: 5-17 and 198.
- Claim(s) withdrawn from consideration: _____.

- 8. The drawing correction filed on _____ is a) approved or b) disapproved by the Examiner.
- 9. Note the attached Information Disclosure Statement(s) (PTO-1449) Paper No(s). _____.
- 10. Other: _____

Continuation of 5. does NOT place the application in condition for allowance because: the newly added features "prior to any contact between said candidate and said employer.....wherein said mutual consent includes authorization for the release of contact information by the candidate", was previously claimed.

Romain Jeanty

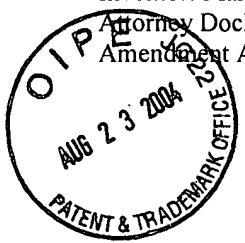
October 5, 2004


ROMAIN JEANTY
PRIMARY EXAMINER

41

AFT 3623

Application No. 10/101,644
Amendment dated August 19, 2004
Reply to Office Action of May 19, 2004
Inventor: Marc Vianello
Attorney Docket No.: 15703.10002
Amendment A and Response



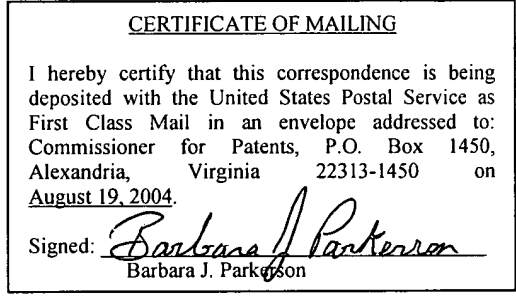
PATENT

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Application of: Vianello, Marc	:	Examiner: Romain Jeanty
	:	
Serial No.: 10/101,644	:	Group Art Unit: 3623
	:	
Filed: March 19, 2002	:	Attorney Docket No.: 15703.10002
	:	
For: APPARTUS AND METHODS FOR PROVIDING CAREER EMPLOYMENT SERVICES	:	Customer No.: 027526
	:	
	:	Confirmation No.: 8626
	:	
Last Office Action: May 19, 2004:		

AMENDMENT C

Mail Stop Non-Fee Amendment
Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

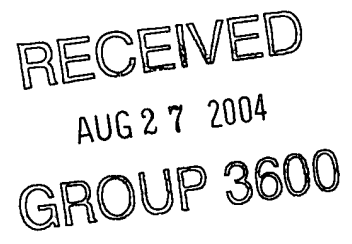


Sir:

In response to the Office Action mailed May 19, 2004, and within the three month's for response thereto, please amend the above-identified application in accordance with the amendments and remarks as set forth herein.

Amendments to the Claims are reflected in the listing of claims which begins on page 2 of this paper.

Remarks/Arguments begin on page 48 of this paper.



CLAIM AMENDMENTS

IN THE CLAIMS:

1. (Withdrawn) A system for collecting and classifying information using a structured information format, said system comprising:

an employment management system configured to provide continuous recruiting and continuous career enhancement by providing a search interface to a plurality of job descriptions and to a plurality of blind résumés, wherein employers provide said job descriptions and talent provide talent information corresponding to said blind résumés.

2. (Withdrawn) The system as set forth in claim 1, wherein personal contact information corresponding to at least one selected résumé is provided to said employers after said employers agree to purchase said personal contact information.

3. (Withdrawn) The system as set forth in claim 1, wherein said employers are provided an opportunity to purchase personal contact information corresponding to at least one selected résumé if a selected talent corresponding to said selected résumé indicates consent.

4. (Withdrawn) The system as set forth in claim 3, wherein said consent is indicated by specifying at least one preferred employer.

5. (Currently Amended) A method in a network computing environment of authorizing information exchange between at least one candidate of a plurality of talent-contributors and at least one of a plurality of employers prior to any direct contact between said candidate and said employer, said candidate having one or more candidate attributes including candidate requirements, and said employer having employer requirements, said method comprising:

programmatically matching said candidate with said employer based on said candidate requirements and said employer requirements;

receiving a request for interview from at least one of said candidate and said employer; and

determining whether there is mutual consent to said request for interview, wherein said mutual consent includes authorization for the release of contact information by the candidate;
and

providing exchange of contact information.

6. (Currently Amended) The method as set forth in claim 5, wherein said information exchange occurs in preparation for an interview, said information exchange occurring prior to any direct contact between the parties.

7. (Previously Presented) The method as set forth in claim 5, wherein said determining further comprises confirming employer specification in said candidate attributes with said employer.

8. (Previously Presented) The method as set forth in claim 5, wherein said determining further comprises receiving a response to said request for interview from at least one of said candidate and said employer; and utilizing said response to selectively perform additional functions.

9. (Previously Presented) The method as set forth in claim 5 further comprising computing a payment due from said employer based on the mutual consent to said request for interview with said candidate.

10. (Previously Presented) The method as set forth in claim 9, wherein an amount of said payment is chosen from a general equivalency diploma amount, a high school amount, a vocational educational training amount, an associate degree amount, a bachelor degree amount, a master degree amount, and a doctorate amount, wherein said doctorate amount is greater than or equal to said master degree amount, which is greater than or equal to said bachelor degree amount, which is greater than or equal to said associate degree amount, which is greater than or equal to said vocational educational training amount, which is greater than or equal to said high school amount, which is greater than or equal to said general equivalency diploma amount.

11. (Currently Amended) A computer system for coordinating information exchange between at least one candidate in a plurality of talent-contributors and at least one employer in a plurality of employers prior to any direct contact between said candidate and said employer, said candidate having candidate attributes including candidate requirements and said employer having employer requirements, said computer system comprising:

a comparator operable to match said candidate with said employer based on said candidate requirements and said employer requirements;

an interface operable to receive a request for interview from at least one of said candidate and said employer;

said comparator further operable to determine whether there is mutual consent to said request for interview wherein said mutual consent includes authorization for the release of contact information by the candidate; and

a payment interface operable to receive payment from said employer based on an occurrence of said mutual consent.

12. (Previously Presented) The computer system as set forth in claim 11, wherein said comparator is further operable to compare an employer specification in said candidate attributes with said employer.

13. (Original) The computer system as set forth in claim 11, wherein said interface is further operable to receive a response to said request for interview from at least one of said candidate and said employer.

14. (Currently Amended) A distributed network for facilitating interviews between at least one candidate in a plurality of talent-contributors and at least one employer in a plurality of employers, said candidate having candidate attributes including candidate requirements and said employer having employer requirements, said distributed network comprising:

means for managing enterprise database resources;

means for matching said candidate with said employer based on said candidate requirements and said employer requirements;

means for receiving a request for interview from at least one of said candidate and said employer; and

means for determining whether there is mutual consent to said request for interview prior to any direct contact between said candidate and said employer, wherein said mutual consent includes authorization for the release of contact information by the candidate.

15. (Original) The distributed network as recited in claim 14 further comprising means for receiving payment from said employer for providing contact information for said candidate.

16. (Previously Presented) The distributed network as recited in claim 14, wherein said means for determining whether there is mutual consent further comprises means for confirming employer specification in said candidate attributes with said employer.

17. (Original) The distributed network as recited in claim 14, wherein said determining whether there is mutual consent further comprises means for receiving a response to said request for interview from at least one of said candidate and said employer.

18. (Withdrawn) A method of receiving information regarding at least one candidate from a plurality of talent-contributors, said candidate having candidate attributes, said method comprising:

receiving personal information associated with said candidate;
receiving experience information regarding said candidate, said experience information relating to skills attributes; and
receiving skills descriptions corresponding to said skills attributes.

19. (Withdrawn) The method as set forth in claim 18, wherein said receiving personal information further comprises maintaining records of said personal information.

20. (Withdrawn) The method as set forth in claim 18, wherein said personal information includes a name, a physical address, an electronic address, and a minimum compensation requirement of said candidate.

21. (Withdrawn) The method as set forth in claim 20, wherein said physical address is maintained in a consistent format.

22. (Withdrawn) The method as set forth in claim 20 further comprising identifying a nearest metropolitan area to said physical address, wherein said nearest metropolitan area is

further designated as a metropolitan statistical area, a primary metropolitan statistical area, or a consolidated metropolitan statistical area.

23. (Withdrawn) The method as set forth in claim 18, wherein said candidate attributes include career information regarding at least one past position of said candidate, said career information selected from structured occupational data operable to be matched with employer information pertaining to prospective employers.

24. (Withdrawn) The method as set forth in claim 23, wherein said structured occupational data includes at least one occupational title obtained from the Dictionary of Occupational Titles.

25. (Withdrawn) The method as set forth in claim 23, wherein said structured occupational data further comprises a reason said candidate is no longer employed in said past position.

26. (Withdrawn) The method as set forth in claim 23, wherein said candidate attributes include industry information regarding said past position of said candidate, said career information selected from structured industry data operable to be matched with said employer information.

27. (Withdrawn) The method as set forth in claim 26, wherein said industry information further comprises a reason said candidate is no longer employed in said past position.

28. (Withdrawn) The method as set forth in claim 18, wherein said candidate attributes include structured industry data comprising classifications identified in the North American Industry Classification System.

29. (Withdrawn) The method as set forth in claim 28, wherein said classifications relate to at least one past position of said candidate.

30. (Withdrawn) The method as set forth in claim 29, wherein said candidate provides descriptions of accomplishments of said candidate in said past position.

31. (Withdrawn) The method as set forth in claim 18 further comprising: storing said personal information about said candidate in a memory; and providing access to said candidate attributes, said access operable to facilitate generation of reports regarding said plurality of talent-contributors.

32. (Withdrawn) The method as set forth in claim 23, wherein said candidate provides information regarding compensation received by said candidate with respect to said past position.

33. (Withdrawn) The method as set forth in claim 31, 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.

34. (Withdrawn) The method as set forth in claim 33, wherein said self-identification information is received on an optional basis.

35. (Withdrawn) The method as set forth in claim 33 further comprising providing said self-identification information to prospective employers to enable said prospective employers to comply with job-applicant-reporting requirements.

36. (Withdrawn) The method as set forth in claim 18 further comprising receiving educational-background information associated with at least one educational institution which said candidate has attended.

37. (Withdrawn) The method as set forth in claim 36, wherein said educational information further comprises a name of said educational institution, a level of education expected or attained, and at least one field of study.

38. (Withdrawn) The method as set forth in claim 18 further comprising receiving affiliation information corresponding to affiliations of said candidate, said affiliations including membership in at least one organization in a plurality of occupation-oriented organizations.

39. (Withdrawn) The method as set forth in claim 38, wherein said occupation-oriented organizations comprise professional associations, trade associations, and labor unions.

40. (Withdrawn) The method as set forth in claim 18, wherein said candidate attributes include desired-career information regarding at least one desired-career position.

41. (Withdrawn) The method as set forth in claim 40, wherein said desired-career information includes a designation of at least one preferred employer.

42. (Withdrawn) The method as set forth in claim 18 further comprising suggesting possible job descriptions to said candidate based on said candidate attributes.

43. (Withdrawn) The method as set forth in claim 18, wherein said skills descriptions relate to language skills, analytical skills, people and communication skills, and mechanical skills of said candidate.

44. (Withdrawn) The method as set forth in claim 43, wherein said language skills include reading, writing, and speaking.

45. (Withdrawn) The method as set forth in claim 44, wherein said description of said reading, writing, and speaking skills includes an assessment of proficiency in said skills.

46. (Withdrawn) The method as set forth in claim 43, wherein said analytical skills, people and communication skills, and mechanical skills correspond to said skills attributes described in the Dictionary of Occupational Titles.

47. (Withdrawn) The method as set forth in claim 46, wherein said skills descriptions comprise descriptions of nature, use, and proficiency of skills associated with said skills descriptions.

48. (Withdrawn) The method as set forth in claim 46, wherein skills associated with said skills descriptions correspond to a skills coding system of the Dictionary of Occupational Titles.

49. (Withdrawn) The method as set forth in claim 18 further comprising receiving an identification of licenses and certifications held by said candidate.

50. (Withdrawn) The method as set forth in claim 18 further comprising receiving a description of professional and personal accomplishments of said candidate.

51. (Withdrawn) The method as set forth in claim 18 further comprising receiving an indication of an interest level of said candidate in obtaining new employment.

52. (Withdrawn) A computer system including computer-readable instructions for receiving talent information regarding talent, said talent having talent faculties, said computer system comprising:

- at least one memory in which said computer-readable instructions reside;
- a processor operable to execute said computer-readable instructions;

a communications adapter operable to receive said talent information from said talent, said communications adapter operative to communicate a portion of said talent information to a plurality of employers;

wherein said communications adapter is configured to receive contact data associated with said talent; and

wherein said communications adapter is further configured to receive background information regarding said talent, said background information including affiliation information corresponding to affiliations of said talent, said affiliations including membership in at least one occupation-oriented organization.

53. (Withdrawn) The computer system as set forth in claim 52, wherein said contact data includes a name and an E-mail address.

54. (Withdrawn) The computer system as set forth in claim 52, wherein said background information further comprises self-identification information including at least one of:

- information regarding race of said talent;
- information regarding gender of said talent;
- information regarding citizenship of said talent;
- information regarding employment eligibility.

55. (Withdrawn) The computer system as set forth in claim 54 further comprising a data interface configured to provide said self-identification information to said employers to enable said employers to comply with job applicant reporting requirements.

56. (Withdrawn) The computer system as set forth in claim 52, wherein said talent faculties further comprise information regarding at least one of past employment, formal education, informal training, and a description of proficiency in a predetermined set of skills.

57. (Withdrawn) The computer system as set forth in claim 52, wherein said talent faculties further comprise information regarding membership in at least one occupation-oriented organization.

58. (Withdrawn) The computer system as set forth in claim 52, wherein said communications adapter is further configured to receive desired-position information regarding a career position specified by said talent.

59. (Withdrawn) The computer system as set forth in claim 58, wherein said desired-position information includes a designation of at least one preferred employer.

60. (Withdrawn) The computer system as set forth in claim 52, wherein said talent faculties include work experience as embodied in past-employment information, said past-employment information associated with skills attributes, said skills attributes described by skills descriptions.

61. (Withdrawn) The computer system as set forth in claim 60, wherein said skills descriptions include an assessment of proficiency.

62. (Withdrawn) A distributed network for providing employers with candidate-information regarding at least one candidate in a plurality of talent-contributors, said candidate having candidate attributes, said distributed network comprising:

means for managing enterprise human resource data;

means for receiving personal information associated with said candidate;

means for receiving career information regarding at least one past career position of said candidate, said career information operable to be matched with employer information pertaining to prospective employers of said candidate, wherein at least a portion of said career information is associated with said enterprise human resource data;

means for receiving experience information regarding said candidate, said experience information associated with experiences gained by said candidate, said experiences relating to skills attributes and said experiences of relevance to said prospective employers;

means for obtaining consent of said candidate to release of said personal information of said candidate to at least one of said prospective employers; and

means for providing said personal information to said at least one of said prospective employers based on said consent.

63. (Withdrawn) The distributed network as recited in claim 62 further comprising means for providing an interface to said candidate attributes, said interface operable to facilitate generation of reports regarding said plurality of talent-contributors.

64. (Withdrawn) The distributed network as recited in claim 63, wherein said personal information further comprises self-identification information including at least one of:
information regarding race of said candidate;
information regarding gender of said candidate;
information regarding citizenship of said candidate; and
lawful eligibility to work in at least one country.

65. (Withdrawn) The method according to claim 64, wherein said self-identification information is received on an optional basis.

66. (Withdrawn) The distributed network as recited in claim 64 further comprising means for providing said self-identification information to said prospective employers to enable said prospective employers to comply with job applicant reporting requirements, wherein said self-identification information is provided to said prospective employers after said prospective employers have made hiring decisions regarding said candidate, whereby said self-identification information cannot be used impermissibly by said prospective employers to discriminate against said candidate.

67. (Withdrawn) The distributed network as recited in claim 62 wherein said experience information is categorized based on a data dictionary of job descriptions.

68. (Withdrawn) The distributed network as recited in claim 62, wherein said candidate attributes include at least one desired career position.

69. (Withdrawn) The distributed network as recited in claim 62, wherein said candidate attributes further include a designation of at least one preferred employer.

70. (Withdrawn) A method of receiving information regarding an employer including employer profile information and at least one job description, said job description having job parameters corresponding to candidate attributes of a desired candidate, said method comprising:
receiving desired experience information regarding said desired candidate, said desired experience information relating to a structured set of desired skills attributes; and
receiving desired skills descriptions corresponding to said desired skills attributes.

71. (Withdrawn) The method as set forth in claim 70 further comprising:
receiving a multiple-division indication regarding an existence of multiple divisions associated with said employer;

receiving geographical information associated with at least one of said multiple divisions;
receiving user information regarding at least one employer-user to be associated with an employer account corresponding to said employer; and

for each of said at least one employer-user receiving access scope information, said access scope information specifying a scope of access associated with said at least one employer-user.

72. (Withdrawn) The method as set forth in claim 71, wherein a division in said multiple divisions is further divided into successively smaller divisions.

73. (Withdrawn) The method as set forth in claim 70, wherein said employer profile information includes employer name, phone number, physical address, billing information, and administrative user information.

74. (Withdrawn) The method as set forth in claim 71, wherein said geographical information is maintained in a consistent format.

75. (Withdrawn) The method as set forth in claim 71, wherein receiving said geographical information further comprises identifying a nearest metropolitan area associated with a geographical location associated with said multiple divisions of said employer, wherein said nearest metropolitan area is further designated as a metropolitan statistical area, a primary metropolitan statistical area, or a consolidated metropolitan statistical area.

76. (Withdrawn) The method as set forth in claim 71, wherein said job description is associated with a division within said multiple divisions.

77. (Withdrawn) The method as set forth in claim 70, wherein said job description further comprises:

a confidential maximum compensation said employer has allocated for a job;
a number of total employment positions associated with said job description; and
a number of open employment positions associated with said number of total
employment positions.

78. (Withdrawn) The method as set forth in claim 70, wherein said employer profile information includes structured industry data operable to be matched with career information pertaining to prospective employees.

79. (Withdrawn) The method as set forth in claim 78, wherein said structured industry data includes classifications identified in the North American Industry Classification System.

80. (Withdrawn) The method as set forth in claim 70, wherein said job description further comprises:

a Federal Employment Records Information requirement indication regarding whether said job description is associated with an employment position for which self-identification information should be maintained.

81. (Withdrawn) The method as set forth in claim 70, wherein said job description further comprises a regulated job requirements indication regarding whether said job description is associated with an employment position for which said candidate attributes are subject to government regulation.

82. (Withdrawn) The method as set forth in claim 70, wherein said job description further comprises a narrative description of functions to be performed in a job associated with said job description.

83. (Withdrawn) The method as set forth in claim 70, wherein said job description further comprises benefit descriptions and compensation figures offered by said employer in connection with a job associated with said job description, wherein said compensation figures include a maximum compensation amount.

84. (Withdrawn) The method as set forth in claim 83, wherein said maximum compensation amount is confidential.

85. (Withdrawn) The method as set forth in claim 81, wherein said government regulation includes a restriction pertaining to citizenship.

86. (Withdrawn) The method as set forth in claim 71, wherein said employer profile information includes information regarding organizations with which said employer is affiliated.

87. (Withdrawn) A computer system for receiving employer information regarding an employer having at least one division, said computer system comprising:
a check box operable to receive a multiple-division indication regarding an existence of multiple divisions associated with said employer;

a geographical interface configured to receive geographical information associated with at least one of said multiple divisions associated with said employer; and

a user interface operable to receive user information regarding at least one employer-user to be associated with an employer account corresponding to said employer, wherein said user interface is operable to receive access scope information for said employer-user, said access scope information specifying a scope of access associated with said employer-user.

88. (Withdrawn) The computer system as set forth in claim 87, wherein said geographical interface is further configured to receive said geographical information by identifying a nearest metropolitan area associated with said multiple divisions.

89. (Withdrawn) The computer system as set forth in claim 87 further comprising a structured form operable to receive at least one job description associated with said division.

90. (Withdrawn) The computer system as set forth in claim 89, wherein said structured form further comprises:

a first numerical input cell operable to receive a number corresponding to a maximum allocated compensation for said job description;

a second numerical input cell operable to receive a number of total employment positions associated with said job description; and

a third numerical input cell operable to receive a number of open employment positions associated with said number of total employment positions.

91. (Withdrawn) A distributed network for receiving employer profile information regarding an employer having at least one business unit, said distributed network comprising:

means for maintaining enterprise human resource information;

means for receiving a multiple-division indication regarding an existence of multiple divisions associated with said employer;

means for receiving geographical information associated with at least one of said multiple divisions;

means for receiving user information regarding at least one employer-user to be associated with an employer account corresponding to said employer;

means for receiving access scope information for each of said at least one employer-user, said access scope information specifying a scope of access associated with said at least one employer-user.

92. (Withdrawn) The distributed network as recited in claim 91, wherein said geographical information is maintained in a consistent format.

93. (Withdrawn) The distributed network as recited in claim 91, wherein said means for receiving said geographical information further comprises means for identifying a nearest metropolitan area associated with a geographical location associated with said multiple divisions of said employer.

94. (Withdrawn) The distributed network as recited in claim 91 further comprising means for receiving at least one job description associated with said at least one business unit.

95. (Withdrawn) The distributed network as recited in claim 94, wherein said means for receiving at least one job description further comprises:

means for receiving a number of total employment positions associated with said job description; and

means for receiving a number of open employment positions associated with said number of total employment positions.

96. (Withdrawn) A method of searching a plurality of job descriptions, said method performed by a talent-user, and said method comprising:

accessing a talent profile associated with said talent-user, said talent profile including talent-threshold requirements;

identifying target job descriptions associated with prospective employers based on said

talent profile, said target job descriptions having job-threshold requirements; comparing said talent profile with said job-threshold requirements, whereby a threshold comparison results; and

determining whether at least one of said target job descriptions is compatible with said talent profile, based on said threshold comparison.

97. (Withdrawn) A method of searching a plurality of job descriptions, said method performed by a talent-user, and said method comprising:

receiving search parameters from said talent-user;

identifying target job descriptions associated with prospective employers based on said search parameters, said target job descriptions having job-threshold requirements; comparing at least one talent profile with said job-threshold requirements, whereby a threshold comparison results; and

determining whether at least one of said target job descriptions is compatible with said talent profile, based on said threshold comparison.

98. (Withdrawn) The method as set forth in claim 97 further comprising: receiving from said talent-user an indication regarding whether to perform a foreign search for said target job descriptions located outside of a specified geographic location; and providing job description information corresponding to said target job descriptions that occur outside of a primary location country associated with said talent-user.

99. (Withdrawn) The method as set forth in claim 97, wherein said search parameters include a minimum compensation requirement.

100. (Withdrawn) The method as set forth in claim 97 further comprising:
receiving a request for interview with a target employer from said talent-user; and
transmitting said request for interview to said target employer.
101. (Withdrawn) The method as set forth in claim 100 further comprising:
receiving a request-acceptance indication from said target employer regarding whether
said target employer accepts said request for interview; and
providing a questionnaire to said target employer regarding said request-acceptance
indication based on a negative value of said request-acceptance indication.
102. (Withdrawn) The method as set forth in claim 101 further comprising:
inactivating an account associated with said target employer based on a
failure to respond to said questionnaire; and
reactivating said account based on a subsequent response to said questionnaire.
103. (Withdrawn) The method as set forth in claim 102 further comprising:
reactivating said account based on passage of a predetermined period of time.
104. (Withdrawn) The method as set forth in claim 97, wherein said search parameters
further include at least one search timing parameter, including:
a start time and a search frequency.
105. (Withdrawn) The method as set forth in claim 104, wherein said search frequency
is once per day.
106. (Withdrawn) The method as set forth in claim 97 further comprising providing
said talent-user with an opportunity to modify said search parameters and said talent profile if

said threshold comparison indicates that said talent profile does not match said job-threshold requirements.

107. (Withdrawn) The method as set forth in claim 97 further comprising providing said talent-user with a list of job descriptions for which said talent profile matches said job-threshold requirements.

108. (Withdrawn) The method as set forth in claim 107, wherein said list of job descriptions is ordered by compensation offered in connection with a particular job.

109. (Withdrawn) The method as set forth in claim 108, wherein said list of job descriptions is further ordered by geographic proximity to a geographic location specified in said search parameters.

110. (Withdrawn) A data processing apparatus for searching a plurality of job descriptions, said apparatus operable to communicate with a talent-user, said apparatus comprising:

an application server configured to provide a user interface operative to receive an instruction to search from said talent-user, said user interface further operative to receive search parameters from said talent-user;

at least one memory operable to store and provide access to a talent profile associated with said talent-user, said talent profile including talent-threshold requirements;

a search engine configured to access said talent profile and said search parameters;

a filter operable to identify target job descriptions based on said search parameters, said target job descriptions having job-threshold requirements; and

a comparator, coupled with said search engine, operable to compare said talent profile to said job-threshold requirements, whereby a threshold comparison results.

111. (Withdrawn) The apparatus as set forth in claim 110, wherein said comparator is a processor programmed to compare sets of data having a consistent nomenclature.

112. (Withdrawn) The apparatus as set forth in claim 110, wherein said talent-threshold requirements further include a minimum compensation requirement.

113. (Withdrawn) The apparatus as set forth in claim 110 further comprising:
an input form configured to receive a request for interview with a target employer from said talent-user; and

a message processor programmed to transmit said request for interview to said target employer.

114. (Withdrawn) The apparatus as set forth in claim 113, wherein said message processor is further programmed to receive a request-declined indication from said target employer regarding whether said target employer accepts said request for interview, and wherein said message processor is further programmed to provide a questionnaire to said target employer regarding said request-declined indication.

115. (Withdrawn) The apparatus as set forth in claim 114 further comprising a processor programmed to inactivate an account associated with said target employer based on a failure to respond to said questionnaire, wherein said processor is further programmed to reactivate said account based on a subsequent response to said questionnaire.

116. (Withdrawn) The apparatus as set forth in claim 115, wherein said processor is further programmed to reactivate said account based on passage of a predetermined period of time.

117. (Withdrawn) The apparatus set forth in claim 110, wherein said instruction to search further includes at least one search timing parameter, including at least one of: a start time and a search frequency.

118. (Withdrawn) The apparatus set forth in claim 117, wherein said search frequency is once per day.

119. (Withdrawn) The apparatus as set forth in claim 110, wherein said user interface is further operable to provide said talent-user with an opportunity to modify talent compensation requirements if said threshold comparison indicates that talent compensation requirements do not match said job-threshold requirements.

120. (Withdrawn) The apparatus as set forth in claim 110, wherein said user interface is further operable to provide said talent-user with a list of job descriptions for which said search parameters match said job-threshold requirements.

121. (Withdrawn) The apparatus as set forth in claim 120, wherein said list of job descriptions are ordered by compensation offered in connection with a particular job.

122. (Withdrawn) The apparatus as set forth in claim 121, wherein said list of job descriptions are further ordered by geographic proximity to a geographical location specified in said search parameters.

123. (Withdrawn) A network for searching a plurality of job descriptions, said network operable to receive talent-information from a talent-user, said network comprising:

means for managing enterprise human resource data;

means for receiving job search parameters from said talent-user;

means for storing at least one set of job search parameters associated with an ideal job for said talent-user;

means for accessing said set of job search parameters and a talent profile associated with said ideal job, said talent profile including a minimum compensation requirement;

means for identifying target job descriptions, based on said set of job search parameters and said talent profile, said target job descriptions having a maximum compensation allowance associated with an employer; and

means for comparing said minimum compensation requirement of said talent-user to said maximum compensation allowance of said employer, whereby a compensation comparison results, and wherein said means for comparing determines whether said talent profile is compatible with at least one of said target job descriptions.

124. (Withdrawn) The network as recited in claim 123, wherein at least one of said job search parameters is a geographic location.

125. (Withdrawn) The network as recited in claim 123 further comprising:
means for receiving a request for interview with said employer from said talent-user; and
means for transmitting said request for interview to said employer.

126. (Withdrawn) The network as recited in claim 125 further comprising:
means for receiving a request-acceptance indication from said employer regarding whether said employer accepts said request for interview; and

means for providing a questionnaire to said employer regarding said request-acceptance indication.

127. (Withdrawn) The network as recited in claim 126 further comprising means for notifying said employer that an account associated with said employer has been inactivated until said employer responds to said questionnaire.

128. (Withdrawn) The network as recited in claim 123, wherein said job search parameters include at least one search timing parameter, including a start time and a search frequency.

129. (Withdrawn) The network as recited in claim 128, wherein said search frequency is once per day.

130. (Withdrawn) The network as recited in claim 123 further comprising means for providing said talent-user with a list of job descriptions for which said minimum compensation requirement and said job search parameters match maximum compensation allowance.

131. (Withdrawn) The network as recited in claim 130, wherein said list of job descriptions are ordered by compensation offered and geographic proximity to a location specified in said job search parameters.

132. (Withdrawn) A method of searching for talent by searching talent information in a plurality of talent profiles, said method initiated by an employer-user associated with an employer, said method comprising:

- receiving search parameters from said employer-user;
- accessing a job description associated with said employer-user, said job description, including job-threshold requirements;

identifying target talent profiles associated with prospective talent and consistent with said search parameters from among said plurality of talent profiles, said target talent profiles having associated talent-threshold requirements;

comparing said talent-threshold requirements with said job-threshold requirements, whereby a threshold comparison is produced; and

determining whether at least one of said target talent profiles is compatible with said job-threshold requirements, based on said threshold comparison, whereby at least one compatible talent résumé is identified.

133. (Withdrawn) The method as set forth in claim 132 further comprising providing said employer-user with an opportunity to modify said job threshold requirements if said threshold comparison indicates that said job-threshold requirements do not match said talent-threshold requirements.

134. (Withdrawn) The method as set forth in claim 132, wherein said search parameters further include desired candidate parameters associated with a desired candidate.

135. (Withdrawn) The method as set forth in claim 134, wherein said search parameters correspond to a predetermined job description associated with said employer.

136. (Withdrawn) The method as set forth in claim 135, wherein said predetermined job description is associated with an occupational title consistent with the Dictionary of Occupational Titles.

137. (Withdrawn) The method as set forth in claim 136, wherein said employer specifies a required term of experience associated with said occupational title.

138. (Withdrawn) The method as set forth in claim 132, wherein said job-threshold requirements further include a maximum allocated compensation amount.

139. (Withdrawn) The method as set forth in claim 132, wherein said search parameters include at least one skills description consistent with the Dictionary of Occupational Titles.

140. (Withdrawn) The method as set forth in claim 139, wherein said search parameters include a required level of proficiency associated with said skills description.

141. (Withdrawn) The method as set forth in claim 132, wherein said search parameters include at least one industry identification consistent with the North American Industry Classification System, said industry identification associated with an industry.

142. (Withdrawn) The method as set forth in claim 141, wherein said employer specifies a required term of experience within said industry.

143. (Withdrawn) The method as set forth in claim 132 further comprising:
determining whether said talent information associated with said compatible talent résumé includes a designation of said employer as a preferred employer, whereby a preferred employer determination results; and

based on an affirmative result of said preferred employer determination, providing contact information to said employer regarding said target talent profiles.

144. (Withdrawn) The method as set forth in claim 143, wherein based on a negative result of said preferred employer determination, said employer is afforded an opportunity to communicate a request for interview to said talent associated with said compatible talent résumé.

145. (Withdrawn) The method as set forth in claim 144 further comprising:
determining whether said talent accepts said request for interview,
whereby a talent acceptance determination results;

based on a negative result of said talent acceptance determination,
providing a questionnaire to said talent; and

based on one of a response and a lack of a response to said questionnaire, providing
feedback to said employer-user.

146. (Withdrawn) The method as set forth in claim 132 further comprising:
receiving from said employer-user an indication regarding whether to perform a foreign
search for said talent located outside of a specified geographic location; and
providing talent profile information corresponding to said talent that resides outside of a
primary location country associated with said employer, wherein said talent has legal
authorization to work in said primary location country.

147. (Withdrawn) The method as set forth in claim 132, wherein said search
parameters further includes at least one search timing parameter, including a start time and a
search frequency.

148. (Withdrawn) The method as set forth in claim 147, wherein said search frequency
is once per day.

149. (Withdrawn) A computer system for facilitating searching talent having
associated talent descriptions in a plurality of talent profiles, said computer system configured to
receive input from an employer-user associated with an employer, said employer searching in a
primary location country, and said computer system comprising:

an application server operable to provide a user interface operative to receive an instruction to search from said employer-user;

a memory operative to store search parameters associated with a desired candidate;

a comparator operative to compare said search parameters and associated job-threshold requirements, wherein target talent résumés are identified based on said search parameters and said plurality of talent profiles, said target talent résumés having associated talent-threshold requirements;

wherein said talent-threshold requirements are compared to said job-threshold requirements, whereby a threshold comparison results; and

wherein it is determined whether at least one of said target talent résumés is compatible with said job-threshold requirements, based on said threshold comparison, whereby at least one compatible talent résumé is identified.

150. (Withdrawn) The computer system as set forth in claim 149 further comprising:
a message processor operative to afford said employer-user an opportunity to express a request for interview to said talent associated with said target talent résumés.

151. (Withdrawn) The computer system as set forth in claim 149, wherein said job-threshold requirements further include a maximum allocated compensation amount.

152. (Withdrawn) The computer system as set forth in claim 151, wherein said talent-threshold requirements further include a minimum required compensation amount.

153. (Withdrawn) The computer system as set forth in claim 149 further comprising:
preconfigured logic configured to determine whether compatible talent information that is associated with said compatible talent résumé includes a designation of said employer as a

preferred employer, whereby a preferred employer determination results; and wherein contact information associated with said compatible talent résumé is provided to said employer-user, based on an affirmative result of said preferred employer determination.

154. (Withdrawn) The computer system as set forth in claim 153, wherein based on a negative result of said preferred employer determination, said employer-user is afforded an opportunity to express a request for interview to said talent that is associated with said compatible talent résumé.

155. (Withdrawn) The computer system as set forth in claim 154, wherein said preconfigured logic is further configured to determine whether said talent accepts said request for interview, whereby a talent acceptance determination results;

wherein based on a negative result of said talent acceptance determination, a questionnaire is provided to said talent; and

based on one of a response and a lack of said response, feedback is provided to said employer-user.

156. (Withdrawn) The computer system as set forth in claim 149, wherein said user interface further includes a check box configured to receive from said employer-user a foreign search indication regarding whether to perform a foreign search for said talent that resides outside said primary location country; and

based on an affirmative state of said foreign search indication, providing blind résumés corresponding to said talent that resides outside of said primary location country, wherein said talent has legal authorization to work in said primary location country.

157. (Withdrawn) A distributed network of searching for talent by searching a plurality of talent profiles, said distributed network initiated by an employer-user associated with an employer, said employer searching in a primary location country, said distributed network comprising:

means for receiving an instruction to search from said employer-user;

means for receiving search parameters from said employer-user, said search parameters including an identification of job-threshold requirements;

means for identifying target talent résumés, based on said search parameters and said plurality of talent profiles, said target talent résumés having associated talent-threshold requirements;

means for comparing said talent-threshold requirements with said job-threshold requirements, whereby a threshold comparison results; and

means for determining whether at least one of said target talent résumés is compatible with said job-threshold requirements, based on said threshold comparison, whereby at least one compatible talent résumé is identified.

158. (Withdrawn) The distributed network as recited in claim 157, wherein said search parameters further include desired candidate parameters associated with a desired candidate.

159. (Withdrawn) The distributed network as recited in claim 158, wherein said search parameters correspond to a predetermined job description associated with said employer.

160. (Withdrawn) The distributed network as recited in claim 157, wherein said job-threshold requirements further include a maximum allocated compensation amount.

161. (Withdrawn) The distributed network as recited in claim 157 further comprising:
means for determining whether compatible talent information associated with said compatible talent résumé includes a designation of said employer as a preferred employer, whereby a preferred employer determination results; and

means for providing contact information to said employer regarding said target talent résumés, based on an affirmative result of said preferred employer determination.

162. (Withdrawn) The distributed network as recited in claim 161, wherein based on a negative result of said preferred employer determination, said employer is afforded an opportunity to communicate a request for interview to said talent associated with said compatible talent résumé.

163. (Withdrawn) The distributed network as recited in claim 162 further comprising:
means for determining whether said talent accepts said request for interview, whereby a talent acceptance determination results;

means for providing a questionnaire to said talent, based on a negative result of said talent acceptance determination; and

means for providing feedback to said employer-user, based on one of a response and a lack of a response to said questionnaire.

164. (Withdrawn) The distributed network as recited in claim 157 further comprising:
means for receiving from said employer-user a foreign search indication regarding whether to perform a foreign search for said talent; and

means for providing blind résumés corresponding to said talent that resides outside of

said primary location country, based on an affirmative state of said foreign search indication, wherein said talent has legal authorization to work in said primary location country.

165. (Withdrawn) A method of promoting a career site, said method comprising: receiving talent information from a plurality of talent regarding qualifications of said talent for performing predetermined activities, said talent information including affiliation information, said affiliation information corresponding to at least one association, wherein said at least one association is in compliance with a career site affiliate policy;

receiving employer information from a plurality of employers, said employer information including employer affiliation information, said employer affiliation information corresponding to at least one employer-related association, wherein said employer-related association is in compliance with said career site affiliate policy;

matching said talent information with said employer information; and paying a commission to said at least one association based on said matching of said talent with said employer information.

166. (Withdrawn) The method as set forth in claim 165, wherein said at least one association includes at least one of professional associations, trade associations, labor unions and educational institutions.

167. (Withdrawn) The method as set forth in claim 165, wherein said employer information further includes job-threshold requirements and said talent information includes talent-threshold requirements, and wherein said matching further comprises:

based on a comparison of said talent-threshold requirements and said job-threshold

requirements, matching said talent with said employer information when said employer information is compatible with said talent-threshold requirements.

168. (Withdrawn) The method as set forth in claim 165, wherein said at least one association publishes an association newsletter, and wherein said career site affiliate policy requires certain actions to be carried out by said at least one association in order for said at least one association to remain in good standing with said career site, said certain actions including:

publicly endorsing said career site;

permitting use of a name of said at least one association in connection with advertisements of said career site;

promoting said career site to members of said at least one association in connection with an association member employment program;

providing said career site with advertising space in said association newsletter; and
posting jobs associated with said at least one association to said career site.

169. (Withdrawn) The method as set forth in claim 165, wherein said commission is a fixed amount or a percentage of a fee associated with a transaction.

170. (Withdrawn) A computer system used in connection with promoting a career site, said computer system comprising:

a server operable to provide an on-line user interface operable to receive talent information from a plurality of talent regarding qualifications of said talent for performing predetermined activities, and from employers regarding job descriptions said talent information including affiliation information, said affiliation information associated with at least one association, wherein said association is in compliance with a career site

affiliate policy of said career site;

an input processor configured to receive said job descriptions from a plurality of employers;

a comparator for matching said talent with said job descriptions; and
a payment processor configured to pay a commission to said association based on said matching.

171. (Withdrawn) The computer system as set forth in claim 170, wherein said job descriptions include job-threshold requirements and said talent information includes talent-threshold requirements, and wherein said comparator matches said talent with said job descriptions, based on a comparison of said talent-threshold requirements and said job-threshold requirements.

172. (Withdrawn) The computer system as set forth in claim 170, wherein said association publishes an association newsletter, and wherein said career site affiliate policy requires certain actions to be carried out by said association in order for said association to remain in good standing with said career site, said certain actions including:

publicly endorsing said career site;

permitting use of a name of said association in connection with advertisements of said career site;

promoting said career site to members of said association in connection with an association member employment program;

providing said career site with advertising space in at least one issue

of a newsletter said association; and

posting jobs associated with said association to said career site.

173. (Withdrawn) A distributed network for promoting a career site, said distributed network comprising:

means for managing enterprise human resource data;

means for receiving talent information from talent regarding qualifications of talent for performing predetermined activities, said talent information including affiliation information, said affiliation information associated with at least one association, wherein said at least one association is in compliance with a career site affiliate policy;

means for receiving job descriptions from a plurality of employers;

means for matching said talent with said job descriptions; and

means for paying a commission to said at least one association based on said matching.

174. (Withdrawn) The distributed network as recited in claim 173, wherein said job descriptions further include job-threshold requirements and said talent information includes talent-threshold requirements, and wherein said matching further comprises:

based on a comparison of said talent-threshold requirements and said job-threshold requirements, matching said talent with said job descriptions when said job descriptions are compatible with said talent-threshold requirements.

175. (Withdrawn) The distributed network as set forth in claim 174, wherein said at least one association publishes an association newsletter, and wherein said career site affiliate policy requires certain actions to be carried out by said at least one association in order for said at least one association to remain in good standing with said career site, said certain

actions including:

publicly endorsing said career site;

permitting use of a name of said at least one association in connection with advertisements of said career site;

promoting said career site to members of said at least one association in connection with an association member employment program;

providing said career site with advertising space in said association newsletter; and
posting jobs associated with said at least one association to said career site.

176. (Withdrawn) A method for compensating at least one wholesaler for marketing a career site according to a career site wholesaler policy, said method comprising:
establishing at least one wholesaler account associated with said career site;
receiving job descriptions from employers, said employers associated with at least one association, said association assigned to said wholesaler account;
receiving talent-information from talent, said talent associated with said association;
matching said talent with said job descriptions; and
paying a commission to said wholesaler based on said matching.

177. (Withdrawn) The method as set forth in claim 176, wherein said association includes at least one of a professional association, a trade association, a labor union, and a educational institution.

178. (Withdrawn) The method as set forth in claim 176, wherein said job descriptions further include job-threshold requirements and said talent-information includes talent-threshold requirements, and wherein said matching further comprises:

based on a comparison of said talent-threshold requirements and said job-threshold requirements, matching said talent with said job descriptions when said job descriptions are compatible with said talent-threshold requirements.

179. (Withdrawn) The method as set forth in claim 176, wherein said career site wholesaler policy requires certain actions to be carried out by said wholesaler in order for said wholesaler to remain in good standing with said career site, said certain actions including at least one of:

publicly endorsing said career site;

permitting use of a name of said wholesaler in connection with advertisements of said career site;

promoting said career site to said employers associated with said wholesaler;
assisting said employers in listing employer jobs associated with said employers;
posting wholesaler internal jobs associated with said wholesaler to said career site; and
linking a website associated with said wholesaler to said career site.

180. (Withdrawn) The method as set forth in claim 176, wherein said commission is a flat amount or a percentage amount.

181. (Withdrawn) A computer system for automating a process of compensating at least one wholesaler for promoting a career site, said computer system comprising:

a database containing wholesaler-information regarding at least one wholesaler account associated with said career site;

an interface operative to receive job descriptions from employers, said employers associated with at least one association, said association assigned to said wholesaler account;

wherein said interface is further operative to receive talent information from talent, said talent associated with at least one organization, said organization assigned to said wholesaler account;

matching said talent with said job descriptions; and
paying a commission to said wholesaler based on said matching.

182. (Withdrawn) A distributed network for compensating at least one wholesaler for promoting a career site, said distributed network comprising:

means for maintaining enterprise human resource data;
means for establishing at least one wholesaler account associated with said career site;
means for receiving job descriptions from employers, said employers being associated with at least one association, said association assigned to said wholesaler account;
means for receiving talent information from talent, said talent being associated with at least one organization, said organization assigned to said wholesaler account;
means for matching said talent with said job descriptions; and
means for paying a commission to said wholesaler based on said matching.

183. (Withdrawn) A method for compensating at least one retailer for marketing a career site according to a career site marketing policy, said method comprising:

establishing at least one retailer account associated with said career site;
receiving employer account information associated with at least one employer account from at least one of said retailer and a secondary recruited retailer associated with said retailer, said employer account assigned to said retailer, said employer account information including job descriptions;

receiving talent-information from talent;
matching said talent with said job descriptions; and
paying a commission to said retailer based on said matching.

184. (Withdrawn) The method as set forth in claim 183, wherein said retailer is compensated for recruiting said secondary recruited retailer by way of a multi-level-marketing system and wherein said secondary recruited retailer provides employer information regarding employers not subject to a preexisting commission agreement.

185. (Withdrawn) The method as set forth in claim 184, wherein said multi-level-marketing system includes successive levels consistent with local law.

186. (Withdrawn) A computer system for facilitating compensation of at least one retailer for marketing a career site according to a career site marketing policy, said computer system comprising:

a database containing information regarding at least one retailer account associated with said career site;

an interface operable to receive employer account information associated with at least one employer account from at least one of said retailer and a secondary recruited retailer associated with said retailer, said employer account assigned to said retailer, said employer account information including job descriptions; and

a payment processor operable to pay a commission to said retailer based on matching said job descriptions with a job candidate.

187. (Withdrawn) The computer system as set forth in claim 186, wherein said retailer is further compensated for recruiting said secondary recruited retailer by way of a multi-level-marketing system.

188. (Withdrawn) A distributed network for providing payments to at least one retailer for marketing a career site according to a career site marketing policy, said distributed network comprising:

an enterprise database management system;

international payment system architecture;

means for establishing at least one retailer account associated with said career site;

means for receiving employer account information associated with at least one employer account from at least one of said retailer and a secondary recruited retailer associated with said retailer, said employer account assigned to said retailer, said employer account information including job descriptions;

means for receiving talent-information from talent;

means for matching said talent with said job descriptions, said means for matching providing matching results; and

means for paying a commission to said retailer based on said matching results.

189. (Withdrawn) The distributed network as set forth in claim 188, wherein said means for paying further comprises:

means for further compensating said retailer for recruiting said secondary recruited retailer by way of a multi-level-marketing system.

190. (Withdrawn) A computer-readable medium containing instructions capable of causing a processor to perform a process for operating a career site, said career site including a talent database of talent résumés corresponding to a plurality of talent candidates and a database of job descriptions, said instructions comprising:

instructions operative to receive personal information associated with said talent résumés, said personal information including contact information;

instructions operative to receive career information regarding at least one desired career position of a candidate in said plurality of talent candidates, said career information formatted as structured data consistent with a format of said database of job descriptions;

instructions operative to receive experience information regarding said candidate, said experience information of relevance to prospective employers;

instructions operative to receive at least one command to search from a talent-user;

instructions operative to access desired job parameters associated with a desired job of said talent-user, and to access a talent profile, said talent profile including talent-threshold requirements;

instructions operative to identify target job descriptions, based on said desired job parameters and said talent profile, said target job descriptions having job-threshold requirements;
and

instructions operative to compare said talent-threshold requirements to said job-threshold requirements, whereby a threshold comparison results;

instructions operative to determine whether at least one of said target job descriptions is compatible with said talent-threshold requirements, based on said threshold comparison,

whereby at least one matched job-listing and candidate pair results;

instructions operative to establish at least one marketer account associated with a marketer of said career site; and

instructions operative to effect payment of a commission to said marketer based on an occurrence of said matched job-listing and candidate pair.

191. (Withdrawn) A distribution medium containing instructions capable of causing a processor to perform a process for operating computer system, said computer system including a talent database of talent résumés corresponding to a plurality of talent candidates and a database of job descriptions, said instructions comprising:

instructions operative to receive personal information associated with said talent résumés, said personal information including contact information;

instructions operative to receive position information regarding at least one position associated with an employer instructions operative to receive experience information regarding a candidate;

instructions operative to receive a command to search from an initiating party;

instructions operative to match said target job descriptions with said talent résumés, based on a threshold comparison; and

instructions operative to effect payment of a commission to a marketer based only on an occurrence of said match.

192. (Withdrawn) A method of providing employment services to at least one candidate in a plurality of talent-contributors, said method comprising:

receiving information from said candidate;

receiving job description information associated with at least one job, wherein said job description information comprises at least one benefit identification associated with a benefit provided in connection with said job; and

providing said candidate with said benefit identification.

193. (Withdrawn) The method as set forth in claim 192, wherein said benefit is chosen from incentive pay, health insurance, retirement account, dental insurance, continuing education, signing bonus, pension, on-site daycare, flex-time, free parking, relocation, paid vacation, and differential shift pay.

194. (Withdrawn) A computer system for providing employment services to at least one candidate in a plurality of talent-contributors, said computer system comprising:
a first interface operable to receive information from said candidate;
a second interface operable to receive job description information associated with at least one job, wherein said job description information comprises at least one benefit identification associated with a benefit provided in connection with said job; and

an output device operable to provide at least one benefit indicator to said candidate, said benefit indicator associated with said benefit identification.

195. (Withdrawn) The computer system as set forth in claim 194, wherein said benefit indicator comprises a graphical icon.

196. (Withdrawn) A distributed network for providing employment services to at least one candidate in a plurality of talent-contributors, said distributed network comprising:
means for managing enterprise data associated with an employer;
candidate means for receiving candidate information from said candidate;

job means for receiving job description information associated with at least one job, wherein said job description information comprises at least one benefit identification associated with a benefit provided in connection with said job; and

means for providing at least one benefit indicator to said candidate, said benefit indicator associated with said benefit identification.

197. (Withdrawn) The computer system as set forth in claim 194, wherein said benefit indicator is provided in the form of an image object formatted in a page using the Hypertext Markup Language.

198. (New) A method in a network computing environment of authorizing information exchange between at least one candidate of a plurality of talent-contributors and at least one of a plurality of employers prior to any direct contact between said candidate and said employer, said candidate having one or more candidate attributes including candidate requirements, and said employer having employer requirements, said candidate and said employer having one or more contact information items, said method comprising:

programmatically matching said candidate with said employer based on said candidate requirements and said employer requirements;

receiving a request for interview from at least one of said candidate and said employer; and

determining if there is consent to the interview by the non requesting one of said candidate and said employer, wherein consent includes authorization for the release of said one or more contact information items to the requesting one of said candidate and said employer; and

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providing exchange of said one or more contact information items to enable direct interaction between said candidate and said employer.

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REMARKS

The above amendments and these remarks are submitted in response to the Office Action mailed May 19, 2004 in the above captioned application, which has been received and carefully analyzed. Claims 1-4 and 18-197 were withdrawn. Claim 198 has been added. Claims 5-17 and 198 are now pending in this case for prosecution. Claims 5, 6, 11 and 14 have been amended. Claims 5, 11, 14 and 198 are independent.

SECTION 103 REJECTIONS

Claims 5-8, 14, and 16-17 were rejected under 35 U.S.C. § 103(a) as being allegedly unpatentable over McGovern et al (U.S. Patent No. 5,978,768) in view of Williams et al. (U.S. Patent No. 6,618,734).

Claims 9-13, and 15 were rejected under 35 U.S.C. § 103(a) as being allegedly unpatentable over McGovern et al. (U.S. Patent No. 5,978,768) in view of Williams et al. (U.S. Patent No. 6,618,734) as applied to claims 5 and 14 and further in view of Dialog (Linking students to jobs Gooley on the grow (Gooley Industries, which provides Web-based hiring service).

Applicant submits that a prima facie case of obviousness has not been established with respect to the claims of Applicant's invention since the cited references are not properly combinable. "It is well-established that before a conclusion of obviousness may be made based upon a combination of references, there must have been a reason, suggestion or motivation to lead an inventor to combine those references." Pro-Mold and Tool Co. v. Great Lakes Plastics, Inc., 37 USPQ.2d 1626 (Fed. Cir. 1996). "The fact that a prior art device could be modified so as to produce the claimed device is not a basis for an obviousness rejection." In re Gordon, 221

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USPQ 1125 (Fed. Cir. 1984). The need or desire to modify the reference must be more than merely apparent. The showing must be both clear and particular. See Ruiz v. A.B. Chance Co., 234 F.3d 654, 665 (Fed. Cir. 2000) (citing In re Dembiczak, 53 USPQ.2d 1769 (Fed. Cir. 2000)).

There is nothing in the individual patents relied upon by the Examiner that would suggest combining the job search/posting system of McGovern with the interview processing system of Williams.

Responsive to the Examiner's remarks that, the features upon which Applicant relies (i.e. authorization for the release of contact information) are not recited in the claims Applicant has amended the pertinent claims to specifically include a recitation directed to authorization-

... determining whether there is mutual consent to said request for
interview, **wherein said mutual consent includes authorization
by the candidate, for the release of contact information ...**

Applicants had previously asserted that William did not teach or suggest the performance of any act by the system, in direct response to a candidate request for an interview. In response, the Examiner argues that performance of an act subsequent to the request for an interview cannot be found in the claims. This assertion is inaccurate. Claims 5, 11 and 14 specifically recite the receipt of a request for an interview and further recite the determination of mutual consent to said request for interview. This determination of consent is a subsequent activity to the interview request and is performed by the system of Applicant's invention. More particularly, the determination step is beyond the scope of any teachings by Williams. Applicant's amendment of the claim as discussed above further clarifies what the determining step entails. Even further, in

claim 7 for example, Applicant provides further variations of this subsequent determination process.

Turning next to the Examiner's discussion of page 51 of Applicant's previous response (i.e. initial contact and authorization for exchange of information, and the need or desire to modify the interview screening process, in order to address pre-contact information exchange or authorization are not recited in the rejected claim), Applicant asks that the Examiner draw his attention to the newly amended claims. Applicant's method involves, and the amended claims recite, steps that occur in response to and subsequent to an interview request. The inventive steps include a matching of the parties, a request for an interview, authorization for the release of contact information (mutual consent), which would then enable, the step of initial contact between the parties. In other words, mutual consent herein describes the authorization for the exchange of contact information i.e. consent by the candidate to have their personal information e.g. phone number, email, or any personal data, released and provided to a requesting employer, and vice versa. It should be understood that without this exchange, there cannot be direct contact between the parties. This concept is neither taught nor suggested by any of the cited references.

Next, the Examiner addresses the issue of combining Williams and McGovern. First Applicant asserts that these references alone or in combination, do not teach or suggest the current invention. Secondly and furthermore, Applicant asserts that the Examiner must establish that "... there must have been a reason, suggestion or motivation to lead an inventor to combine those references" Pro-Mold and Tool Co. v. Great Lakes Plastics, Inc., 37 USPQ.2d 1626 (Fed. Cir. 1996). Even as asserted by the Examiner, these references alone or in combination would have to be modified to arrive at Applicant's invention. The need or desire to modify the

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reference must be more than merely apparent. The showing must be both clear and particular. See Ruiz v. A.B. Chance Co., 234 F.3d 654, 665 (Fed. Cir. 2000) (citing In re Dembiczak, 53 USPQ.2d 1769 (Fed. Cir. 2000)).

McGovern discloses the search for a match between the objectives of a job seeker and those of multiple employers. As aptly noted by the Examiner, McGovern does not teach or suggest requests for an interview. McGovern also does not teach or suggest consent prior to contact between the parties.

Williams discloses screening and an interview process. Williams does not teach or suggest authorization for the release of contact information. Williams provides ‘after the fact’ interview follow-up (Col 9, lines 1-11) and prequalification procedures such as background check, on the initiative of the employer (Col 8, lines 42-50). Williams does not suggest or teach the performance of any act in response to a candidate request for interview but rather discloses the interview process and facilitation of the interview, after contact has been made.

Assuming arguendo that the Examiner’s combining of the references is proper, a modification is then needed to arrive at Applicant’s invention. “The mere fact that the prior art may be modified in the manner suggested by the examiner does not make the modification obvious unless the prior art suggest the desirability of the modification “In re Fritch 972 F.2d. 1260, 23 USPQ 2d 1783-1784 (Fed. Cir. 1992) (quoting In re Fine, 837 F. 2d 1071, 1075 5 USPQ 2D 1596,1600 (Fed. Cir. 1988)). No such suggestion exists in any of the cited references.

Therefore, it is respectfully believed to be axiomatic that a claimed feature that is not found in either of two cited references cannot come into being by their combination. It is respectfully believed that it is improper to apply an “obviousness to try” standard or indulge in

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hindsight evaluation or reconstruction. See Ecolochem, Inc. v. Southern California Edison Co., 56 U.S.P.Q.2d 1065 (Fed. Cir. 2000). In this case, the concept of request for an interview, consent to the interview, consent to the exchange of contact information, and the exchange of the contact information, is not disclosed. What is obvious is that which can only be deduced by a logical step-by-step reasoning process from the premises furnished by the prior art. There is no logical step-by-step reasoning process that can be developed from the premises furnished by the prior art, and a showing of a suggestion, teaching or motivation to combine the prior art references is an essential component of an obviousness holding. C. R. Bard, Inc. v. M3 Systems, Inc., 48 U.S.P.Q.2d 1225, 1232 (Fed. Cir. 1998).

On the issues of mutual consent, the Examiner states that mutual consent implies advance consent between the parties for the release of contact information. However, applicant has clearly stated and described within the application that consent to release contact information is given by the parties **to an intermediary** (in this case the system of the present invention) **only after the parties have exchanged non-identifying information**. Such consent is not “between the parties” it is between the parties and an intermediary. While it is conceivable that consent may be given by the parties to one another, the nature of the present invention, the recitation of the claims, and the problem that the invention seeks to solve make such an interpretation inconsistent. The reason for this being that the consent of applicants invention is given before the parties ever have direct interaction i.e. before they have personal information about each other that would allow such communication, wherefore it would not be possible for the consent to be between the parties. Rather the consent is provided to and through a third party, in this case the system and method of Applicant’s invention. There is no direct interchange between the

candidate and employer at this stage. This is distinct from the teachings of Williams or McGovern, alone or in combination.

Respecting page 6 of Applicant's prior response, the Examiner asserts that the features of Applicant's discussion are not recited in the claims – matching, request and consent for the release of information prior to any contact between the parties. Applicant respectfully disagrees and directs the Examiner's attention to the following recitation in the claim – "... information exchange occurs in preparation for an interview." As described in the specification, the first direct contact between the parties follows the information exchange, which is precipitated by the mutual consent and which then makes it possible for direct contact to occur between the parties. None the less, Applicant has modified the claim to more specifically set forth this concept –

The method as set forth in claim5, wherein said information exchange occurs in preparation for an interview, **said information exchange occurring prior to any direct contact between said candidate and said employer.**

With respect to Applicant's argument on page 52 of Applicant's prior response (that McGovern does not teach or suggest the receipt of responses from an employer during the initial contact by a candidate), the Examiner disagrees and points to Col. 3, lines 2-9 or Williams. Applicant directs the Examiner's attention to the beginning of the paragraph cited by the examiner (i.e. Col. 2, lines 6 – Col. 3 line2.), wherein the program is evaluating candidate information in comparison to the client (employer) prerequisites. There is no mention and clearly no intent as described therein for any response from the employer. The only responses entertained or available are those from the candidate. In other words, the employer in Williams

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can not provide a response other than that which was previously defined as a criteria. Applicant's invention allows candidate and employer to provide or decline consent in real time (See step 1206 in Fig 12 of Applicant's Specification).

Finally, the Examiner states with respect to applicant's arguments relative to the Dialog reference that Dialog's teachings are equivalent to those of Applicant's invention. Further, the Examiner states that it would have been obvious to modify the teachings of Williams and McGovern to include the teachings Dialog. Applicant's arguments respecting claim 5 are applicable here. Furthermore, as previously presented by Applicant, in the event that there is an affirmative mutual consent Applicant's system ascertains the appropriate amount to bill the employer regardless of whether an interview actually occurs. In one instance the system takes into account the number of talents that consent to interviews, along with other factors that influence the appropriate billing amount, such as education level. This is not the same as the system in Dialog wherein a fee is determined and assessed once an interview is setup.

Applicant believes that the amendments and remarks place the application in condition for allowance or in better form for appeal and thus request their admittance. Applicant further requests the withdrawal of the Examiner's final rejection.

If any issue regarding the allowability of any of the pending claims in the present application could be readily resolved, or if other action could be taken to further advance this application such as an Examiner's amendment, or if the Examiner should have any questions regarding the present amendment, it is respectfully requested that the Examiner please telephone Applicant's undersigned attorney in this regard.

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Respectfully submitted,

Date: August 19, 2004



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Total Number of Pages in This Submission	58	Attorney Docket Number	15703-10002

ENCLOSURES <i>(Check all that apply)</i>		
<input checked="" type="checkbox"/> Fee Transmittal Form <input checked="" type="checkbox"/> Fee Attached - Direct Deposit <input checked="" type="checkbox"/> Amendment/Reply <input checked="" type="checkbox"/> After Final <input type="checkbox"/> Affidavits/declaration(s) <input type="checkbox"/> Extension of Time Request <input type="checkbox"/> Express Abandonment Request <input type="checkbox"/> Information Disclosure Statement <input type="checkbox"/> Certified Copy of Priority Document(s) <input type="checkbox"/> Response to Missing Parts/Incomplete Application <input type="checkbox"/> Response to Missing Parts under 37 CFR 1.52 or 1.53	<input type="checkbox"/> Drawing(s) <input type="checkbox"/> Licensing-related Papers <input type="checkbox"/> Petition <input type="checkbox"/> Petition to Convert to a Provisional Application <input type="checkbox"/> Power of Attorney, Revocation <input type="checkbox"/> Change of Correspondence Address <input type="checkbox"/> Terminal Disclaimer <input type="checkbox"/> Request for Refund <input type="checkbox"/> CD, Number of CD(s) _____	<input type="checkbox"/> After Allowance communication to Technology Center (TC) <input checked="" type="checkbox"/> Appeal Communication to Board of Appeals and Interferences <input type="checkbox"/> Appeal Communication to TC (Appeal Notice, Brief, Reply Brief) <input type="checkbox"/> Proprietary Information <input type="checkbox"/> Status Letter <input type="checkbox"/> Other Enclosure(s) (please identify below):
<div style="border: 1px solid black; padding: 5px; min-height: 100px;"> <div style="border: 1px solid black; display: inline-block; padding: 2px;">Remarks</div> </div>		

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SIGNATURE OF APPLICANT, ATTORNEY, OR AGENT	
Firm or Individual name	Ladi O. Shogbamimu Blackwell Sanders Peper Martin LLP
Signature	<i>[Handwritten Signature]</i>
Date	August 19, 2004

CERTIFICATE OF TRANSMISSION/MAILING			
I hereby certify that this correspondence is being facsimile transmitted to the USPTO or deposited with the United States Postal Service with sufficient postage as first class mail in an envelope addressed to: Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450 on the date shown below.			
Typed or printed name	Barbara J. Parkerson		
Signature	<i>[Handwritten Signature]</i>	Date	08/19/04

This collection of information is required by 37 CFR 1.5. 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 2 hours 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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FEE TRANSMITTAL for FY 2004

Effective 10/01/2003. Patent fees are subject to annual revision.

Applicant claims small entity status. See 37 CFR 1.27

TOTAL AMOUNT OF PAYMENT (\$ 165.00)

Complete if Known

Application Number	10/101,644
Filing Date	March 19, 2002
First Named Inventor	Marc Vianello
Examiner Name	Romain Jeanty
Art Unit	3623
Attorney Docket No.	15703-10002

METHOD OF PAYMENT (check all that apply)

Check Credit card Money Order Other None

Deposit Account:

Deposit Account Number: 11-0160
 Deposit Account Name: Blackwell Sanders Peper Martin LLP

The Director is authorized to: (check all that apply)

Charge fee(s) indicated below Credit any overpayments

Charge any additional fee(s) or any underpayment of fee(s)

Charge fee(s) indicated below, except for the filing fee to the above-identified deposit account.

FEE CALCULATION

1. BASIC FILING FEE

Large Entity Fee Code	Large Entity Fee (\$)	Small Entity Fee Code	Small Entity Fee (\$)	Fee Description	Fee Paid
1001	770	2001	385	Utility filing fee	
1002	340	2002	170	Design filing fee	
1003	530	2003	265	Plant filing fee	
1004	770	2004	385	Reissue filing fee	
1005	160	2005	80	Provisional filing fee	
SUBTOTAL (1)					(\$)

2. EXTRA CLAIM FEES FOR UTILITY AND REISSUE

Total Claims	Extra Claims	Fee from below	Fee Paid
Independent Claims	-20** =	X	=
Multiple Dependent	-3** =	X	=

Large Entity Fee Code	Large Entity Fee (\$)	Small Entity Fee Code	Small Entity Fee (\$)	Fee Description	Fee Paid
1202	18	2202	9	Claims in excess of 20	
1201	86	2201	43	Independent claims in excess of 3	
1203	290	2203	145	Multiple dependent claim, if not paid	
1204	86	2204	43	** Reissue independent claims over original patent	
1205	18	2205	9	** Reissue claims in excess of 20 and over original patent	
SUBTOTAL (2)					(\$)

**or number previously paid, if greater; For Reissues, see above

FEE CALCULATION (continued)

3. ADDITIONAL FEES

Large Entity		Small Entity		Fee Description	Fee Paid
Fee Code	Fee (\$)	Fee Code	Fee (\$)		
1051	130	2051	65	Surcharge - late filing fee or oath	
1052	50	2052	25	Surcharge - late provisional filing fee or cover sheet	
1053	130	1053	130	Non-English specification	
1812	2,520	1812	2,520	For filing a request for ex parte reexamination	
1804	920*	1804	920*	Requesting publication of SIR prior to Examiner action	
1805	1,840*	1805	1,840*	Requesting publication of SIR after Examiner action	
1251	110	2251	55	Extension for reply within first month	
1252	420	2252	210	Extension for reply within second month	
1253	950	2253	475	Extension for reply within third month	
1254	1,480	2254	740	Extension for reply within fourth month	
1255	2,010	2255	1,005	Extension for reply within fifth month	
1401	330	2401	165	Notice of Appeal	
1402	330	2402	165	Filing a brief in support of an appeal	
1403	290	2403	145	Request for oral hearing	
1451	1,510	1451	1,510	Petition to institute a public use proceeding	
1452	110	2452	55	Petition to revive - unavoidable	
1453	1,330	2453	665	Petition to revive - unintentional	
1501	1,330	2501	665	Utility issue fee (or reissue)	
1502	480	2502	240	Design issue fee	
1503	640	2503	320	Plant issue fee	
1460	130	1460	130	Petitions to the Commissioner	
1807	50	1807	50	Processing fee under 37 CFR 1.17(q)	
1806	180	1806	180	Submission of Information Disclosure Stmt	
8021	40	8021	40	Recording each patent assignment per property (times number of properties)	
1809	770	2809	385	Filing a submission after final rejection (37 CFR 1.129(a))	
1810	770	2810	385	For each additional invention to be examined (37 CFR 1.129(b))	
1801	770	2801	385	Request for Continued Examination (RCE)	
1802	900	1802	900	Request for expedited examination of a design application	

Other fee (specify) _____

*Reduced by Basic Filing Fee Paid

SUBTOTAL (3) (\$ 165.00)

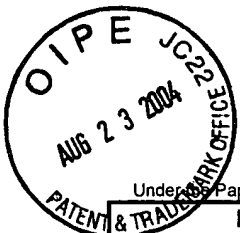
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SUBMITTED BY

Name (Print/Type)	Ladi O. Shogbamimu	Registration No. (Attorney/Agent)	46,291	Telephone	816-983-8000
Signature	<i>Ladi O. Shogbamimu</i>	Date	August 19, 2004		

WARNING: Information on this form may become public. Credit card information should not be included on this form. Provide credit card information and authorization on PTO-2038.

This collection of information is required by 37 CFR 1.17 and 1.27. 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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PATENT APPLICATION FEE DETERMINATION RECORD
 Substitute for Form PTO-875

Application or Docket Number
 15703.10002

03/19/02

CLAIMS AS FILED – PART I			SMALL ENTITY		OR	OTHER THAN SMALL ENTITY	
FOR	NUMBER FILED	NUMBER EXTRA	RATE	FEE		RATE	FEE
BASIC FEE (37 CFR 1.16(a))				\$ _____	OR		\$ _____
TOTAL CLAIMS (37 CFR 1.16(c))	197 minus 20 =	177	x \$ 9 =	1593	OR	x \$ _____ =	
INDEPENDENT CLAIMS (37 CFR 1.16(b))	31 minus 3 =	28	x \$ 42 =	1176	OR	x \$ _____ =	
MULTIPLE DEPENDENT CLAIM PRESENT (37 CFR 1.16(d))			+ \$ _____ =		OR	+ \$ _____ =	
* If the difference in column 1 is less than zero, enter "0" in column 2.			TOTAL	2769	OR	TOTAL	

08/26/03

CLAIMS AS AMENDED – PART II					SMALL ENTITY		OR	OTHER THAN SMALL ENTITY	
AMENDMENT A	CLAIMS REMAINING AFTER AMENDMENT	HIGHEST NUMBER PREVIOUSLY PAID FOR	PRESENT EXTRA	RATE	ADDITIONAL FEE		RATE	ADDITIONAL FEE	
Total (37 CFR 1.16(c))	* 13	Minus ** 197	= 0	x \$ _____ =		OR	x \$ _____ =		
Independent (37 CFR 1.16(b))	* 3	Minus *** 31	= 0	x \$ _____ =		OR	x \$ _____ =		
FIRST PRESENTATION OF MULTIPLE DEPENDENT CLAIM (37 CFR 1.16(d))					+ \$ _____ =		OR	+ \$ _____ =	
					TOTAL ADD'L FEE		OR	TOTAL ADD'L FEE	

02/24/04

CLAIMS AS AMENDED – PART II					SMALL ENTITY		OR	OTHER THAN SMALL ENTITY	
AMENDMENT B	CLAIMS REMAINING AFTER AMENDMENT	HIGHEST NUMBER PREVIOUSLY PAID FOR	PRESENT EXTRA	RATE	ADDITIONAL FEE		RATE	ADDITIONAL FEE	
Total (37 CFR 1.16(c))	* 13	Minus ** 197	= 0	x \$ _____ =		OR	x \$ _____ =		
Independent (37 CFR 1.16(b))	* 3	Minus *** 31	= 0	x \$ _____ =		OR	x \$ _____ =		
FIRST PRESENTATION OF MULTIPLE DEPENDENT CLAIM (37 CFR 1.16(d))					+ \$ _____ =		OR	+ \$ _____ =	
					TOTAL ADD'L FEE		OR	TOTAL ADD'L FEE	

08/19/04

CLAIMS AS AMENDED – PART II					SMALL ENTITY		OR	OTHER THAN SMALL ENTITY	
AMENDMENT C	CLAIMS REMAINING AFTER AMENDMENT	HIGHEST NUMBER PREVIOUSLY PAID FOR	PRESENT EXTRA	RATE	ADDITIONAL FEE		RATE	ADDITIONAL FEE	
Total (37 CFR 1.16(c))	* 14	Minus ** 197	= 0	x \$ _____ =		OR	x \$ _____ =		
Independent (37 CFR 1.16(b))	* 4	Minus *** 31	= 0	x \$ _____ =		OR	x \$ _____ =		
FIRST PRESENTATION OF MULTIPLE DEPENDENT CLAIM (37 CFR 1.16(d))					+ \$ _____ =		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".
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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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**NOTICE OF APPEAL FROM THE EXAMINER TO
THE BOARD OF PATENT APPEALS AND INTERFERENCES**

Docket Number (Optional)

15703-10002

I hereby certify that this correspondence is being deposited with the United States Postal Service with sufficient postage as first class mail in an envelope addressed to "Commissioner for Patents, P.O. Box 1450, Alexandria, VA 22313-1450" [37 CFR 1.8(a)] on August 19, 2004

Signature Barbara J. Parkerson

Typed or printed name Barbara J. Parkerson

In re Application of Marc Vianello

Application Number 10/101,644 Filed March 19, 2002

For APPARATUS AND METHODS FOR PROVIDING CAREER EMPLOYMENT SERVICES

Art Unit 3623 Examiner Romain Jeanty

Applicant hereby **appeals** to the Board of Patent Appeals and Interferences from the last decision of the examiner.

The fee for this Notice of Appeal is (37 CFR 1.17(b)) \$ 330.00

Applicant claims small entity status. See 37 CFR 1.27. Therefore, the fee shown above is reduced by half, and the resulting fee is: \$ 165.00

A check in the amount of the fee is enclosed.

Payment by credit card. Form PTO-2038 is attached.

The Director has already been authorized to charge fees in this application to a Deposit Account. I have enclosed a duplicate copy of this sheet.

The Director is hereby authorized to charge any fees which may be required, or credit any overpayment to Deposit Account No. 11-0160. I have enclosed a duplicate copy of this sheet.

A petition for an extension of time under 37 CFR 1.136(a) (PTO/SB/22) is enclosed.

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WARNING: Information on this form may become public. Credit card information should not be included on this form. Provide credit card information and authorization on PTO-2038.

I am the

applicant/inventor.

assignee of record of the entire interest.
See 37 CFR 3.71. Statement under 37 CFR 3.73(b) is enclosed.
(Form PTO/SB/96)

attorney or agent of record.
Registration number _____

attorney or agent acting under 37 CFR 1.34.
Registration number if acting under 37 CFR 1.34. 46,291

[Signature]
Signature

Ladi O. Shogbamimu
Typed or printed name

816-983-8000
Telephone number

August 19, 2004
Date

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 1 forms are submitted.

This collection of information is required by 37 CFR 1.191. 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 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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08/24/2004 6UDRDF1 00000040 110160 10101644

01 FC:2401 165.00 DA

10/101644

PATENT APPLICATION FEE DETERMINATION RECORD
Effective October 1, 2001

Application or Docket Number
15703.10002

CLAIMS AS FILED - PART I

	(Column 1)	(Column 2)
TOTAL CLAIMS	197	
FOR	NUMBER FILED	NUMBER EXTRA
TOTAL CHARGEABLE CLAIMS	197 minus 20 =	* 177
INDEPENDENT CLAIMS	31 minus 3 =	* 28
MULTIPLE DEPENDENT CLAIM PRESENT	<input type="checkbox"/>	

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

CLAIMS AS AMENDED - PART II

	(Column 1)	(Column 2)	(Column 3)
AMENDMENT A	CLAIMS REMAINING AFTER AMENDMENT		HIGHEST NUMBER PREVIOUSLY PAID FOR
	Total	* 197 Minus	** 197 =
	Independent	* 31 Minus	*** 31 =
FIRST PRESENTATION OF MULTIPLE DEPENDENT CLAIM <input type="checkbox"/>			

SMALL ENTITY TYPE OR OTHER THAN SMALL ENTITY

RATE	FEE		RATE	FEE
BASIC FEE	370.00	OR	BASIC FEE	740.00
X\$ 9=		OR	X\$18=	
X42=		OR	X84=	
+140=		OR	+280=	
TOTAL		OR	TOTAL	

SMALL ENTITY OR OTHER THAN SMALL ENTITY

RATE	ADDITIONAL FEE		RATE	ADDITIONAL FEE
X\$ 9=		OR	X\$18=	
X42=		OR	X84=	
+140=		OR	+280=	
TOTAL ADDIT. FEE		OR	TOTAL ADDIT. FEE	

	(Column 1)	(Column 2)	(Column 3)
AMENDMENT B	CLAIMS REMAINING AFTER AMENDMENT		HIGHEST NUMBER PREVIOUSLY PAID FOR
	Total	* 197 Minus	** 197 =
	Independent	* 31 Minus	*** 31 =
FIRST PRESENTATION OF MULTIPLE DEPENDENT CLAIM <input type="checkbox"/>			

RATE	ADDITIONAL FEE		RATE	ADDITIONAL FEE
X\$ 9=		OR	X\$18=	
X42=		OR	X84=	
+140=		OR	+280=	
TOTAL ADDIT. FEE		OR	TOTAL ADDIT. FEE	

	(Column 1)	(Column 2)	(Column 3)
AMENDMENT C	CLAIMS REMAINING AFTER AMENDMENT		HIGHEST NUMBER PREVIOUSLY PAID FOR
	Total	* 14 Minus	** 197 =
	Independent	* 4 Minus	*** 31 =
FIRST PRESENTATION OF MULTIPLE DEPENDENT CLAIM <input type="checkbox"/>			

RATE	ADDITIONAL FEE		RATE	ADDITIONAL FEE
X\$ 9=		OR	X\$18=	
X42=		OR	X84=	
+140=		OR	+280=	
TOTAL ADDIT. FEE		OR	TOTAL ADDIT. 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.

Best Available Copy



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UNITED STATES DEPARTMENT OF COMMERCE
United States Patent and Trademark Office
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www.uspto.gov

APPLICATION NO.	FILING DATE	FIRST NAMED INVENTOR	ATTORNEY DOCKET NO.	CONFIRMATION NO.
10/101,644	03/19/2002	Marc Vianello	15703.10002	8626

27526 7590 05/19/2004

BLACKWELL SANDERS PEPER MARTIN LLP
TWO PERSHING SQUARE
2300 MAIN STREET, SUITE 1000
KANSAS CITY, MO 64108

EXAMINER

JEANTY, ROMAIN

ART UNIT	PAPER NUMBER
3623	

3623

DATE MAILED: 05/19/2004

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

Office Action Summary

Application No. 10/101,644	Applicant(s) VIANELLO, MARC	
Examiner Romain Jeanty	Art Unit 3623	<i>ML</i>

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

Period for Reply

A SHORTENED STATUTORY PERIOD FOR REPLY IS SET TO EXPIRE 3 MONTH(S) FROM THE MAILING DATE OF THIS COMMUNICATION.

- Extensions of time may be available under the provisions of 37 CFR 1.136(a). In no event, however, may a reply be timely filed after SIX (6) MONTHS from the mailing date of this communication.
- If the period for reply specified above is less than thirty (30) days, a reply within the statutory minimum of thirty (30) days will be considered timely.
- If NO period for reply is specified above, the maximum statutory period will apply and will expire SIX (6) MONTHS from the mailing date of this communication.
- Failure to reply within the set or extended period for reply will, by statute, cause the application to become ABANDONED (35 U.S.C. § 133). Any reply received by the Office later than three months after the mailing date of this communication, even if timely filed, may reduce any earned patent term adjustment. See 37 CFR 1.704(b).

Status

- 1) Responsive to communication(s) filed on 24 February 2004.
- 2a) This action is **FINAL**.
- 2b) This action is non-final.
- 3) Since this application is in condition for allowance except for formal matters, prosecution as to the merits is closed in accordance with the practice under *Ex parte Quayle*, 1935 C.D. 11, 453 O.G. 213.

Disposition of Claims

- 4) Claim(s) 1-197 is/are pending in the application.
4a) Of the above claim(s) 1-4 and 18-197 is/are withdrawn from consideration.
- 5) Claim(s) _____ is/are allowed.
- 6) Claim(s) 5-17 is/are rejected.
- 7) Claim(s) _____ is/are objected to.
- 8) Claim(s) _____ are subject to restriction and/or election requirement.

Application Papers

- 9) The specification is objected to by the Examiner.
- 10) The drawing(s) filed on _____ is/are: a) accepted or b) objected to by the Examiner.
Applicant may not request that any objection to the drawing(s) be held in abeyance. See 37 CFR 1.85(a).
Replacement drawing sheet(s) including the correction is required if the drawing(s) is objected to. See 37 CFR 1.121(d).
- 11) The oath or declaration is objected to by the Examiner. Note the attached Office Action or form PTO-152.

Priority under 35 U.S.C. § 119

- 12) 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:
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)).

* See the attached detailed Office action for a list of the certified copies not received.

Attachment(s)

- 1) Notice of References Cited (PTO-892)
- 2) Notice of Draftsperson's Patent Drawing Review (PTO-948)
- 3) Information Disclosure Statement(s) (PTO-1449 or PTO/SB/08)
Paper No(s)/Mail Date _____
- 4) Interview Summary (PTO-413)
Paper No(s)/Mail Date. _____
- 5) Notice of Informal Patent Application (PTO-152)
- 6) Other: _____

DETAILED ACTION

Response to Amendment

1. This Final Office Action is in response to the Amendment filed February 24, 2004. By the Amendment, claim 16 has been amended. No claims have been added. Claims 5-17 are pending in the application.

Response to Arguments

2. The applicant's Request for Reconsideration filed February 24, 2004 has been fully considered. However, Applicant's arguments are not deemed to be persuasive.

Claim Rejections - 35 USC § 103

3. 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 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.

4. Claims 5-8, 14 and 16-17 are rejected under 35 U.S.C. 103(a) as being unpatentable over McGovern et al (U.S. Patent No.5, 978,768) in view of Williams et al (U.S. Patent No. 6,618,734) as set forth in the prior office action of paper number 6.

5. Claims 9-13 and 15 are rejected under 35 U.S.C. 103(a) as being unpatentable over McGovern et al (U.S. Patent No.5, 978,768) in view of Williams et al (U.S. Patent No. 6,618,734) as applied to claims 5 and 14 above and further in view of Dialog (Linking students

Art Unit: 3623

to jobs Gooley on the grow (Gooley Industries, which provides Web-based hiring service) as set forth in the prior office action of paper number 6

Remarks

1. Applicant asserted that there is nothing in the individual patents relied upon by the Examiner that would suggest combining the job search/posting of McGovern with the interview processing system of Williams. Applicant further supported his assertion by arguing that Williams does not teach or suggest authorization for the release of contact information. In response, it is noted that the features upon which applicant relies (i.e., authorization for the release of contact information) are not recited in the rejected claim(s). Although the claims are interpreted in light of the specification, limitations from the specification are not read into the claims. See *In re Van Geuns*, 988 F.2d 1181, 26 USPQ2d 1057 (Fed. Cir. 1993).

Applicant further argued that Williams does not teach or suggest the performance of any act in response to a candidate request for interview. Since these features can not be found in the claims, the examiner will not consider applicant's argument which is directed to these features. Therefore, applicant's arguments are not persuasive.

Applicant further argued on page 51 that Williams does not provide the processing of handling of such request, initial contact and authorization for exchange of information at that stage, and applicant particular argued that there is nothing in Williams that clearly or particularly teaches or suggests the need or desire to modify the interview screening process, in order to address pre-contact information exchange or authorization. In response, it is noted that the features upon which applicant relies (i.e., initial contact and authorization for exchange of

information, and the need or desire to modify the interview screening process, in order to address pre-contact information exchange or authorization) are not recited in the rejected claim(s).

Although the claims are interpreted in light of the specification, limitations from the specification are not read into the claims. See *In re Van Geuns*, 988 F.2d 1181, 26 USPQ2d 1057 (Fed. Cir. 1993).

In addition, in response to applicant's argument that the examiner's combining of Williams and McGovern in hindsight of Applicant's invention, it must be recognized that any judgment on obviousness is in a sense necessarily a reconstruction based upon hindsight reasoning. But so long as it takes into account only knowledge which was within the level of ordinary skill at the time the claimed invention was made, and does not include knowledge gleaned only from the applicant's disclosure, such a reconstruction is proper. See *In re McLaughlin*, 443 F.2d 1392, 170 USPQ 209 (CCPA 1971).

Applicant further argued that the consent that is contended by Williams is between candidate and employer and the consent of Applicant's invention is not between candidate and employer. In response, the Examiner respectfully disagrees with Applicant's argument because Applicant's claimed the invention clearly recites receiving a request for interview of a candidate and an employer and determining if there is a mutual consent for the interview. Thus, it implies that the consent is between the candidate and the employer.

2. Applicant further argued on page 6 that McGovern and Williams do not teach or suggest matching, request and consent, for the release of information prior to any contact at all between the parties. In response, it is noted that the features upon which applicant relies (i.e., ... for the release of information prior to any contact at all between the

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parties) are not recited in the rejected claim(s). Although the claims are interpreted in light of the specification, limitations from the specification are not read into the claims. See *In re Van Geuns*, 988 F.2d 1181, 26 USPQ2d 1057 (Fed. Cir. 1993).

Applicant argued on page 52 that McGovern does not teach or suggest the receipt of responses from an employer during the initial contact by a candidate. In response, the Examiner respectfully disagrees with Applicant's arguments because Williams does teach the idea of receiving responses from a candidate and a client. Note col. 3, line 2-9 of Williams.

Applicant further argues that the receipt of payment is based on a complexly different criterion than anything suggested or taught by Dialog. In response, the Examiner respectfully disagrees with Applicant's arguments because Dialog does teach providing interview scheduling for job seekers and employers pay a fee for service rendered (See entire page 2), which is equivalent to applicant's claimed invention. It would have been obvious to one of ordinary skill in the art in order to modify the teachings of McGovern et al and Williams et al to include the teachings of Dialog with the motivation to guarantee by a service provider that an employer receives best matched candidates, therefore maximizing revenue of the service provider.

Conclusion

5. The prior art made of record and not relied upon is considered pertinent to applicant's disclosure.

a. Smith (U.S. Patent No. 6,70,1313) discloses a system for matching a job seeker with an employer which receives an interview request.

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b. Nadkarni (U.S. Patent No. 6,266,659) discloses an providing and interview with a candidate, request an employer to specify a preferred time, mode of interview, the interviewer, his contact information, location, etc.

Any inquiry concerning this communication or earlier communications from the examiner should be directed Romain Jeanty whose telephone number is (703) 308-9585. The examiner can normally be reached Monday-Thursday from 7:30 am to 6:00 pm. If attempts to reach the examiner are not successful, the examiner's supervisor, Tariq R Hafiz can be reached at (703) 305-9643.

Any inquiry of a general nature or relating to the status of this application or proceeding should be directed to the group receptionist whose telephone number is (703) 308-1113.

Any response to this action should be mailed to:

Commissioner for Patents

P.O. Box 1450

Alexandria, VA 22313-1450

or faxed to: (703) 305-7687

Hand delivered responses should be brought to Crystal Park 5, 2451 Crystal Drive, Arlington VA, Seventh floor receptionist.

May 17, 2004



Romain Jeanty

Primary Examiner

Art Unit 3623

Notice of References Cited	Application/Control No. 10/101,644	Applicant(s)/Patent Under Reexamination VIANELLO, MARC	
	Examiner Romain Jeanty	Art Unit 3623	Page 1 of 1

U.S. PATENT DOCUMENTS

*	Document Number Country Code-Number-Kind Code	Date MM-YYYY	Name	Classification
A	US-6,266,659	07-2001	Nadkarni, Uday P.	707/3
B	US-6,701,313	03-2004	Smith, Glenn Courtney	707/6
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

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NON-PATENT DOCUMENTS

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Dates in MM-YYYY format are publication dates. Classifications may be US or foreign.



PATENT

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Application of:)	Docket No.: 15703-10002
)	
Marc VIANELLO)	Confirmation No. 8626
)	
Serial No.: 10/101,644)	Group Art Unit: 3623
)	
Filed: March 19, 2002)	Examiner: Romain Jeanty
)	
APPARATUS AND METHODS FOR)	
PROVIDING CAREER AND)	
EMPLOYMENT SERVICES)	

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SUPPLEMENTAL INFORMATION DISCLOSURE STATEMENT

The undersigned attorney hereby certifies that each item of information contained in the attached Information Disclosure Statement was first cited in a communication from a foreign patent office in a counterpart foreign application not more than three months prior to the filing of this Information Disclosure Statement. Applicant submits herewith patents of which he is aware, which he believes may be material to the examination of this application, and in respect of which there may be a duty to disclose in accordance with 37 C.F.R. 1.56.

The filing of this Information Disclosure Statement shall not be construed as a representation that a search has been made (37 C.F.R. 1.56(g)), an admission that the information cited is, or is considered to be, material to patentability or that no other material information exists.

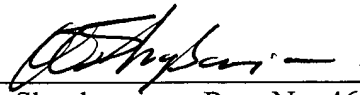
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Appln. No. 10/101,644

It is believed there are no fees due in connection with the filing of this document. However, if any fees are due, the Office is authorized to charge same to Deposit Account No. 11-0160.

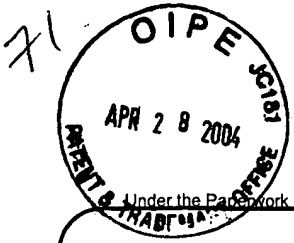
Respectfully submitted,

4/28/2004
Date



Ladi O. Shogbamimu, Reg. No. 46,291
BLACKWELL SANDERS PEPER MARTIN LLP
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Kansas City, MO 64108
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ATTORNEYS FOR APPLICANT



04-29-04

3623

PTO/SB/21 (02-04)

Approved for use through 07/31/2006. OMB 0651-0031

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TRANSMITTAL FORM <small>(to be used for all correspondence after initial filing)</small>	Application Number	10/101,644	
	Filing Date	March 19, 2002	
	First Named Inventor	Marc Vianello	
	Art Unit	3623	
	Examiner Name	Romain Jeanty	
Total Number of Pages in This Submission	115	Attorney Docket Number	15703-10002

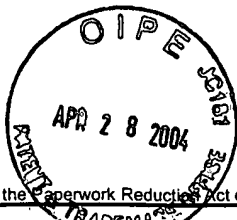
ENCLOSURES (Check all that apply)		
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STATEMENT BY APPLICANT**

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Application Number	10/101,644
Filing Date	March 19, 2002
First Named Inventor	Marc Vianello
Art Unit	3623
Examiner Name	Romain Jeanty
Attorney Docket Number	15703-10002

Sheet 1 of 1

U. S. PATENT DOCUMENTS

Examiner Initials*	Cite No. ¹	Document Number	Publication Date MM-DD-YYYY	Name of Patentee or Applicant of Cited Document	Pages, Columns, Lines, Where Relevant Passages or Relevant Figures Appear
		Number-Kind Code ² (if known)			
	US-	5,978,768	11/02/99	Salmon et al	
	US-	6,385,620	05/07/02	Kurzios et al	
	US-	6,524,109	02/25/03	Lacy et al	
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GROUP 3600**FOREIGN PATENT DOCUMENTS**

Examiner Initials*	Cite No. ¹	Foreign Patent Document	Publication Date MM-DD-YYYY	Name of Patentee or Applicant of Cited Document	Pages, Columns, Lines, Where Relevant Passages Or Relevant Figures Appear	T ⁶
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PATENT
Atty Docket 15703-10002

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Application of: Marc VIANELLO	:	Examiner: JEANTY, Romain
	:	
Serial No.: 10/101,644	:	Group Art Unit: 3623
	:	
Filed: March 19, 2002	:	Attorney Docket No.: 15703-10002
	:	
For: APPARATUS AND METHODS FOR	:	Customer No.: 027526
PROVIDING CAREER AND	:	
EMPLOYMENT SERVICES	:	Confirmation No.: 8626
	:	
Last Office Action: November 20, 2003	:	

AMENDMENT B

Mail Stop Non-Fee Amendment
 Commissioner for Patents
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 Sir

In response to the Office Action mailed November 20, 2003, please amend the above-identified application in accordance with the amendments and remarks as set forth herein.

Amendments to the claims are reflected in the listing of claims which begins on page 2 of this paper.

Remarks/ Arguments begin on page 49 of this paper.

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PAGE 1/56 * RCVD AT 2/24/2004 12:18:20 PM [Eastern Standard Time] * SVR:USPTO-EFAX-1/5 * DNIS:8729306 * CSID: * DURATION (mm-ss):25-52

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	Filing Date	3/19/2002	
	First Named Inventor	VIANELLO, Marc	
	Art Unit	3623	
	Examiner Name	JEANTY, Romain	
Total Number of Pages in This Submission	55	Attorney Docket Number	15703-10002

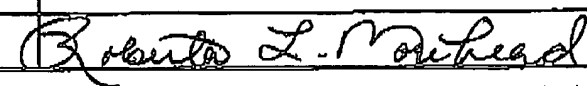
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SIGNATURE OF APPLICANT, ATTORNEY, OR AGENT

Firm or Individual name	Ladi Shogbamim
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Date	February 24, 2004

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Date	February 24, 2004

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Amendment B
Marc VIANELLO
Application Serial No. 10/101,644

CLAIM AMENDMENTS

IN THE CLAIMS:

1. (withdrawn) A system for collecting and classifying information using a structured information format, said system comprising:

an employment management system configured to provide continuous recruiting and continuous career enhancement by providing a search interface to a plurality of job descriptions and to a plurality of blind résumés, wherein employers provide said job descriptions and talent provide talent information corresponding to said blind résumés.
2. (withdrawn) The system as set forth in claim 1, wherein personal contact information corresponding to at least one selected résumé is provided to said employers after said employers agree to purchase said personal contact information.
3. (withdrawn) The system as set forth in claim 1, wherein said employers are provided an opportunity to purchase personal contact information corresponding to at least one selected résumé if a selected talent corresponding to said selected résumé indicates consent.
4. (withdrawn) The system as set forth in claim 3, wherein said consent is indicated by specifying at least one preferred employer.
5. (previously presented) A method in a network computing environment of authorizing information exchange between at least one candidate of a plurality of talent-contributors and at least one of a plurality of employers, said candidate having one or more candidate attributes including candidate requirements, and said employer having employer requirements, said method comprising:

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programmatically matching said candidate with said employer based on said candidate requirements and said employer requirements;

receiving a request for interview from at least one of said candidate and said employer;

and

determining whether there is mutual consent to said request for interview.

6. (original) The method as set forth in claim 5, wherein said information exchange occurs in preparation for an interview.

7. (Amended) The method as set forth in claim 5, wherein said determining further comprises ~~confirming comparing a preferred~~ employer specification in said candidate attributes with said employer.

8. (previously presented) The method as set forth in claim 5, wherein said determining further comprises receiving a response to said request for interview from at least one of said candidate and said employer; and utilizing said response to selectively perform additional functions.


9. (previously presented) The method as set forth in claim 5 further comprising computing a payment due from said employer based on the mutual consent to said request for interview with said candidate.

10. (previously presented) The method as set forth in claim 9, wherein an amount of said payment is chosen from a general equivalency diploma amount, a high school amount, a vocational educational training amount, an associate degree amount, a bachelor degree amount, a master degree amount, and a doctorate amount, wherein said doctorate amount is greater than or

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equal to said master degree amount, which is greater than or equal to said bachelor degree amount, which is greater than or equal to said associate degree amount, which is greater than or equal to said vocational educational training amount, which is greater than or equal to said high school amount, which is greater than or equal to said general equivalency diploma amount.

11. (original) A computer system for coordinating information exchange between at least one candidate in a plurality of talent-contributors and at least one employer in a plurality of employers, said candidate having candidate attributes including candidate requirements and said employer having employer requirements, said computer system comprising:

 a comparator operable to match said candidate with said employer based on said candidate requirements and said employer requirements;

an interface operable to receive a request for interview from at least one of said candidate and said employer;

said comparator further operable to determine whether there is mutual consent to said request for interview; and

a payment interface operable to receive payment from said employer based on an occurrence of said mutual consent.

12. (original) The computer system as set forth in claim 11, wherein said comparator is further operable to compare a ~~preferred~~ an employer specification in said candidate attributes with said employer.

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13. (original) The computer system as set forth in claim 11, wherein said interface is further operable to receive a response to said request for interview from at least one of said candidate and said employer.

14. (original) A distributed network for facilitating interviews between at least one candidate in a plurality of talent-contributors and at least one employer in a plurality of employers, said candidate having candidate attributes including candidate requirements and said employer having employer requirements, said distributed network comprising:

means for managing enterprise database resources;

means for matching said candidate with said employer based on said candidate requirements and said employer requirements;

means for receiving a request for interview from at least one of said candidate and said employer; and

means for determining whether there is mutual consent to said request for interview.

15. (original) The distributed network as recited in claim 14 further comprising means for receiving payment from said employer for providing contact information for said candidate.

16. (Amended) The distributed network as recited in claim 14, wherein said means for determining whether there is mutual consent further comprises means for confirming ~~comparing a preferred~~ employer specification in said candidate attributes with said employer.

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17. (original) The distributed network as recited in claim 14, wherein said determining whether there is mutual consent further comprises means for receiving a response to said request for interview from at least one of said candidate and said employer.

18. (withdrawn) A method of receiving information regarding at least one candidate from a plurality of talent-contributors, said candidate having candidate attributes, said method comprising:

receiving personal information associated with said candidate;

receiving experience information regarding said candidate, said experience information relating to skills attributes; and

receiving skills descriptions corresponding to said skills attributes.

19. (withdrawn) The method as set forth in claim 18, wherein said receiving personal information further comprises maintaining records of said personal information.

20. (withdrawn) The method as set forth in claim 18, wherein said personal information includes a name, a physical address, an electronic address, and a minimum compensation requirement of said candidate.

21. (withdrawn) The method as set forth in claim 20, wherein said physical address is maintained in a consistent format.

22. (withdrawn) The method as set forth in claim 20 further comprising identifying a nearest metropolitan area to said physical address, wherein said nearest metropolitan area is further designated as a metropolitan statistical area, a primary metropolitan statistical area, or a consolidated metropolitan statistical area.

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23. (withdrawn) The method as set forth in claim 18, wherein said candidate attributes include career information regarding at least one past position of said candidate, said career information selected from structured occupational data operable to be matched with employer information pertaining to prospective employers.

24. (withdrawn) The method as set forth in claim 23, wherein said structured occupational data includes at least one occupational title obtained from the Dictionary of Occupational Titles.

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25. (withdrawn) The method as set forth in claim 23, wherein said structured occupational data further comprises a reason said candidate is no longer employed in said past position.

26. (withdrawn) The method as set forth in claim 23, wherein said candidate attributes include industry information regarding said past position of said candidate, said career information selected from structured industry data operable to be matched with said employer information.

27. (withdrawn) The method as set forth in claim 26, wherein said industry information further comprises a reason said candidate is no longer employed in said past position.

28. (withdrawn) The method as set forth in claim 18, wherein said candidate attributes include structured industry data comprising classifications identified in the North American Industry Classification System.

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29. (withdrawn) The method as set forth in claim 28, wherein said classifications relate to at least one past position of said candidate.

30. (withdrawn) The method as set forth in claim 29, wherein said candidate provides descriptions of accomplishments of said candidate in said past position.

31. (withdrawn) The method as set forth in claim 18 further comprising:
storing said personal information about said candidate in a memory; and
providing access to said candidate attributes, said access operable to facilitate generation of reports regarding said plurality of talent-contributors.

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32. (withdrawn) The method as set forth in claim 23, wherein said candidate provides information regarding compensation received by said candidate with respect to said past position.

33. (withdrawn) The method as set forth in claim 31, 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.

34. (withdrawn) The method as set forth in claim 33, wherein said self-identification information is received on an optional basis.

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35. (withdrawn) The method as set forth in claim 33 further comprising providing said self-identification information to prospective employers to enable said prospective employers to comply with job-applicant-reporting requirements.

36. (withdrawn) The method as set forth in claim 18 further comprising receiving educational-background information associated with at least one educational institution which said candidate has attended.

37. (withdrawn) The method as set forth in claim 36, wherein said educational information further comprises a name of said educational institution, a level of education expected or attained, and at least one field of study.

38. (withdrawn) The method as set forth in claim 18 further comprising receiving affiliation information corresponding to affiliations of said candidate, said affiliations including membership in at least one organization in a plurality of occupation-oriented organizations.

39. (withdrawn) The method as set forth in claim 38, wherein said occupation-oriented organizations comprise professional associations, trade associations, and labor unions.

40. (withdrawn) The method as set forth in claim 18, wherein said candidate attributes include desired-career information regarding at least one desired-career position.

41. (withdrawn) The method as set forth in claim 40, wherein said desired-career information includes a designation of at least one preferred employer.

42. (withdrawn) The method as set forth in claim 18 further comprising suggesting possible job descriptions to said candidate based on said candidate attributes.

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43. (withdrawn) The method as set forth in claim 18, wherein said skills descriptions relate to language skills, analytical skills, people and communication skills, and mechanical skills of said candidate.

44. (withdrawn) The method as set forth in claim 43, wherein said language skills include reading, writing, and speaking.

45. (withdrawn) The method as set forth in claim 44, wherein said description of said reading, writing, and speaking skills includes an assessment of proficiency in said skills.

46. (withdrawn) The method as set forth in claim 43, wherein said analytical skills, people and communication skills, and mechanical skills correspond to said skills attributes described in the Dictionary of Occupational Titles.

47. (withdrawn) The method as set forth in claim 46, wherein said skills descriptions comprise descriptions of nature, use, and proficiency of skills associated with said skills descriptions.

48. (withdrawn) The method as set forth in claim 46, wherein skills associated with said skills descriptions correspond to a skills coding system of the Dictionary of Occupational Titles.

49. (withdrawn) The method as set forth in claim 18 further comprising receiving an identification of licenses and certifications held by said candidate.

50. (withdrawn) The method as set forth in claim 18 further comprising receiving a description of professional and personal accomplishments of said candidate.

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51. (withdrawn) The method as set forth in claim 18 further comprising receiving an indication of an interest level of said candidate in obtaining new employment.

52. (withdrawn) A computer system including computer-readable instructions for receiving talent information regarding talent, said talent having talent faculties, said computer system comprising:

at least one memory in which said computer-readable instructions reside;

a processor operable to execute said computer-readable instructions;

a communications adapter operable to receive said talent information from said talent, said communications adapter operative to communicate a portion of said talent information to a plurality of employers;

wherein said communications adapter is configured to receive contact data associated with said talent; and

wherein said communications adapter is further configured to receive background information regarding said talent, said background information including affiliation information corresponding to affiliations of said talent, said affiliations including membership in at least one occupation-oriented organization.

53. (withdrawn) The computer system as set forth in claim 52, wherein said contact data includes a name and an E-mail address.

54. (withdrawn) The computer system as set forth in claim 52, wherein said background information further comprises self-identification information including at least one of:

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- information regarding race of said talent;
- information regarding gender of said talent;
- information regarding citizenship of said talent;
- information regarding employment eligibility.

55. (withdrawn) The computer system as set forth in claim 54 further comprising a data interface configured to provide said self-identification information to said employers to enable said employers to comply with job applicant reporting requirements.

56. (withdrawn) The computer system as set forth in claim 52, wherein said talent faculties further comprise information regarding at least one of past employment, formal education, informal training, and a description of proficiency in a predetermined set of skills.

57. (withdrawn) The computer system as set forth in claim 52, wherein said talent faculties further comprise information regarding membership in at least one occupation-oriented organization.

58. (withdrawn) The computer system as set forth in claim 52, wherein said communications adapter is further configured to receive desired-position information regarding a career position specified by said talent.

59. (withdrawn) The computer system as set forth in claim 58, wherein said desired-position information includes a designation of at least one preferred employer.

60. (withdrawn) The computer system as set forth in claim 52, wherein said talent faculties include work experience as embodied in past-employment information, said past-

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employment information associated with skills attributes, said skills attributes described by skills descriptions.

61. (withdrawn) The computer system as set forth in claim 60, wherein said skills descriptions include an assessment of proficiency.

62. (withdrawn) A distributed network for providing employers with candidate-information regarding at least one candidate in a plurality of talent-contributors, said candidate having candidate attributes, said distributed network comprising:

means for managing enterprise human resource data;

means for receiving personal information associated with said candidate;

means for receiving career information regarding at least one past career position of said candidate, said career information operable to be matched with employer information pertaining to prospective employers of said candidate, wherein at least a portion of said career information is associated with said enterprise human resource data;

means for receiving experience information regarding said candidate, said experience information associated with experiences gained by said candidate, said experiences relating to skills attributes and said experiences of relevance to said prospective employers;

means for obtaining consent of said candidate to release of said personal information of said candidate to at least one of said prospective employers; and

means for providing said personal information to said at least one of said prospective employers based on said consent.

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63. (withdrawn) The distributed network as recited in claim 62 further comprising means for providing an interface to said candidate attributes, said interface operable to facilitate generation of reports regarding said plurality of talent-contributors.

64. (withdrawn) The distributed network as recited in claim 63, wherein said personal information further comprises self-identification information including at least one of:

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

65. (withdrawn) The method according to claim 64, wherein said self-identification information is received on an optional basis.

66. (withdrawn) The distributed network as recited in claim 64 further comprising means for providing said self-identification information to said prospective employers to enable said prospective employers to comply with job applicant reporting requirements, wherein said self-identification information is provided to said prospective employers after said prospective employers have made hiring decisions regarding said candidate, whereby said self-identification information cannot be used impermissibly by said prospective employers to discriminate against said candidate.

67. (withdrawn) The distributed network as recited in claim 62 wherein said experience information is categorized based on a data dictionary of job descriptions.

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68. (withdrawn) The distributed network as recited in claim 62, wherein said candidate attributes include at least one desired career position.

69. (withdrawn) The distributed network as recited in claim 62, wherein said candidate attributes further include a designation of at least one preferred employer.

70. (withdrawn) A method of receiving information regarding an employer including employer profile information and at least one job description, said job description having job parameters corresponding to candidate attributes of a desired candidate, said method comprising:

receiving desired experience information regarding said desired candidate, said desired experience information relating to a structured set of desired skills attributes; and

receiving desired skills descriptions corresponding to said desired skills attributes.

71. (withdrawn) The method as set forth in claim 70 further comprising:
receiving a multiple-division indication regarding an existence of multiple divisions associated with said employer;

receiving geographical information associated with at least one of said multiple divisions;

receiving user information regarding at least one employer-user to be associated with an employer account corresponding to said employer; and

for each of said at least one employer-user receiving access scope information, said access scope information specifying a scope of access associated with said at least one employer-user.

72. (withdrawn) The method as set forth in claim 71, wherein a division in said multiple divisions is further divided into successively smaller divisions.

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73. (withdrawn) The method as set forth in claim 70, wherein said employer profile information includes employer name, phone number, physical address, billing information, and administrative user information.

74. (withdrawn) The method as set forth in claim 71, wherein said geographical information is maintained in a consistent format.

75. (withdrawn) The method as set forth in claim 71, wherein receiving said geographical information further comprises identifying a nearest metropolitan area associated with a geographical location associated with said multiple divisions of said employer, wherein said nearest metropolitan area is further designated as a metropolitan statistical area, a primary metropolitan statistical area, or a consolidated metropolitan statistical area.

76. (withdrawn) The method as set forth in claim 71, wherein said job description is associated with a division within said multiple divisions.

77. (withdrawn) The method as set forth in claim 70, wherein said job description further comprises:

a confidential maximum compensation said employer has allocated for a job;

a number of total employment positions associated with said job description; and

a number of open employment positions associated with said number of total employment positions.

78. (withdrawn) The method as set forth in claim 70, wherein said employer profile information includes structured industry data operable to be matched with career information pertaining to prospective employees.

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79. (withdrawn) The method as set forth in claim 78, wherein said structured industry data includes classifications identified in the North American Industry Classification System.

80. (withdrawn) The method as set forth in claim 70, wherein said job description further comprises:

a Federal Employment Records Information requirement indication regarding whether said job description is associated with an employment position for which self-identification information should be maintained.

81. (withdrawn) The method as set forth in claim 70, wherein said job description further comprises a regulated job requirements indication regarding whether said job description is associated with an employment position for which said candidate attributes are subject to government regulation.

82. (withdrawn) The method as set forth in claim 70, wherein said job description further comprises a narrative description of functions to be performed in a job associated with said job description.

83. (withdrawn) The method as set forth in claim 70, wherein said job description further comprises benefit descriptions and compensation figures offered by said employer in connection with a job associated with said job description, wherein said compensation figures include a maximum compensation amount.

84. (withdrawn) The method as set forth in claim 83, wherein said maximum compensation amount is confidential.

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85. (withdrawn) The method as set forth in claim 81, wherein said government regulation includes a restriction pertaining to citizenship.

86. (withdrawn) The method as set forth in claim 71, wherein said employer profile information includes information regarding organizations with which said employer is affiliated.

87. (withdrawn) A computer system for receiving employer information regarding an employer having at least one division, said computer system comprising:

a check box operable to receive a multiple-division indication regarding an existence of multiple divisions associated with said employer;

a geographical interface configured to receive geographical information associated with at least one of said multiple divisions associated with said employer; and

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a user interface operable to receive user information regarding at least one employer-user to be associated with an employer account corresponding to said employer, wherein said user interface is operable to receive access scope information for said employer-user, said access scope information specifying a scope of access associated with said employer-user.

88. (withdrawn) The computer system as set forth in claim 87, wherein said geographical interface is further configured to receive said geographical information by identifying a nearest metropolitan area associated with said multiple divisions.

89. (withdrawn) The computer system as set forth in claim 87 further comprising a structured form operable to receive at least one job description associated with said division.

90. (withdrawn) The computer system as set forth in claim 89, wherein said structured form further comprises:

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a first numerical input cell operable to receive a number corresponding to a maximum allocated compensation for said job description;

a second numerical input cell operable to receive a number of total employment positions associated with said job description; and

a third numerical input cell operable to receive a number of open employment positions associated with said number of total employment positions.

91. (withdrawn) A distributed network for receiving employer profile information regarding an employer having at least one business unit, said distributed network comprising:

means for maintaining enterprise human resource information;

means for receiving a multiple-division indication regarding an existence of multiple divisions associated with said employer;

means for receiving geographical information associated with at least one of said multiple divisions;

means for receiving user information regarding at least one employer-user to be associated with an employer account corresponding to said employer;

means for receiving access scope information for each of said at least one employer-user, said access scope information specifying a scope of access associated with said at least one employer-user.

92. (withdrawn) The distributed network as recited in claim 91, wherein said geographical information is maintained in a consistent format.

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93. (withdrawn) The distributed network as recited in claim 91, wherein said means for receiving said geographical information further comprises means for identifying a nearest metropolitan area associated with a geographical location associated with said multiple divisions of said employer.

94. (withdrawn) The distributed network as recited in claim 91 further comprising means for receiving at least one job description associated with said at least one business unit.

95. (withdrawn) The distributed network as recited in claim 94, wherein said means for receiving at least one job description further comprises:

means for receiving a number of total employment positions associated with said job description; and

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means for receiving a number of open employment positions associated with said number of total employment positions.

96. (withdrawn) A method of searching a plurality of job descriptions, said method performed by a talent-user, and said method comprising:

accessing a talent profile associated with said talent-user, said talent profile including talent-threshold requirements;

identifying target job descriptions associated with prospective employers based on said talent profile, said target job descriptions having job-threshold requirements;

comparing said talent profile with said job-threshold requirements, whereby a threshold comparison results; and

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determining whether at least one of said target job descriptions is compatible with said talent profile, based on said threshold comparison.

97. (withdrawn) A method of searching a plurality of job descriptions, said method performed by a talent-user, and said method comprising:

receiving search parameters from said talent-user;

identifying target job descriptions associated with prospective employers based on said search parameters, said target job descriptions having job-threshold requirements;

comparing at least one talent profile with said job-threshold requirements, whereby a threshold comparison results; and

 determining whether at least one of said target job descriptions is compatible with said talent profile, based on said threshold comparison.

98. (withdrawn) The method as set forth in claim 97 further comprising:

receiving from said talent-user an indication regarding whether to perform a foreign search for said target job descriptions located outside of a specified geographic location; and

providing job description information corresponding to said target job descriptions that occur outside of a primary location country associated with said talent-user.

99. (withdrawn) The method as set forth in claim 97, wherein said search parameters include a minimum compensation requirement.

100. (withdrawn) The method as set forth in claim 97 further comprising:

receiving a request for interview with a target employer from said talent-user; and
transmitting said request for interview to said target employer.

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101. (withdrawn) The method as set forth in claim 100 further comprising:
receiving a request-acceptance indication from said target employer regarding whether
said target employer accepts said request for interview; and
providing a questionnaire to said target employer regarding said request-acceptance
indication based on a negative value of said request-acceptance indication.

102. (withdrawn) The method as set forth in claim 101 further comprising:
inactivating an account associated with said target employer based on a failure to respond
to said questionnaire; and
reactivating said account based on a subsequent response to said questionnaire.

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103. (withdrawn) The method as set forth in claim 102 further comprising:
reactivating said account based on passage of a predetermined period of time.

104. (withdrawn) The method as set forth in claim 97, wherein said search parameters
further include at least one search timing parameter, including:
a start time and a search frequency.

105. (withdrawn) The method as set forth in claim 104, wherein said search frequency
is once per day.

106. (withdrawn) The method as set forth in claim 97 further comprising providing
said talent-user with an opportunity to modify said search parameters and said talent profile if
said threshold comparison indicates that said talent profile does not match said job-threshold
requirements.

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107. (withdrawn) The method as set forth in claim 97 further comprising providing said talent-user with a list of job descriptions for which said talent profile matches said job-threshold requirements.

108. (withdrawn) The method as set forth in claim 107, wherein said list of job descriptions is ordered by compensation offered in connection with a particular job.

109. (withdrawn) The method as set forth in claim 108, wherein said list of job descriptions is further ordered by geographic proximity to a geographic location specified in said search parameters.

110. (withdrawn) A data processing apparatus for searching a plurality of job descriptions, said apparatus operable to communicate with a talent-user, said apparatus comprising:

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an application server configured to provide a user interface operative to receive an instruction to search from said talent-user, said user interface further operative to receive search parameters from said talent-user;

at least one memory operable to store and provide access to a talent profile associated with said talent-user, said talent profile including talent-threshold requirements;

a search engine configured to access said talent profile and said search parameters;

a filter operable to identify target job descriptions based on said search parameters, said target job descriptions having job-threshold requirements; and

a comparator, coupled with said search engine, operable to compare said talent profile to said job-threshold requirements, whereby a threshold comparison results.

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111. (withdrawn) The apparatus as set forth in claim 110, wherein said comparator is a processor programmed to compare sets of data having a consistent nomenclature.

112. (withdrawn) The apparatus as set forth in claim 110, wherein said talent-threshold requirements further include a minimum compensation requirement.

113. (withdrawn) The apparatus as set forth in claim 110 further comprising:
an input form configured to receive a request for interview with a target employer from said talent-user; and

a message processor programmed to transmit said request for interview to said target employer.

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114. (withdrawn) The apparatus as set forth in claim 113, wherein said message processor is further programmed to receive a request-declined indication from said target employer regarding whether said target employer accepts said request for interview, and wherein said message processor is further programmed to provide a questionnaire to said target employer regarding said request-declined indication.

115. (withdrawn) The apparatus as set forth in claim 114 further comprising a processor programmed to inactivate an account associated with said target employer based on a failure to respond to said questionnaire, wherein said processor is further programmed to reactivate said account based on a subsequent response to said questionnaire.

116. (withdrawn) The apparatus as set forth in claim 115, wherein said processor is further programmed to reactivate said account based on passage of a predetermined period of time.

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117. (withdrawn) The apparatus set forth in claim 110, wherein said instruction to search further includes at least one search timing parameter, including at least one of:
a start time and a search frequency.

118. (withdrawn) The apparatus set forth in claim 117, wherein said search frequency is once per day.

119. (withdrawn) The apparatus as set forth in claim 110, wherein said user interface is further operable to provide said talent-user with an opportunity to modify talent compensation requirements if said threshold comparison indicates that talent compensation requirements do not match said job-threshold requirements.

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120. (withdrawn) The apparatus as set forth in claim 110, wherein said user interface is further operable to provide said talent-user with a list of job descriptions for which said search parameters match said job-threshold requirements.

121. (withdrawn) The apparatus as set forth in claim 120, wherein said list of job descriptions are ordered by compensation offered in connection with a particular job.

122. (withdrawn) The apparatus as set forth in claim 121, wherein said list of job descriptions are further ordered by geographic proximity to a geographical location specified in said search parameters.

123. (withdrawn) A network for searching a plurality of job descriptions, said network operable to receive talent-information from a talent-user, said network comprising:

means for managing enterprise human resource data;

means for receiving job search parameters from said talent-user;

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means for storing at least one set of job search parameters associated with an ideal job for said talent-user;

means for accessing said set of job search parameters and a talent profile associated with said ideal job, said talent profile including a minimum compensation requirement;

means for identifying target job descriptions, based on said set of job search parameters and said talent profile, said target job descriptions having a maximum compensation allowance associated with an employer; and

means for comparing said minimum compensation requirement of said talent-user to said maximum compensation allowance of said employer, whereby a compensation comparison results, and wherein said means for comparing determines whether said talent profile is compatible with at least one of said target job descriptions.

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124. (withdrawn) The network as recited in claim 123, wherein at least one of said job search parameters is a geographic location.

125. (withdrawn) The network as recited in claim 123 further comprising:

means for receiving a request for interview with said employer from said talent-user; and
means for transmitting said request for interview to said employer.

126. (withdrawn) The network as recited in claim 125 further comprising:

means for receiving a request-acceptance indication from said employer regarding whether said employer accepts said request for interview; and

means for providing a questionnaire to said employer regarding said request-acceptance indication.

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127. (withdrawn) The network as recited in claim 126 further comprising means for notifying said employer that an account associated with said employer has been inactivated until said employer responds to said questionnaire.

128. (withdrawn) The network as recited in claim 123, wherein said job search parameters include at least one search timing parameter, including a start time and a search frequency.

129. (withdrawn) The network as recited in claim 128, wherein said search frequency is once per day.

130. (withdrawn) The network as recited in claim 123 further comprising means for providing said talent-user with a list of job descriptions for which said minimum compensation requirement and said job search parameters match maximum compensation allowance.

131. (withdrawn) The network as recited in claim 130, wherein said list of job descriptions are ordered by compensation offered and geographic proximity to a location specified in said job search parameters.

132. (withdrawn) A method of searching for talent by searching talent information in a plurality of talent profiles, said method initiated by an employer-user associated with an employer, said method comprising:

- receiving search parameters from said employer-user;
- accessing a job description associated with said employer-user, said job description, including job-threshold requirements;
- identifying target talent profiles associated with prospective talent and consistent with

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said search parameters from among said plurality of talent profiles, said target talent profiles having associated talent-threshold requirements;

comparing said talent-threshold requirements with said job-threshold requirements, whereby a threshold comparison is produced; and

determining whether at least one of said target talent profiles is compatible with said job-threshold requirements, based on said threshold comparison, whereby at least one compatible talent résumé is identified.

133. (withdrawn) The method as set forth in claim 132 further comprising providing said employer-user with an opportunity to modify said job threshold requirements if said threshold comparison indicates that said job-threshold requirements do not match said talent-threshold requirements.

134. (withdrawn) The method as set forth in claim 132, wherein said search parameters further include desired candidate parameters associated with a desired candidate.

135. (withdrawn) The method as set forth in claim 134, wherein said search parameters correspond to a predetermined job description associated with said employer.

136. (withdrawn) The method as set forth in claim 135, wherein said predetermined job description is associated with an occupational title consistent with the Dictionary of Occupational Titles.

137. (withdrawn) The method as set forth in claim 136, wherein said employer specifies a required term of experience associated with said occupational title.

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138. (withdrawn) The method as set forth in claim 132, wherein said job-threshold requirements further include a maximum allocated compensation amount.

139. (withdrawn) The method as set forth in claim 132, wherein said search parameters include at least one skills description consistent with the Dictionary of Occupational Titles.

140. (withdrawn) The method as set forth in claim 139, wherein said search parameters include a required level of proficiency associated with said skills description.

141. (withdrawn) The method as set forth in claim 132, wherein said search parameters include at least one industry identification consistent with the North American Industry Classification System, said industry identification associated with an industry.

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142. (withdrawn) The method as set forth in claim 141, wherein said employer specifies a required term of experience within said industry.

143. (withdrawn) The method as set forth in claim 132 further comprising:
determining whether said talent information associated with said compatible talent résumé includes a designation of said employer as a preferred employer, whereby a preferred employer determination results; and

based on an affirmative result of said preferred employer determination, providing contact information to said employer regarding said target talent profiles.

144. (withdrawn) The method as set forth in claim 143, wherein based on a negative result of said preferred employer determination, said employer is afforded an opportunity to communicate a request for interview to said talent associated with said compatible talent résumé.

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145. (withdrawn) The method as set forth in claim 144 further comprising:
determining whether said talent accepts said request for interview, whereby a talent acceptance determination results;

based on a negative result of said talent acceptance determination, providing a questionnaire to said talent; and

based on one of a response and a lack of a response to said questionnaire, providing feedback to said employer-user.

146. (withdrawn) The method as set forth in claim 132 further comprising:
receiving from said employer-user an indication regarding whether to perform a foreign search for said talent located outside of a specified geographic location; and

providing talent profile information corresponding to said talent that resides outside of a primary location country associated with said employer, wherein said talent has legal authorization to work in said primary location country.

147. (withdrawn) The method as set forth in claim 132, wherein said search parameters further includes at least one search timing parameter, including a start time and a search frequency.

148. (withdrawn) The method as set forth in claim 147, wherein said search frequency is once per day.

149. (withdrawn) A computer system for facilitating searching talent having associated talent descriptions in a plurality of talent profiles, said computer system configured to receive input from an employer-user associated with an employer, said employer searching in a

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primary location country, and said computer system comprising:

an application server operable to provide a user interface operative to receive an instruction to search from said employer-user;

a memory operative to store search parameters associated with a desired candidate;

a comparator operative to compare said search parameters and associated job-threshold requirements, wherein target talent résumés are identified based on said search parameters and said plurality of talent profiles, said target talent résumés having associated talent-threshold requirements;

wherein said talent-threshold requirements are compared to said job-threshold requirements, whereby a threshold comparison results; and

wherein it is determined whether at least one of said target talent résumés is compatible with said job-threshold requirements, based on said threshold comparison, whereby at least one compatible talent résumé is identified.

150. (withdrawn) The computer system as set forth in claim 149 further comprising: a message processor operative to afford said employer-user an opportunity to express a request for interview to said talent associated with said target talent résumés.

151. (withdrawn) The computer system as set forth in claim 149, wherein said job-threshold requirements further include a maximum allocated compensation amount.

152. (withdrawn) The computer system as set forth in claim 151, wherein said talent-threshold requirements further include a minimum required compensation amount.

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153. (withdrawn) The computer system as set forth in claim 149 further comprising:
preconfigured logic configured to determine whether compatible talent information that is associated with said compatible talent résumé includes a designation of said employer as a preferred employer, whereby a preferred employer determination results; and
wherein contact information associated with said compatible talent résumé is provided to said employer-user, based on an affirmative result of said preferred employer determination.

154. (withdrawn) The computer system as set forth in claim 153, wherein based on a negative result of said preferred employer determination, said employer-user is afforded an opportunity to express a request for interview to said talent that is associated with said compatible talent résumé.

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155. (withdrawn) The computer system as set forth in claim 154, wherein said preconfigured logic is further configured to determine whether said talent accepts said request for interview, whereby a talent acceptance determination results;

wherein based on a negative result of said talent acceptance determination, a questionnaire is provided to said talent; and

based on one of a response and a lack of said response, feedback is provided to said employer-user.

156. (withdrawn) The computer system as set forth in claim 149, wherein said user interface further includes a check box configured to receive from said employer-user a foreign search indication regarding whether to perform a foreign search for said talent that resides outside said primary location country; and

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based on an affirmative state of said foreign search indication, providing blind résumés corresponding to said talent that resides outside of said primary location country, wherein said talent has legal authorization to work in said primary location country.

157. (withdrawn) A distributed network of searching for talent by searching a plurality of talent profiles, said distributed network initiated by an employer-user associated with an employer, said employer searching in a primary location country, said distributed network comprising:

means for receiving an instruction to search from said employer-user;

means for receiving search parameters from said employer-user, said search parameters including an identification of job-threshold requirements;

means for identifying target talent résumés, based on said search parameters and said plurality of talent profiles, said target talent résumés having associated talent-threshold requirements;

means for comparing said talent-threshold requirements with said job-threshold requirements, whereby a threshold comparison results; and

means for determining whether at least one of said target talent résumés is compatible with said job-threshold requirements, based on said threshold comparison, whereby at least one compatible talent résumé is identified.

158. (withdrawn) The distributed network as recited in claim 157, wherein said search parameters further include desired candidate parameters associated with a desired candidate.

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159. (withdrawn) The distributed network as recited in claim 158, wherein said search parameters correspond to a predetermined job description associated with said employer.

160. (withdrawn) The distributed network as recited in claim 157, wherein said job-threshold requirements further include a maximum allocated compensation amount.

161. (withdrawn) The distributed network as recited in claim 157 further comprising:
means for determining whether compatible talent information associated with said compatible talent résumé includes a designation of said employer as a preferred employer, whereby a preferred employer determination results; and

means for providing contact information to said employer regarding said target talent résumés, based on an affirmative result of said preferred employer determination.

162. (withdrawn) The distributed network as recited in claim 161, wherein based on a negative result of said preferred employer determination, said employer is afforded an opportunity to communicate a request for interview to said talent associated with said compatible talent résumé.

163. (withdrawn) The distributed network as recited in claim 162 further comprising:
means for determining whether said talent accepts said request for interview, whereby a talent acceptance determination results;

means for providing a questionnaire to said talent, based on a negative result of said talent acceptance determination; and

means for providing feedback to said employer-user, based on one of a response and a lack of a response to said questionnaire.

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164. (withdrawn) The distributed network as recited in claim 157 further comprising:
means for receiving from said employer-user a foreign search indication regarding
whether to perform a foreign search for said talent; and

means for providing blind résumés corresponding to said talent that resides outside of
said primary location country, based on an affirmative state of said foreign search indication,
wherein said talent has legal authorization to work in said primary location country.

165. (withdrawn) A method of promoting a career site, said method comprising:
receiving talent information from a plurality of talent regarding qualifications of said
talent for performing predetermined activities, said talent information including affiliation
information, said affiliation information corresponding to at least one association, wherein said at
least one association is in compliance with a career site affiliate policy;

receiving employer information from a plurality of employers, said employer information
including employer affiliation information, said employer affiliation information corresponding
to at least one employer-related association, wherein said employer-related association is in
compliance with said career site affiliate policy;

matching said talent information with said employer information; and

paying a commission to said at least one association based on said matching of said talent
with said employer information.

166. (withdrawn) The method as set forth in claim 165, wherein said at least one
association includes at least one of professional associations, trade associations, labor unions and
educational institutions.

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167. (withdrawn) The method as set forth in claim 165, wherein said employer information further includes job-threshold requirements and said talent information includes talent-threshold requirements, and wherein said matching further comprises:

based on a comparison of said talent-threshold requirements and said job-threshold requirements, matching said talent with said employer information when said employer information is compatible with said talent-threshold requirements.

168. (withdrawn) The method as set forth in claim 165, wherein said at least one association publishes an association newsletter, and wherein said career site affiliate policy requires certain actions to be carried out by said at least one association in order for said at least one association to remain in good standing with said career site, said certain actions including:

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publicly endorsing said career site;
permitting use of a name of said at least one association in connection with advertisements of said career site;
promoting said career site to members of said at least one association in connection with an association member employment program;
providing said career site with advertising space in said association newsletter; and
posting jobs associated with said at least one association to said career site.

169. (withdrawn) The method as set forth in claim 165, wherein said commission is a fixed amount or a percentage of a fee associated with a transaction.

170. (withdrawn) A computer system used in connection with promoting a career site, said computer system comprising:

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a server operable to provide an on-line user interface operable to receive talent information from a plurality of talent regarding qualifications of said talent for performing predetermined activities, and from employers regarding job descriptions said talent information including affiliation information, said affiliation information associated with at least one association, wherein said association is in compliance with a career site affiliate policy of said career site;

an input processor configured to receive said job descriptions from a plurality of employers;

a comparator for matching said talent with said job descriptions; and

a payment processor configured to pay a commission to said association based on said matching.

171. (withdrawn) The computer system as set forth in claim 170, wherein said job descriptions include job-threshold requirements and said talent information includes talent-threshold requirements, and wherein said comparator matches said talent with said job descriptions, based on a comparison of said talent-threshold requirements and said job-threshold requirements.

172. (withdrawn) The computer system as set forth in claim 170, wherein said association publishes an association newsletter, and wherein said career site affiliate policy requires certain actions to be carried out by said association in order for said association to remain in good standing with said career site, said certain actions including:

publicly endorsing said career site;

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permitting use of a name of said association in connection with advertisements of said career site;

promoting said career site to members of said association in connection with an association member employment program;

providing said career site with advertising space in at least one issue of a newsletter said association; and

posting jobs associated with said association to said career site.

173. (withdrawn) A distributed network for promoting a career site, said distributed network comprising:

means for managing enterprise human resource data;

means for receiving talent information from talent regarding qualifications of talent for performing predetermined activities, said talent information including affiliation information, said affiliation information associated with at least one association, wherein said at least one association is in compliance with a career site affiliate policy;

means for receiving job descriptions from a plurality of employers;

means for matching said talent with said job descriptions; and

means for paying a commission to said at least one association based on said matching.

174. (withdrawn) The distributed network as recited in claim 173, wherein said job descriptions further include job-threshold requirements and said talent information includes talent-threshold requirements, and wherein said matching further comprises:

based on a comparison of said talent-threshold requirements and said job-threshold

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requirements, matching said talent with said job descriptions when said job descriptions are compatible with said talent-threshold requirements.

175. (withdrawn) The distributed network as set forth in claim 174, wherein said at least one association publishes an association newsletter, and wherein said career site affiliate policy requires certain actions to be carried out by said at least one association in order for said at least one association to remain in good standing with said career site, said certain actions including:

publicly endorsing said career site;

permitting use of a name of said at least one association in connection with advertisements of said career site;

promoting said career site to members of said at least one association in connection with an association member employment program;

providing said career site with advertising space in said association newsletter; and posting jobs associated with said at least one association to said career site.

176. (withdrawn) A method for compensating at least one wholesaler for marketing a career site according to a career site wholesaler policy, said method comprising:

establishing at least one wholesaler account associated with said career site;

receiving job descriptions from employers, said employers associated with at least one association, said said association assigned to said wholesaler account;

receiving talent-information from talent, said talent associated with said association;

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matching said talent with said job descriptions; and
paying a commission to said wholesaler based on said matching.

177. (withdrawn) The method as set forth in claim 176, wherein said association includes at least one of a professional association, a trade association, a labor union, and a educational institution.

178. (withdrawn) The method as set forth in claim 176, wherein said job descriptions further include job-threshold requirements and said talent-information includes talent-threshold requirements, and wherein said matching further comprises:

based on a comparison of said talent-threshold requirements and said job-threshold requirements, matching said talent with said job descriptions when said job descriptions are compatible with said talent-threshold requirements.

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179. (withdrawn) The method as set forth in claim 176, wherein said career site wholesaler policy requires certain actions to be carried out by said wholesaler in order for said wholesaler to remain in good standing with said career site, said certain actions including at least one of:

publicly endorsing said career site;

permitting use of a name of said wholesaler in connection with advertisements of said career site;

promoting said career site to said employers associated with said wholesaler;

assisting said employers in listing employer jobs associated with said employers;

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posting wholesaler internal jobs associated with said wholesaler to said career site; and
linking a website associated with said wholesaler to said career site.

180. (withdrawn) The method as set forth in claim 176, wherein said commission is a flat amount or a percentage amount.

181. (withdrawn) A computer system for automating a process of compensating at least one wholesaler for promoting a career site, said computer system comprising:

a database containing wholesaler-information regarding at least one wholesaler account associated with said career site;

an interface operative to receive job descriptions from employers, said employers associated with at least one association, said association assigned to said wholesaler account;

wherein said interface is further operative to receive talent information from talent, said talent associated with at least one organization, said organization assigned to said wholesaler account;

matching said talent with said job descriptions; and

paying a commission to said wholesaler based on said matching.

182. (withdrawn) A distributed network for compensating at least one wholesaler for promoting a career site, said distributed network comprising:

means for maintaining enterprise human resource data;

means for establishing at least one wholesaler account associated with said career site;

means for receiving job descriptions from employers, said employers being associated with at least one association, said association assigned to said wholesaler account;

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means for receiving talent information from talent, said talent being associated with at least one organization, said organization assigned to said wholesaler account;

means for matching said talent with said job descriptions; and

means for paying a commission to said wholesaler based on said matching.

183. (withdrawn) A method for compensating at least one retailer for marketing a career site according to a career site marketing policy, said method comprising:
establishing at least one retailer account associated with said career site;
receiving employer account information associated with at least one employer account from at least one of said retailer and a secondary recruited retailer associated with said retailer, said employer account assigned to said retailer, said employer account information including job descriptions;

receiving talent-information from talent;

matching said talent with said job descriptions; and

paying a commission to said retailer based on said matching.

184. (withdrawn) The method as set forth in claim 183, wherein said retailer is compensated for recruiting said secondary recruited retailer by way of a multi-level-marketing system and wherein said secondary recruited retailer provides employer information regarding employers not subject to a preexisting commission agreement.

185. (withdrawn) The method as set forth in claim 184, wherein said multi-level-marketing system includes successive levels consistent with local law.

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186. (withdrawn) A computer system for facilitating compensation of at least one retailer for marketing a career site according to a career site marketing policy, said computer system comprising:

a database containing information regarding at least one retailer account associated with said career site;

an interface operable to receive employer account information associated with at least one employer account from at least one of said retailer and a secondary recruited retailer associated with said retailer, said employer account assigned to said retailer, said employer account information including job descriptions; and

a payment processor operable to pay a commission to said retailer based on matching said job descriptions with a job candidate.

187. (withdrawn) The computer system as set forth in claim 186, wherein said retailer is further compensated for recruiting said secondary recruited retailer by way of a multi-level-marketing system.

188. (withdrawn) A distributed network for providing payments to at least one retailer for marketing a career site according to a career site marketing policy, said distributed network comprising:

an enterprise database management system;

international payment system architecture;

means for establishing at least one retailer account associated with said career site;

means for receiving employer account information associated with at least one employer

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account from at least one of said retailer and a secondary recruited retailer associated with said retailer, said employer account assigned to said retailer, said employer account information including job descriptions;

means for receiving talent-information from talent;

means for matching said talent with said job descriptions, said means for matching providing matching results; and

means for paying a commission to said retailer based on said matching results.

189. (withdrawn) The distributed network as set forth in claim 188, wherein said means for paying further comprises:

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means for further compensating said retailer for recruiting said secondary recruited retailer by way of a multi-level-marketing system.

190. (withdrawn) A computer-readable medium containing instructions capable of causing a processor to perform a process for operating a career site, said career site including a talent database of talent résumés corresponding to a plurality of talent candidates and a database of job descriptions, said instructions comprising:

instructions operative to receive personal information associated with said talent résumés, said personal information including contact information;

instructions operative to receive career information regarding at least one desired career position of a candidate in said plurality of talent candidates, said career information formatted as structured data consistent with a format of said database of job descriptions;

instructions operative to receive experience information regarding said candidate, said

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experience information of relevance to prospective employers;

instructions operative to receive at least one command to search from a talent-user;

instructions operative to access desired job parameters associated with a desired job of said talent-user, and to access a talent profile, said talent profile including talent-threshold requirements;

instructions operative to identify target job descriptions, based on said desired job parameters and said talent profile, said target job descriptions having job-threshold requirements; and

instructions operative to compare said talent-threshold requirements to said job-threshold requirements, whereby a threshold comparison results;

instructions operative to determine whether at least one of said target job descriptions is compatible with said talent-threshold requirements, based on said threshold comparison, whereby at least one matched job-listing and candidate pair results;

instructions operative to establish at least one marketer account associated with a marketer of said career site; and

instructions operative to effect payment of a commission to said marketer based on an occurrence of said matched job-listing and candidate pair.

191. (withdrawn) A distribution medium containing instructions capable of causing a processor to perform a process for operating computer system, said computer system including a talent database of talent résumés corresponding to a plurality of talent candidates and a database of job descriptions, said instructions comprising:

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instructions operative to receive personal information associated with said talent résumés,
said personal information including contact information;

instructions operative to receive position information regarding at least one position
associated with an employer instructions operative to receive experience information regarding a
candidate;

instructions operative to receive a command to search from an initiating party;

instructions operative to match said target job descriptions with said talent résumés,
based on a threshold comparison; and

instructions operative to effect payment of a commission to a marketer based only on an
occurrence of said match.

192. (withdrawn) A method of providing employment services to at least one
candidate in a plurality of talent-contributors, said method comprising:

receiving information from said candidate;

receiving job description information associated with at least one job, wherein said job
description information comprises at least one benefit identification associated with a benefit
provided in connection with said job; and

providing said candidate with said benefit identification.

193. (withdrawn) The method as set forth in claim 192, wherein said benefit is chosen
from incentive pay, health insurance, retirement account, dental insurance, continuing education,
signing bonus, pension, on-site daycare, flex-time, free parking, relocation, paid vacation, and
differential shift pay.

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194. (withdrawn) A computer system for providing employment services to at least one candidate in a plurality of talent-contributors, said computer system comprising:

a first interface operable to receive information from said candidate;

a second interface operable to receive job description information associated with at least one job, wherein said job description information comprises at least one benefit identification associated with a benefit provided in connection with said job; and

an output device operable to provide at least one benefit indicator to said candidate, said benefit indicator associated with said benefit identification.

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195. (withdrawn) The computer system as set forth in claim 194, wherein said benefit indicator comprises a graphical icon.

196. (withdrawn) A distributed network for providing employment services to at least one candidate in a plurality of talent-contributors, said distributed network comprising:

means for managing enterprise data associated with an employer;

candidate means for receiving candidate information from said candidate;

job means for receiving job description information associated with at least one job, wherein said job description information comprises at least one benefit identification associated with a benefit provided in connection with said job; and

means for providing at least one benefit indicator to said candidate, said benefit indicator associated with said benefit identification.

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197. (withdrawn) The computer system as set forth in claim 194, wherein said benefit indicator is provided in the form of an image object formatted in a page using the Hypertext Markup Language.



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APPLICATION NO.	FILING DATE	FIRST NAMED INVENTOR	ATTORNEY DOCKET NO.	CONFIRMATION NO.
10/101,644	03/19/2002	Marc Vianello	15703.10002	8626

27526 7590 11/20/2003

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EXAMINER

JEANTY, ROMAIN

ART UNIT PAPER NUMBER

3623

DATE MAILED: 11/20/2003

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

Office Action Summary

Application No.

10/101,644

Applicant(s)

VIANELLO, MARC

Examiner

Romain Jeanty

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

Period for Reply

A SHORTENED STATUTORY PERIOD FOR REPLY IS SET TO EXPIRE 3 MONTH(S) FROM THE MAILING DATE OF THIS COMMUNICATION.

- Extensions of time may be available under the provisions of 37 CFR 1.136(a). In no event, however, may a reply be timely filed after SIX (6) MONTHS from the mailing date of this communication.
- If the period for reply specified above is less than thirty (30) days, a reply within the statutory minimum of thirty (30) days will be considered timely.
- If NO period for reply is specified above, the maximum statutory period will apply and will expire SIX (6) MONTHS from the mailing date of this communication.
- Failure to reply within the set or extended period for reply will, by statute, cause the application to become ABANDONED (35 U.S.C. § 133).
- Any reply received by the Office later than three months after the mailing date of this communication, even if timely filed, may reduce any earned patent term adjustment. See 37 CFR 1.704(b).

Status

- 1) Responsive to communication(s) filed on 26 August 2003.
- 2a) This action is FINAL.
- 2b) This action is non-final.
- 3) Since this application is in condition for allowance except for formal matters, prosecution as to the merits is closed in accordance with the practice under *Ex parte Quayle*, 1935 C.D. 11, 453 O.G. 213.

Disposition of Claims

- 4) Claim(s) 1-197 is/are pending in the application.
 - 4a) Of the above claim(s) 1-4, 18-197 is/are withdrawn from consideration.
- 5) Claim(s) _____ is/are allowed.
- 6) Claim(s) 5-17 is/are rejected.
- 7) Claim(s) _____ is/are objected to.
- 8) Claim(s) _____ are subject to restriction and/or election requirement.

Application Papers

- 9) The specification is objected to by the Examiner.
- 10) The drawing(s) filed on _____ is/are: a) accepted or b) objected to by the Examiner.

Applicant may not request that any objection to the drawing(s) be held in abeyance. See 37 CFR 1.85(a).
Replacement drawing sheet(s) including the correction is required if the drawing(s) is objected to. See 37 CFR 1.121(d).
- 11) The oath or declaration is objected to by the Examiner. Note the attached Office Action or form PTO-152.

Priority under 35 U.S.C. §§ 119 and 120

- 12) 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:
 - 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)).

* See the attached detailed Office action for a list of the certified copies not received.
- 13) Acknowledgment is made of a claim for domestic priority under 35 U.S.C. § 119(e) (to a provisional application) since a specific reference was included in the first sentence of the specification or in an Application Data Sheet. 37 CFR 1.78.
 - a) The translation of the foreign language provisional application has been received.
- 14) Acknowledgment is made of a claim for domestic priority under 35 U.S.C. §§ 120 and/or 121 since a specific reference was included in the first sentence of the specification or in an Application Data Sheet. 37 CFR 1.78.

Attachment(s)

- 1) Notice of References Cited (PTO-892)
- 2) Notice of Draftsperson's Patent Drawing Review (PTO-948)
- 3) Information Disclosure Statement(s) (PTO-1449) Paper No(s) _____
- 4) Interview Summary (PTO-413) Paper No(s). _____
- 5) Notice of Informal Patent Application (PTO-152)
- 6) Other:

DETAILED ACTION

Claim Rejections - 35 USC § 103

1. 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 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.

2. Claims 5-8, 14 and 16-17 are rejected under 35 U.S.C. 103(a) as being unpatentable over McGovern et al (U.S. Patent No. 5, 978,768) in view of Williams et al (U.S. Patent No. 6,618,734).

As per claim 5, McGovern et al discloses an interactive employment recruiting service comprising:

matching said candidate with said employer based on said candidate requirements and said employer requirements (matching a job seeker's salary requirements with an employer position requirement) (col. 13, lines 27-40);

McGovern et al discloses all of the limitations above except for receiving a request for interview from at least one of said candidate and said employer and determining whether there is mutual content to said request for interview. Williams, in the same field of endeavor, teaches the idea of following-up and scheduling interview between a job candidate and a client (since Williams et al teaches following-up on an interview and mutually agreed time, it implies that there was a request for the interview and there was a mutual consent/agreement for the interview) col. 8, lines 42-50 and col. 9, lines 1-11). Thus, it would have been obvious to a person of ordinary skill in the art to modify the interactive employment recruiting service system

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of McGovern et al to incorporate the interview based on mutual consent as evidenced by Williams. A person having ordinary skill in the art would have been motivated to use such a modification in order to determine which applicants best match the criteria set by the client.

As per claim 6, McGovern et al does not explicitly disclose wherein said information exchange occurs in preparation for an interview. Williams et al, in the same field of endeavor discloses transferring of data between the employer and the job candidate in order for the interview to be scheduled (col. 1, lines 63 through 2 line 9 and col. 8, lines 57-61). It would have been obvious to a person of ordinary skill in the art at the time of applicant's invention to modify the teachings of McGovern to incorporate the exchange of information in preparation for an interview as evidenced by Williams et al with the motivation to better match candidates to take suitability interview.

As per claims 7 and 16, the combination of McGovern et al and Williams et al discloses the limitations of claim 7 in the rejection of claims 5 and 14. In addition, McGovern et al discloses comparing a preferred employer specification in said candidate attributes (col. 4, lines 26-31).

As per claims 8 and 17, the combination of Salmon et al and Williams et al discloses all of the limitations in the rejection of claims 5 and 14. In addition, Salmon et al disclose receiving a response to said request for interview from at least one of said candidate and said employer and utilizing said response to schedule the interview (col. 11, lines 54-58 and col. 11, lines 12-16). It would have been obvious to a person of ordinary skill in the art at the time the invention was made to modify the employment recruiting system of McGovern et al to include receiving a response to said request for interview from at least one of said candidate and said employer as

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evidenced by Williams. A person having ordinary skill in the art would have been motivated to use such a modification in order to insure that interview will be taken place.

Claim 14 is a distributed network for facilitating interviews between at least one candidate and at least one employer for performing the steps of method claim 5.

3. Claims 9-13 and 15 are rejected under 35 U.S.C. 103(a) as being unpatentable over McGovern et al (U.S. Patent No.5, 978,768) in view of Williams et al (U.S. Patent No. 6,618,734) as applied to claims 5 and 14 above and further in view of Dialog (Linking students to jobs Gooley on the grow (Gooley Industries, which provides Web-based hiring service).

As per claim 9, the combination of Salmon et al and Williams does not explicitly disclose computing a payment due from said employer based on the mutual consent to said request for interview with said candidate. Dialog (Linking students to jobs Gooley on the grow (Gooley Industries, which provides Web-based hiring service), in the same field of endeavor, teaches the idea of providing interview scheduling for job seekers and employers pay a fee for service rendered (See entire page 2). It would have been obvious to one of ordinary skill in the art in order to modify the teachings of McGovern et al and Williams et al to include the teachings of Dialog with the motivation to guarantee by a service provider that an employer receives best matched candidates, therefore maximizing revenue of the service provider.

As per claim 10, it is common that a company would pay a lot more to an employment firm to fill in an executive position and vary the pay amount based on the prospective employee's experience level, types of position, open position and fee schedules, etc. Applicant's claimed features "an amount of said payment is chosen from a general equivalency diploma amount, a high school amount, a vocational educational training amount, an associate degree

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amount, a bachelor degree amount, a master degree amount, and a doctorate amount, wherein said doctorate amount is less than or equal to said master degree amount, which is less than or equal to said bachelor degree amount, which is less than or equal to said associate degree amount, which is less than or equal to said vocational educational training amount, which is less than or equal to said high school amount, which is less than or equal to said general equivalency diploma amount” are similar type of features a company would pay for a candidate for the motivation of attracting more qualified candidates.

Claim 11 recites is a computer system for performing the method step of claim 5; therefore is rejected similarly. In addition, claim 11 recites the limitation “a payment interface operable to receive payment from said employer based on occurrence of said mutual consent. Dialog, in the same field of endeavor, teaches the idea of providing interview scheduling for job seekers and employers pay a fee for service rendered (See entire page 2). It would have been obvious to one of ordinary skill in the art in order to modify the teachings of McGovern et al and Williams et al to include the teachings of Dialog with the motivation to guarantee by a service provider that an employer receives best matched candidates, therefore maximizing revenue of the service provider and at the same time maximizing potential income of the service provider.

As per claim 12, the combination of McGovern et al and Williams et al discloses the limitations of claim 12 in the rejection of claim 11 above. In addition, McGovern et al discloses comparing a preferred employer specification in said candidate attributes (col. 4, lines 26-31).

As per claim 13, the combination of Salmon et al and Williams et al discloses all of the limitations in the rejection of claim 11 above. In addition, Salmon et al disclose receiving a response to said request for interview from at least one of said candidate and said employer and

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utilizing said response to schedule the interview (col. 11, lines 54-58 and col. 11, lines 12-16).

It would have been obvious to a person of ordinary skill in the art at the time the invention was made to modify the employment recruiting system of McGovern et al to include receiving a response to said request for interview from at least one of said candidate and said employer as evidenced by Williams. A person having ordinary skill in the art would have been motivated to use such a modification in order to insure that interview will be taken place.

As per claim 15, the combination of Salmon et al and Williams does not explicitly disclose receiving payment from said employer for providing contact information for said candidate. Dialog (Linking students to jobs Gooey on the grow (Gooey Industries, which provides Web-based hiring service), in the same field of endeavor, teaches the idea of providing interview scheduling for job seekers and employers pay a fee for service rendered (See entire page 2). It would have been obvious to one of ordinary skill in the art in order to modify the teachings of McGovern et al and Williams et al to include the teachings of Dialog with the motivation to guarantee by a service provider that an employer receives best matched candidates, therefore maximizing revenue of the service provider.

Response to Arguments

4. Applicant's arguments with respect to claims 5-17 have been considered but are moot in view of the new ground(s) of rejection.

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Conclusion

5. Any inquiry concerning this communication or earlier communications from the examiner should be directed Romain Jeanty whose telephone number is (703) 308-9585. The examiner can normally be reached Monday-Thursday from 7:30 am to 6:00 pm. If attempts to reach the examiner are not successful, the examiner's supervisor, Tariq R Hafiz can be reached at (703) 305-9643.

Any inquiry of a general nature or relating to the status of this application or proceeding should be directed to the group receptionist whose telephone number is (703) 308-1113.

Any response to this action should be mailed to:

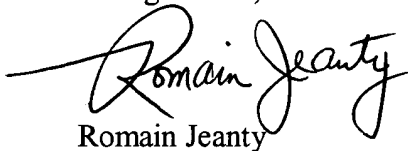
Commissioner for Patents

P.O. Box 1450

Alexandria, VA 22313-1450

or faxed to: (703) 305-7687

Hand delivered responses should be brought to Crystal Park 5, 2451 Crystal Drive,
Arlington VA, Seventh floor receptionist.



Romain Jeanty

Patent Examiner

Art Unit 3623

November 16, 2003

Notice of References Cited

Application/Control No. 10/101,644	Applicant(s)/Patent Under Reexamination VIANELLO, MARC	
Examiner Romain Jeanty	Art Unit 3623	Page 1 of 1

U.S. PATENT DOCUMENTS

*		Document Number Country Code-Number-Kind Code	Date MM-YYYY	Name	Classification
	A	US-5,978,768	11-1999	McGovern et al.	705/1
	B	US-6,618,734	09-2003	Williams et al.	707/102
	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

*		Include as applicable: Author, Title Date, Publisher, Edition or Volume, Pertinent Pages)
	U	Dialog "Linking students to jobs Gooley on the grow (Gooley Industries, which provides Web-based hiring service"; 2/2000;Crain's Cleveland Business, V 21, p 26; Dialog file 9, Accession No. 2720015.
	V	
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	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

DATE: Sunday, November 16, 2003

<u>Set Name</u>	<u>Query</u>	<u>Hit Count</u>	<u>Set Name</u>
side by side			result set
	<i>DB=USPT; THES=DTIC; PLUR=YES; OP=OR</i>		
L6	l4 and l5	5	L6
L5	interview\$ same (mutual\$ consent\$ agree\$)	92	L5
L4	interview same (inquiry\$ request\$ date)	150	L4
L3	interview adj2 (inquiry\$ request\$ date) near5 (mutual\$ consent\$ agree\$)	0	L3
L2	(human adj resource employer recruiter client) near4 (job adj seeker\$ candidate\$ client\$ user\$)	11571	L2
L1	(human adj resource employer recruiter client) near4 (job seeker candidate client user)	11746	L1

END OF SEARCH HISTORY



Amdt 5/A
Sept. 4, 03
PATENT
S. Ellis
Atty. Docket 15703-10002

EL 906133234US

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

Application of: Marc VIANELLO	:	
	:	Examiner: JEANTY, Romain
	:	
Serial No.: 10/101,644	:	Group Art Unit: 3623
	:	
Filed: March 19, 2002	:	Attorney Docket No.: 15703-10002
	:	
For: APPARATUS AND METHODS FOR	:	Customer No.: 027526
PROVIDING CAREER AND	:	
EMPLOYMENT SERVICES	:	Confirmation No.: 8626
	:	
Last Office Action: June 20, 2003	:	

AMENDMENT A

Mail Stop Non-Fee Amendment
Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

Sir:

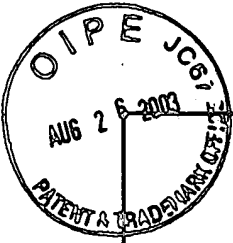
In response to the Office Action mailed June 20, 2003, please amend the above-identified application in accordance with the amendments and remarks as set forth herein.

Amendments to the claims are reflected in the listing of claims which begins on page 2 of this paper.

Remarks/ Arguments begin on page 57 of this paper.

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TRANSMITTAL FORM <i>(to be used for all correspondence after initial filing)</i>		Application Number	10/101,644
		Filing Date	March 19, 2002
		First Named Inventor	Marc VIANELLO
		Group Art Unit	3623
		Examiner Name	Romain JEANTY
Total Number of Pages in This Submission	64	Attorney Docket Number	15703-10002

ENCLOSURES (check all that apply)		
<input type="checkbox"/> Fee Transmittal Form	<input type="checkbox"/> Assignment Papers (for an Application)	<input type="checkbox"/> After Allowance Communication to Group
<input type="checkbox"/> Fee Attached	<input type="checkbox"/> Drawing(s)	<input type="checkbox"/> Appeal Communication to Board of Appeals and Interferences
<input checked="" type="checkbox"/> Amendment / Reply	<input type="checkbox"/> Licensing-related Papers	<input type="checkbox"/> Appeal Communication to Group (Appeal Notice, Brief, Reply Brief)
<input type="checkbox"/> After Final	<input type="checkbox"/> Petition	<input type="checkbox"/> Proprietary Information
<input type="checkbox"/> Affidavits/declaration(s)	<input type="checkbox"/> Petition to Convert to a Provisional Application	<input type="checkbox"/> Status Letter
<input type="checkbox"/> Extension of Time Request	<input type="checkbox"/> Power of Attorney, Revocation Change of Correspondence Address	<input checked="" type="checkbox"/> Other Enclosure(s) (please identify below)
<input type="checkbox"/> Express Abandonment Request	<input type="checkbox"/> Terminal Disclaimer	Postcard
<input type="checkbox"/> Information Disclosure Statement	<input type="checkbox"/> Request for Refund	
<input type="checkbox"/> Certified Copy of Priority Document(s)	<input type="checkbox"/> CD, Number of CD(s) _____	
<input type="checkbox"/> Response to Missing Parts/ Incomplete Application	Remarks:	
<input type="checkbox"/> Response to Missing Parts under 37 CFR 1.52 or 1.53		

SIGNATURE OF APPLICANT, ATTORNEY, OR AGENT		RECEIVED SEP 03 2003 GROUP 3600
Firm or Individual Name	Ladi Shogbamimu	
Signature		
Date	August 26, 2003	

CERTIFICATE OF EXPRESS MAILING			
I hereby certify that this correspondence is being deposited with the United States Postal Service with sufficient postage as Express Mail in an envelope addressed to: Commissioner for Patents, Washington, DC 20231 on this date: Express Mail Label No.: EL 906133234 US			
Typed or printed name	Ladi Shogbamimu		
Signature		Date	August 26, 2003

Burden Hour Statement: This form is estimated to take 0.2 hours to complete. Time will vary depending upon the needs of the individual case. Any comments on the amount of time you are required to complete this form should be sent to the Chief Information Officer, U.S. Patent and Trademark Office, Washington, DC 20231. DO NOT SEND FEES OR COMPLETED FORMS TO THIS ADDRESS. SEND TO: Assistant Commissioner for Patents, Washington, DC 20231.

CLAIM AMENDMENTS

IN THE CLAIMS:

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1. (withdrawn) A system for collecting and classifying information using a structured information format, said system comprising:

an employment management system configured to provide continuous recruiting and continuous career enhancement by providing a search interface to a plurality of job descriptions and to a plurality of blind résumés, wherein employers provide said job descriptions and talent provide talent information corresponding to said blind résumés.

2. (withdrawn) The system as set forth in claim 1, wherein personal contact information corresponding to at least one selected résumé is provided to said employers after said employers agree to purchase said personal contact information.

3. (withdrawn) The system as set forth in claim 1, wherein said employers are provided an opportunity to purchase personal contact information corresponding to at least one selected résumé if a selected talent corresponding to said selected résumé indicates consent.

4. (withdrawn) The system as set forth in claim 3, wherein said consent is indicated by specifying at least one preferred employer.

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5. (currently amended) A method in a network computing environment of authorizing information exchange between at least one ~~candidate in~~ candidate of a plurality of talent-contributors and at least one ~~employer in~~ of a plurality of employers, said candidate having one or more candidate attributes including candidate ~~requirements~~ requirements, and said employer having employer requirements, said method comprising:

programmatically matching said candidate with said employer based on said candidate requirements and said employer requirements;

receiving a request for interview from at least one of said candidate and said employer;

and

determining whether there is mutual consent to said request for interview.

6. (original) The method as set forth in claim 5, wherein said information exchange occurs in preparation for an interview.

7. (original) The method as set forth in claim 5, wherein said determining further comprises comparing a preferred employer specification in said candidate attributes with said employer.

8. (currently amended) The method as set forth in claim 5, wherein said determining further comprises receiving a response to said request for interview from at least one of said candidate and said employer; and utilizing said response to selectively perform additional

functions.

9. (currently amended) The method as set forth in claim 5 further comprising ~~receiving computing a payment due from said employer for providing contact information for said candidate based on the mutual consent to said request for interview with said candidate.~~

10. (currently amended) The method as set forth in claim 9, wherein an amount of said payment is chosen from a general equivalency diploma amount, a high school amount, a vocational educational training amount, an associate degree amount, a bachelor degree amount, a master degree amount, and a doctorate amount, wherein said doctorate amount is ~~less than~~ greater than or equal to said master degree amount, which is ~~less than~~ greater than or equal to said bachelor degree amount, which is ~~less than~~ greater than or equal to said associate degree amount, which is ~~less than~~ greater than or equal to said vocational educational training amount, which is ~~less than~~ greater than or equal to said high school amount, which is ~~less than~~ greater than or equal to said general equivalency diploma amount.

11. (original) A computer system for coordinating information exchange between at least one candidate in a plurality of talent-contributors and at least one employer in a plurality of employers, said candidate having candidate attributes including candidate requirements and said employer having employer requirements, said computer system comprising:

a comparator operable to match said candidate with said employer based on said

candidate requirements and said employer requirements;

an interface operable to receive a request for interview from at least one of said candidate and said employer;

said comparator further operable to determine whether there is mutual consent to said request for interview; and

a payment interface operable to receive payment from said employer based on an occurrence of said mutual consent.

12. (original) The computer system as set forth in claim 11, wherein said comparator is further operable to compare a preferred employer specification in said candidate attributes with said employer.

13. (original) The computer system as set forth in claim 11, wherein said interface is further operable to receive a response to said request for interview from at least one of said candidate and said employer.

14. (original) A distributed network for facilitating interviews between at least one candidate in a plurality of talent-contributors and at least one employer in a plurality of employers, said candidate having candidate attributes including candidate requirements and said employer having employer requirements, said distributed network comprising:

means for managing enterprise database resources;

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means for matching said candidate with said employer based on said candidate requirements and said employer requirements;

means for receiving a request for interview from at least one of said candidate and said employer; and

means for determining whether there is mutual consent to said request for interview.

15. (original) The distributed network as recited in claim 14 further comprising means for receiving payment from said employer for providing contact information for said candidate.

16. (original) The distributed network as recited in claim 14, wherein said means for determining whether there is mutual consent further comprises means for comparing a preferred employer specification in said candidate attributes with said employer.

17. (original) The distributed network as recited in claim 14, wherein said determining whether there is mutual consent further comprises means for receiving a response to said request for interview from at least one of said candidate and said employer.

18. (withdrawn) A method of receiving information regarding at least one candidate from a plurality of talent-contributors, said candidate having candidate attributes, said method comprising:

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receiving personal information associated with said candidate;
receiving experience information regarding said candidate, said experience information relating to skills attributes; and
receiving skills descriptions corresponding to said skills attributes.

19. (withdrawn) The method as set forth in claim 18, wherein said receiving personal information further comprises maintaining records of said personal information.

20. (withdrawn) The method as set forth in claim 18, wherein said personal information includes a name, a physical address, an electronic address, and a minimum compensation requirement of said candidate.

21. (withdrawn) The method as set forth in claim 20, wherein said physical address is maintained in a consistent format.

22. (withdrawn) The method as set forth in claim 20 further comprising identifying a nearest metropolitan area to said physical address, wherein said nearest metropolitan area is further designated as a metropolitan statistical area, a primary metropolitan statistical area, or a consolidated metropolitan statistical area.

23. (withdrawn) The method as set forth in claim 18, wherein said candidate attributes include career information regarding at least one past position of said candidate, said career information selected from structured occupational data operable to be matched with employer information pertaining to prospective employers.

24. (withdrawn) The method as set forth in claim 23, wherein said structured occupational data includes at least one occupational title obtained from the Dictionary of Occupational Titles.

25. (withdrawn) The method as set forth in claim 23, wherein said structured occupational data further comprises a reason said candidate is no longer employed in said past position.

26. (withdrawn) The method as set forth in claim 23, wherein said candidate attributes include industry information regarding said past position of said candidate, said career information selected from structured industry data operable to be matched with said employer information.

27. (withdrawn) The method as set forth in claim 26, wherein said industry information further comprises a reason said candidate is no longer employed in said past position.

28. (withdrawn) The method as set forth in claim 18, wherein said candidate attributes include structured industry data comprising classifications identified in the North American Industry Classification System.

29. (withdrawn) The method as set forth in claim 28, wherein said classifications relate to at least one past position of said candidate.

30. (withdrawn) The method as set forth in claim 29, wherein said candidate provides descriptions of accomplishments of said candidate in said past position.

31. (withdrawn) The method as set forth in claim 18 further comprising:
storing said personal information about said candidate in a memory; and
providing access to said candidate attributes, said access operable to facilitate generation of reports regarding said plurality of talent-contributors.

32. (withdrawn) The method as set forth in claim 23, wherein said candidate provides information regarding compensation received by said candidate with respect to said past position.

33. (withdrawn) The method as set forth in claim 31, 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.

34. (withdrawn) The method as set forth in claim 33, wherein said self-identification information is received on an optional basis.

35. (withdrawn) The method as set forth in claim 33 further comprising providing said self-identification information to prospective employers to enable said prospective employers to comply with job-applicant-reporting requirements.

36. (withdrawn) The method as set forth in claim 18 further comprising receiving educational-background information associated with at least one educational institution which said candidate has attended.

37. (withdrawn) The method as set forth in claim 36, wherein said educational information further comprises a name of said educational institution, a level of education expected or attained, and at least one field of study.

38. (withdrawn) The method as set forth in claim 18 further comprising receiving affiliation information corresponding to affiliations of said candidate, said affiliations including membership in at least one organization in a plurality of occupation-oriented organizations.

39. (withdrawn) The method as set forth in claim 38, wherein said occupation-oriented organizations comprise professional associations, trade associations, and labor unions.

40. (withdrawn) The method as set forth in claim 18, wherein said candidate attributes include desired-career information regarding at least one desired-career position.

41. (withdrawn) The method as set forth in claim 40, wherein said desired-career information includes a designation of at least one preferred employer.

42. (withdrawn) The method as set forth in claim 18 further comprising suggesting possible job descriptions to said candidate based on said candidate attributes.

43. (withdrawn) The method as set forth in claim 18, wherein said skills descriptions relate to language skills, analytical skills, people and communication skills, and mechanical skills of said candidate.

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44. (withdrawn) The method as set forth in claim 43, wherein said language skills include reading, writing, and speaking.

45. (withdrawn) The method as set forth in claim 44, wherein said description of said reading, writing, and speaking skills includes an assessment of proficiency in said skills.

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46. (withdrawn) The method as set forth in claim 43, wherein said analytical skills, people and communication skills, and mechanical skills correspond to said skills attributes described in the Dictionary of Occupational Titles.

47. (withdrawn) The method as set forth in claim 46, wherein said skills descriptions comprise descriptions of nature, use, and proficiency of skills associated with said skills descriptions.

48. (withdrawn) The method as set forth in claim 46, wherein skills associated with said skills descriptions correspond to a skills coding system of the Dictionary of Occupational Titles.

49. (withdrawn) The method as set forth in claim 18 further comprising receiving an identification of licenses and certifications held by said candidate.

50. (withdrawn) The method as set forth in claim 18 further comprising receiving a description of professional and personal accomplishments of said candidate.

51. (withdrawn) The method as set forth in claim 18 further comprising receiving an indication of an interest level of said candidate in obtaining new employment.

52. (withdrawn) A computer system including computer-readable instructions for receiving talent information regarding talent, said talent having talent faculties, said computer system comprising:

at least one memory in which said computer-readable instructions reside;

a processor operable to execute said computer-readable instructions;

a communications adapter operable to receive said talent information from said talent, said communications adapter operative to communicate a portion of said talent information to a plurality of employers;

wherein said communications adapter is configured to receive contact data associated with said talent; and

wherein said communications adapter is further configured to receive background information regarding said talent, said background information including affiliation information corresponding to affiliations of said talent, said affiliations including membership in at least one occupation-oriented organization.

53. (withdrawn) The computer system as set forth in claim 52, wherein said contact data includes a name and an E-mail address.

54. (withdrawn) The computer system as set forth in claim 52, wherein said background information further comprises self-identification information including at least one of:

- information regarding race of said talent;
- information regarding gender of said talent;
- information regarding citizenship of said talent;
- information regarding employment eligibility.

55. (withdrawn) The computer system as set forth in claim 54 further comprising a data interface configured to provide said self-identification information to said employers to enable said employers to comply with job applicant reporting requirements.

56. (withdrawn) The computer system as set forth in claim 52, wherein said talent faculties further comprise information regarding at least one of past employment, formal education, informal training, and a description of proficiency in a predetermined set of skills.

57. (withdrawn) The computer system as set forth in claim 52, wherein said talent faculties further comprise information regarding membership in at least one occupation-oriented

organization.

58. (withdrawn) The computer system as set forth in claim 52, wherein said communications adapter is further configured to receive desired-position information regarding a career position specified by said talent.

59. (withdrawn) The computer system as set forth in claim 58, wherein said desired-position information includes a designation of at least one preferred employer.

60. (withdrawn) The computer system as set forth in claim 52, wherein said talent faculties include work experience as embodied in past-employment information, said past-employment information associated with skills attributes, said skills attributes described by skills descriptions.

61. (withdrawn) The computer system as set forth in claim 60, wherein said skills descriptions include an assessment of proficiency.

62. (withdrawn) A distributed network for providing employers with candidate-information regarding at least one candidate in a plurality of talent-contributors, said candidate having candidate attributes, said distributed network comprising:

means for managing enterprise human resource data;

means for receiving personal information associated with said candidate;

means for receiving career information regarding at least one past career position of said candidate, said career information operable to be matched with employer information pertaining to prospective employers of said candidate, wherein at least a portion of said career information is associated with said enterprise human resource data;

means for receiving experience information regarding said candidate, said experience information associated with experiences gained by said candidate, said experiences relating to skills attributes and said experiences of relevance to said prospective employers;

means for obtaining consent of said candidate to release of said personal information of said candidate to at least one of said prospective employers; and

means for providing said personal information to said at least one of said prospective employers based on said consent.

63. (withdrawn) The distributed network as recited in claim 62 further comprising means for providing an interface to said candidate attributes, said interface operable to facilitate generation of reports regarding said plurality of talent-contributors.

64. (withdrawn) The distributed network as recited in claim 63, wherein said personal information further comprises self-identification information including at least one of:
information regarding race of said candidate;
information regarding gender of said candidate;

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

65. (withdrawn) The method according to claim 64, wherein said self-identification information is received on an optional basis.

66. (withdrawn) The distributed network as recited in claim 64 further comprising means for providing said self-identification information to said prospective employers to enable said prospective employers to comply with job applicant reporting requirements, wherein said self-identification information is provided to said prospective employers after said prospective employers have made hiring decisions regarding said candidate, whereby said self-identification information cannot be used impermissibly by said prospective employers to discriminate against said candidate.

67. (withdrawn) The distributed network as recited in claim 62 wherein said experience information is categorized based on a data dictionary of job descriptions.

68. (withdrawn) The distributed network as recited in claim 62, wherein said candidate attributes include at least one desired career position.

69. (withdrawn) The distributed network as recited in claim 62, wherein said candidate attributes further include a designation of at least one preferred employer.

70. (withdrawn) A method of receiving information regarding an employer including employer profile information and at least one job description, said job description having job parameters corresponding to candidate attributes of a desired candidate, said method comprising:
receiving desired experience information regarding said desired candidate, said desired experience information relating to a structured set of desired skills attributes; and
receiving desired skills descriptions corresponding to said desired skills attributes.

71. (withdrawn) The method as set forth in claim 70 further comprising:
receiving a multiple-division indication regarding an existence of multiple divisions associated with said employer,
receiving geographical information associated with at least one of said multiple divisions;
receiving user information regarding at least one employer-user to be associated with an employer account corresponding to said employer; and
for each of said at least one employer-user receiving access scope information, said access scope information specifying a scope of access associated with said at least one employer-user.

72. (withdrawn) The method as set forth in claim 71, wherein a division in said multiple divisions is further divided into successively smaller divisions.

73. (withdrawn) The method as set forth in claim 70, wherein said employer profile information includes employer name, phone number, physical address, billing information, and administrative user information.

74. (withdrawn) The method as set forth in claim 71, wherein said geographical information is maintained in a consistent format.

75. (withdrawn) The method as set forth in claim 71, wherein receiving said geographical information further comprises identifying a nearest metropolitan area associated with a geographical location associated with said multiple divisions of said employer, wherein said nearest metropolitan area is further designated as a metropolitan statistical area, a primary metropolitan statistical area, or a consolidated metropolitan statistical area.

76. (withdrawn) The method as set forth in claim 71, wherein said job description is associated with a division within said multiple divisions.

77. (withdrawn) The method as set forth in claim 70, wherein said job description further comprises:

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a confidential maximum compensation said employer has allocated for a job;
a number of total employment positions associated with said job description; and
a number of open employment positions associated with said number of total
employment positions.

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78. (withdrawn) The method as set forth in claim 70, wherein said employer profile information includes structured industry data operable to be matched with career information pertaining to prospective employees.

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79. (withdrawn) The method as set forth in claim 78, wherein said structured industry data includes classifications identified in the North American Industry Classification System.

80. (withdrawn) The method as set forth in claim 70, wherein said job description further comprises:

a Federal Employment Records Information requirement indication regarding whether said job description is associated with an employment position for which self-identification information should be maintained.

81. (withdrawn) The method as set forth in claim 70, wherein said job description further comprises a regulated job requirements indication regarding whether said job description is associated with an employment position for which said candidate attributes are subject to

government regulation.

82. (withdrawn) The method as set forth in claim 70, wherein said job description further comprises a narrative description of functions to be performed in a job associated with said job description.

83. (withdrawn) The method as set forth in claim 70, wherein said job description further comprises benefit descriptions and compensation figures offered by said employer in connection with a job associated with said job description, wherein said compensation figures include a maximum compensation amount.

84. (withdrawn) The method as set forth in claim 83, wherein said maximum compensation amount is confidential.

85. (withdrawn) The method as set forth in claim 81, wherein said government regulation includes a restriction pertaining to citizenship.

86. (withdrawn) The method as set forth in claim 71, wherein said employer profile information includes information regarding organizations with which said employer is affiliated.

87. (withdrawn) A computer system for receiving employer information regarding an employer having at least one division, said computer system comprising:

a check box operable to receive a multiple-division indication regarding an existence of multiple divisions associated with said employer;

a geographical interface configured to receive geographical information associated with at least one of said multiple divisions associated with said employer; and

a user interface operable to receive user information regarding at least one employer-user to be associated with an employer account corresponding to said employer, wherein said user interface is operable to receive access scope information for said employer-user, said access scope information specifying a scope of access associated with said employer-user.

88. (withdrawn) The computer system as set forth in claim 87, wherein said geographical interface is further configured to receive said geographical information by identifying a nearest metropolitan area associated with said multiple divisions.

89. (withdrawn) The computer system as set forth in claim 87 further comprising a structured form operable to receive at least one job description associated with said division.

90. (withdrawn) The computer system as set forth in claim 89, wherein said structured form further comprises:

a first numerical input cell operable to receive a number corresponding to a maximum

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allocated compensation for said job description;

a second numerical input cell operable to receive a number of total employment positions associated with said job description; and

a third numerical input cell operable to receive a number of open employment positions associated with said number of total employment positions.

91. (withdrawn) A distributed network for receiving employer profile information regarding an employer having at least one business unit, said distributed network comprising:

means for maintaining enterprise human resource information;

means for receiving a multiple-division indication regarding an existence of multiple divisions associated with said employer;

means for receiving geographical information associated with at least one of said multiple divisions;

means for receiving user information regarding at least one employer-user to be associated with an employer account corresponding to said employer;

means for receiving access scope information for each of said at least one employer-user, said access scope information specifying a scope of access associated with said at least one employer-user.

92. (withdrawn) The distributed network as recited in claim 91, wherein said geographical information is maintained in a consistent format.

93. (withdrawn) The distributed network as recited in claim 91, wherein said means for receiving said geographical information further comprises means for identifying a nearest metropolitan area associated with a geographical location associated with said multiple divisions of said employer.

94. (withdrawn) The distributed network as recited in claim 91 further comprising means for receiving at least one job description associated with said at least one business unit.

95. (withdrawn) The distributed network as recited in claim 94, wherein said means for receiving at least one job description further comprises:

means for receiving a number of total employment positions associated with said job description; and

means for receiving a number of open employment positions associated with said number of total employment positions.

96. (withdrawn) A method of searching a plurality of job descriptions, said method performed by a talent-user, and said method comprising:

accessing a talent profile associated with said talent-user, said talent profile including talent-threshold requirements;

identifying target job descriptions associated with prospective employers based on said

talent profile, said target job descriptions having job-threshold requirements;

comparing said talent profile with said job-threshold requirements, whereby a threshold comparison results; and

determining whether at least one of said target job descriptions is compatible with said talent profile, based on said threshold comparison.

97. (withdrawn) A method of searching a plurality of job descriptions, said method performed by a talent-user, and said method comprising:

receiving search parameters from said talent-user;

identifying target job descriptions associated with prospective employers based on said search parameters, said target job descriptions having job-threshold requirements;

comparing at least one talent profile with said job-threshold requirements, whereby a threshold comparison results; and

determining whether at least one of said target job descriptions is compatible with said talent profile, based on said threshold comparison.

98. (withdrawn) The method as set forth in claim 97 further comprising:

receiving from said talent-user an indication regarding whether to perform a foreign search for said target job descriptions located outside of a specified geographic location; and

providing job description information corresponding to said target job descriptions that occur outside of a primary location country associated with said talent-user.

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99. (withdrawn) The method as set forth in claim 97, wherein said search parameters include a minimum compensation requirement.

100. (withdrawn) The method as set forth in claim 97 further comprising:
receiving a request for interview with a target employer from said talent-user; and
transmitting said request for interview to said target employer.

101. (withdrawn) The method as set forth in claim 100 further comprising:
receiving a request-acceptance indication from said target employer regarding whether
said target employer accepts said request for interview; and
providing a questionnaire to said target employer regarding said request-acceptance
indication based on a negative value of said request-acceptance indication.

102. (withdrawn) The method as set forth in claim 101 further comprising:
inactivating an account associated with said target employer based on a failure to respond
to said questionnaire; and
reactivating said account based on a subsequent response to said questionnaire.

103. (withdrawn) The method as set forth in claim 102 further comprising:
reactivating said account based on passage of a predetermined period of time.

104. (withdrawn) The method as set forth in claim 97, wherein said search parameters further include at least one search timing parameter, including:

a start time and a search frequency.

105. (withdrawn) The method as set forth in claim 104, wherein said search frequency is once per day.

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106. (withdrawn) The method as set forth in claim 97 further comprising providing said talent-user with an opportunity to modify said search parameters and said talent profile if said threshold comparison indicates that said talent profile does not match said job-threshold requirements.
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107. (withdrawn) The method as set forth in claim 97 further comprising providing said talent-user with a list of job descriptions for which said talent profile matches said job-threshold requirements.

108. (withdrawn) The method as set forth in claim 107, wherein said list of job descriptions is ordered by compensation offered in connection with a particular job.

109. (withdrawn) The method as set forth in claim 108, wherein said list of job descriptions is further ordered by geographic proximity to a geographic location specified in said search parameters.

110. (withdrawn) A data processing apparatus for searching a plurality of job descriptions, said apparatus operable to communicate with a talent-user, said apparatus comprising:

an application server configured to provide a user interface operative to receive an instruction to search from said talent-user, said user interface further operative to receive search parameters from said talent-user;

at least one memory operable to store and provide access to a talent profile associated with said talent-user, said talent profile including talent-threshold requirements;

a search engine configured to access said talent profile and said search parameters;

a filter operable to identify target job descriptions based on said search parameters, said target job descriptions having job-threshold requirements; and

a comparator, coupled with said search engine, operable to compare said talent profile to said job-threshold requirements, whereby a threshold comparison results.

111. (withdrawn) The apparatus as set forth in claim 110, wherein said comparator is a processor programmed to compare sets of data having a consistent nomenclature.

112. (withdrawn) The apparatus as set forth in claim 110, wherein said talent-threshold requirements further include a minimum compensation requirement.

113. (withdrawn) The apparatus as set forth in claim 110 further comprising:
an input form configured to receive a request for interview with a target employer from said talent-user; and
a message processor programmed to transmit said request for interview to said target employer.

114. (withdrawn) The apparatus as set forth in claim 113, wherein said message processor is further programmed to receive a request-declined indication from said target employer regarding whether said target employer accepts said request for interview, and wherein said message processor is further programmed to provide a questionnaire to said target employer regarding said request-declined indication.

115. (withdrawn) The apparatus as set forth in claim 114 further comprising a processor programmed to inactivate an account associated with said target employer based on a failure to respond to said questionnaire, wherein said processor is further programmed to reactivate said account based on a subsequent response to said questionnaire.

116. (withdrawn) The apparatus as set forth in claim 115, wherein said processor is further programmed to reactivate said account based on passage of a predetermined period of time.

117. (withdrawn) The apparatus set forth in claim 110, wherein said instruction to search further includes at least one search timing parameter, including at least one of:
a start time and a search frequency.

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118. (withdrawn) The apparatus set forth in claim 117, wherein said search frequency is once per day.

119. (withdrawn) The apparatus as set forth in claim 110, wherein said user interface is further operable to provide said talent-user with an opportunity to modify talent compensation requirements if said threshold comparison indicates that talent compensation requirements do not match said job-threshold requirements.

120. (withdrawn) The apparatus as set forth in claim 110, wherein said user interface is further operable to provide said talent-user with a list of job descriptions for which said search parameters match said job-threshold requirements.

121. (withdrawn) The apparatus as set forth in claim 120, wherein said list of job descriptions are ordered by compensation offered in connection with a particular job.

122. (withdrawn) The apparatus as set forth in claim 121, wherein said list of job descriptions are further ordered by geographic proximity to a geographical location specified in said search parameters.

123. (withdrawn) A network for searching a plurality of job descriptions, said network operable to receive talent-information from a talent-user, said network comprising:

means for managing enterprise human resource data;

means for receiving job search parameters from said talent-user;

means for storing at least one set of job search parameters associated with an ideal job for said talent-user;

means for accessing said set of job search parameters and a talent profile associated with said ideal job, said talent profile including a minimum compensation requirement;

means for identifying target job descriptions, based on said set of job search parameters and said talent profile, said target job descriptions having a maximum compensation allowance associated with an employer; and

means for comparing said minimum compensation requirement of said talent-user to said maximum compensation allowance of said employer, whereby a compensation comparison results, and wherein said means for comparing determines whether said talent profile is

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compatible with at least one of said target job descriptions.

124. (withdrawn) The network as recited in claim 123, wherein at least one of said job search parameters is a geographic location.

125. (withdrawn) The network as recited in claim 123 further comprising:
means for receiving a request for interview with said employer from said talent-user; and
means for transmitting said request for interview to said employer.

126. (withdrawn) The network as recited in claim 125 further comprising:
means for receiving a request-acceptance indication from said employer regarding whether said employer accepts said request for interview; and
means for providing a questionnaire to said employer regarding said request-acceptance indication.

127. (withdrawn) The network as recited in claim 126 further comprising means for notifying said employer that an account associated with said employer has been inactivated until said employer responds to said questionnaire.

128. (withdrawn) The network as recited in claim 123, wherein said job search parameters include at least one search timing parameter, including a start time and a search

frequency.

129. (withdrawn) The network as recited in claim 128, wherein said search frequency is once per day.

130. (withdrawn) The network as recited in claim 123 further comprising means for providing said talent-user with a list of job descriptions for which said minimum compensation requirement and said job search parameters match maximum compensation allowance.

131. (withdrawn) The network as recited in claim 130, wherein said list of job descriptions are ordered by compensation offered and geographic proximity to a location specified in said job search parameters.

132. (withdrawn) A method of searching for talent by searching talent information in a plurality of talent profiles, said method initiated by an employer-user associated with an employer, said method comprising:

receiving search parameters from said employer-user;

accessing a job description associated with said employer-user, said job description, including job-threshold requirements;

identifying target talent profiles associated with prospective talent and consistent with said search parameters from among said plurality of talent profiles, said target talent profiles

having associated talent-threshold requirements;

comparing said talent-threshold requirements with said job-threshold requirements, whereby a threshold comparison is produced; and

determining whether at least one of said target talent profiles is compatible with said job-threshold requirements, based on said threshold comparison, whereby at least one compatible talent résumé is identified.

133. (withdrawn) The method as set forth in claim 132 further comprising providing said employer-user with an opportunity to modify said job threshold requirements if said threshold comparison indicates that said job-threshold requirements do not match said talent-threshold requirements.

134. (withdrawn) The method as set forth in claim 132, wherein said search parameters further include desired candidate parameters associated with a desired candidate.

135. (withdrawn) The method as set forth in claim 134, wherein said search parameters correspond to a predetermined job description associated with said employer.

136. (withdrawn) The method as set forth in claim 135, wherein said predetermined job description is associated with an occupational title consistent with the Dictionary of Occupational Titles.

137. (withdrawn) The method as set forth in claim 136, wherein said employer specifies a required term of experience associated with said occupational title.

138. (withdrawn) The method as set forth in claim 132, wherein said job-threshold requirements further include a maximum allocated compensation amount.

139. (withdrawn) The method as set forth in claim 132, wherein said search parameters include at least one skills description consistent with the Dictionary of Occupational Titles.

140. (withdrawn) The method as set forth in claim 139, wherein said search parameters include a required level of proficiency associated with said skills description.

141. (withdrawn) The method as set forth in claim 132, wherein said search parameters include at least one industry identification consistent with the North American Industry Classification System, said industry identification associated with an industry.

142. (withdrawn) The method as set forth in claim 141, wherein said employer specifies a required term of experience within said industry.

143. (withdrawn) The method as set forth in claim 132 further comprising:
determining whether said talent information associated with said compatible talent résumé includes a designation of said employer as a preferred employer, whereby a preferred employer determination results; and
based on an affirmative result of said preferred employer determination, providing contact information to said employer regarding said target talent profiles.

144. (withdrawn) The method as set forth in claim 143, wherein based on a negative result of said preferred employer determination, said employer is afforded an opportunity to communicate a request for interview to said talent associated with said compatible talent résumé.

145. (withdrawn) The method as set forth in claim 144 further comprising:
determining whether said talent accepts said request for interview, whereby a talent acceptance determination results;
based on a negative result of said talent acceptance determination, providing a questionnaire to said talent; and
based on one of a response and a lack of a response to said questionnaire, providing feedback to said employer-user.

146. (withdrawn) The method as set forth in claim 132 further comprising:
receiving from said employer-user an indication regarding whether to perform a foreign

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search for said talent located outside of a specified geographic location; and
providing talent profile information corresponding to said talent that resides outside of a primary location country associated with said employer, wherein said talent has legal authorization to work in said primary location country.

147. (withdrawn) The method as set forth in claim 132, wherein said search parameters further includes at least one search timing parameter, including a start time and a search frequency.

148. (withdrawn) The method as set forth in claim 147, wherein said search frequency is once per day.

149. (withdrawn) A computer system for facilitating searching talent having associated talent descriptions in a plurality of talent profiles, said computer system configured to receive input from an employer-user associated with an employer, said employer searching in a primary location country, and said computer system comprising:

an application server operable to provide a user interface operative to receive an instruction to search from said employer-user;

a memory operative to store search parameters associated with a desired candidate;

a comparator operative to compare said search parameters and associated job-threshold requirements, wherein target talent résumés are identified based on said search parameters and

said plurality of talent profiles, said target talent résumés having associated talent-threshold requirements;

wherein said talent-threshold requirements are compared to said job-threshold requirements, whereby a threshold comparison results; and

wherein it is determined whether at least one of said target talent résumés is compatible with said job-threshold requirements, based on said threshold comparison, whereby at least one compatible talent résumé is identified.

150. (withdrawn) The computer system as set forth in claim 149 further comprising: a message processor operative to afford said employer-user an opportunity to express a request for interview to said talent associated with said target talent résumés.

151. (withdrawn) The computer system as set forth in claim 149, wherein said job-threshold requirements further include a maximum allocated compensation amount.

152. (withdrawn) The computer system as set forth in claim 151, wherein said talent-threshold requirements further include a minimum required compensation amount.

153. (withdrawn) The computer system as set forth in claim 149 further comprising: preconfigured logic configured to determine whether compatible talent information that is associated with said compatible talent résumé includes a designation of said employer as a

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preferred employer, whereby a preferred employer determination results; and

wherein contact information associated with said compatible talent résumé is provided to said employer-user, based on an affirmative result of said preferred employer determination.

154. (withdrawn) The computer system as set forth in claim 153, wherein based on a negative result of said preferred employer determination, said employer-user is afforded an opportunity to express a request for interview to said talent that is associated with said compatible talent résumé.

155. (withdrawn) The computer system as set forth in claim 154, wherein said preconfigured logic is further configured to determine whether said talent accepts said request for interview, whereby a talent acceptance determination results;

wherein based on a negative result of said talent acceptance determination, a questionnaire is provided to said talent; and

based on one of a response and a lack of said response, feedback is provided to said employer-user.

156. (withdrawn) The computer system as set forth in claim 149, wherein said user interface further includes a check box configured to receive from said employer-user a foreign search indication regarding whether to perform a foreign search for said talent that resides outside said primary location country; and

based on an affirmative state of said foreign search indication, providing blind résumés corresponding to said talent that resides outside of said primary location country, wherein said talent has legal authorization to work in said primary location country.

157. (withdrawn) A distributed network of searching for talent by searching a plurality of talent profiles, said distributed network initiated by an employer-user associated with an employer, said employer searching in a primary location country, said distributed network comprising:

means for receiving an instruction to search from said employer-user;

means for receiving search parameters from said employer-user, said search parameters

including an identification of job-threshold requirements;

means for identifying target talent résumés, based on said search parameters and said plurality of talent profiles, said target talent résumés having associated talent-threshold requirements;

means for comparing said talent-threshold requirements with said job-threshold requirements, whereby a threshold comparison results; and

means for determining whether at least one of said target talent résumés is compatible with said job-threshold requirements, based on said threshold comparison, whereby at least one compatible talent résumé is identified.

158. (withdrawn) The distributed network as recited in claim 157, wherein said search parameters further include desired candidate parameters associated with a desired candidate.

159. (withdrawn) The distributed network as recited in claim 158, wherein said search parameters correspond to a predetermined job description associated with said employer.

160. (withdrawn) The distributed network as recited in claim 157, wherein said job-threshold requirements further include a maximum allocated compensation amount.

161. (withdrawn) The distributed network as recited in claim 157 further comprising:
means for determining whether compatible talent information associated with said compatible talent résumé includes a designation of said employer as a preferred employer, whereby a preferred employer determination results; and

means for providing contact information to said employer regarding said target talent résumés, based on an affirmative result of said preferred employer determination.

162. (withdrawn) The distributed network as recited in claim 161, wherein based on a negative result of said preferred employer determination, said employer is afforded an opportunity to communicate a request for interview to said talent associated with said compatible talent résumé.

163. (withdrawn) The distributed network as recited in claim 162 further comprising:
means for determining whether said talent accepts said request for interview, whereby a talent acceptance determination results;

means for providing a questionnaire to said talent, based on a negative result of said talent acceptance determination; and

means for providing feedback to said employer-user, based on one of a response and a lack of a response to said questionnaire.

164. (withdrawn) The distributed network as recited in claim 157 further comprising:

means for receiving from said employer-user a foreign search indication regarding whether to perform a foreign search for said talent; and

means for providing blind résumés corresponding to said talent that resides outside of said primary location country, based on an affirmative state of said foreign search indication, wherein said talent has legal authorization to work in said primary location country.

165. (withdrawn) A method of promoting a career site, said method comprising:

receiving talent information from a plurality of talent regarding qualifications of said talent for performing predetermined activities, said talent information including affiliation information, said affiliation information corresponding to at least one association, wherein said at least one association is in compliance with a career site affiliate policy;

receiving employer information from a plurality of employers, said employer information

including employer affiliation information, said employer affiliation information corresponding to at least one employer-related association, wherein said employer-related association is in compliance with said career site affiliate policy;

matching said talent information with said employer information; and

paying a commission to said at least one association based on said matching of said talent with said employer information.

166. (withdrawn) The method as set forth in claim 165, wherein said at least one association includes at least one of professional associations, trade associations, labor unions and educational institutions.

167. (withdrawn) The method as set forth in claim 165, wherein said employer information further includes job-threshold requirements and said talent information includes talent-threshold requirements, and wherein said matching further comprises:

based on a comparison of said talent-threshold requirements and said job-threshold requirements, matching said talent with said employer information when said employer information is compatible with said talent-threshold requirements.

168. (withdrawn) The method as set forth in claim 165, wherein said at least one association publishes an association newsletter, and wherein said career site affiliate policy requires certain actions to be carried out by said at least one association in order for said at least

one association to remain in good standing with said career site, said/certain actions including:

publicly endorsing said career site;

permitting use of a name of said at least one association in connection with advertisements of said career site;

promoting said career site to members of said at least one association in connection with an association member employment program;

providing said career site with advertising space in said association newsletter; and

posting jobs associated with said at least one association to said career site.

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169. (withdrawn) The method as set forth in claim 165, wherein said commission is a fixed amount or a percentage of a fee associated with a transaction.

170. (withdrawn) A computer system used in connection with promoting a career site, said computer system comprising:

a server operable to provide an on-line user interface operable to receive talent information from a plurality of talent regarding qualifications of said talent for performing predetermined activities, and from employers regarding job descriptions said talent information including affiliation information, said affiliation information associated with at least one association, wherein said association is in compliance with a career site affiliate policy of said career site;

an input processor configured to receive said job descriptions from a plurality of

employers;

a comparator for matching said talent with said job descriptions, and
a payment processor configured to pay a commission to said association based on said
matching.

171. (withdrawn) The computer system as set forth in claim 170, wherein said job
descriptions include job-threshold requirements and said talent information includes talent-
threshold requirements, and wherein said comparator matches said talent with said job
descriptions, based on a comparison of said talent-threshold requirements and said job-threshold
requirements.

172. (withdrawn) The computer system as set forth in claim 170, wherein said
association publishes an association newsletter, and wherein said career site affiliate policy
requires certain actions to be carried out by said association in order for said association to
remain in good standing with said career site, said certain actions including:

- publicly endorsing said career site;
- permitting use of a name of said association in connection with advertisements of said
career site;
- promoting said career site to members of said association in connection with an
association member employment program;
- providing said career site with advertising space in at least one issue of a newsletter said

association; and

posting jobs associated with said association to said career site.

173. (withdrawn) A distributed network for promoting a career site, said distributed network comprising:

means for managing enterprise human resource data;

means for receiving talent information from talent regarding qualifications of talent for performing predetermined activities, said talent information including affiliation information, said affiliation information associated with at least one association, wherein said at least one association is in compliance with a career site affiliate policy;

means for receiving job descriptions from a plurality of employers;

means for matching said talent with said job descriptions; and

means for paying a commission to said at least one association based on said matching.

174. (withdrawn) The distributed network as recited in claim 173, wherein said job descriptions further include job-threshold requirements and said talent information includes talent-threshold requirements, and wherein said matching further comprises:

based on a comparison of said talent-threshold requirements and said job-threshold requirements, matching said talent with said job descriptions when said job descriptions are compatible with said talent-threshold requirements.

175. (withdrawn) The distributed network as set forth in claim 174, wherein said at least one association publishes an association newsletter, and wherein said career site affiliate policy requires certain actions to be carried out by said at least one association in order for said at least one association to remain in good standing with said career site, said certain actions including:

publicly endorsing said career site;

permitting use of a name of said at least one association in connection with advertisements of said career site;

promoting said career site to members of said at least one association in connection with an association member employment program;

providing said career site with advertising space in said association newsletter; and

posting jobs associated with said at least one association to said career site.

176. (withdrawn) A method for compensating at least one wholesaler for marketing a career site according to a career site wholesaler policy, said method comprising:

establishing at least one wholesaler account associated with said career site;

receiving job descriptions from employers, said employers associated with at least one association, said said association assigned to said wholesaler account;

receiving talent-information from talent, said talent associated with said association;

matching said talent with said job descriptions; and

paying a commission to said wholesaler based on said matching.

177. (withdrawn) The method as set forth in claim 176, wherein said association includes at least one of a professional association, a trade association, a labor union, and a educational institution.

178. (withdrawn) The method as set forth in claim 176, wherein said job descriptions further include job-threshold requirements and said talent-information includes talent-threshold requirements, and wherein said matching further comprises:

based on a comparison of said talent-threshold requirements and said job-threshold requirements, matching said talent with said job descriptions when said job descriptions are compatible with said talent-threshold requirements.

179. (withdrawn) The method as set forth in claim 176, wherein said career site wholesaler policy requires certain actions to be carried out by said wholesaler in order for said wholesaler to remain in good standing with said career site, said certain actions including at least one of:

- publicly endorsing said career site;
- permitting use of a name of said wholesaler in connection with advertisements of said career site;
- promoting said career site to said employers associated with said wholesaler;
- assisting said employers in listing employer jobs associated with said employers;

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posting wholesaler internal jobs associated with said wholesaler to said career site; and
linking a website associated with said wholesaler to said career site.

180. (withdrawn) The method as set forth in claim 176, wherein said commission is a flat amount or a percentage amount.

181. (withdrawn) A computer system for automating a process of compensating at least one wholesaler for promoting a career site, said computer system comprising:

a database containing wholesaler-information regarding at least one wholesaler account associated with said career site;

an interface operative to receive job descriptions from employers, said employers associated with at least one association, said association assigned to said wholesaler account;

wherein said interface is further operative to receive talent information from talent, said talent associated with at least one organization, said organization assigned to said wholesaler account;

matching said talent with said job descriptions; and

paying a commission to said wholesaler based on said matching.

182. (withdrawn) A distributed network for compensating at least one wholesaler for promoting a career site, said distributed network comprising:

means for maintaining enterprise human resource data;

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means for establishing at least one wholesaler account associated with said career site;
means for receiving job descriptions from employers, said employers being associated with at least one association, said association assigned to said wholesaler account;
means for receiving talent information from talent, said talent being associated with at least one organization, said organization assigned to said wholesaler account;
means for matching said talent with said job descriptions; and
means for paying a commission to said wholesaler based on said matching.

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183. (withdrawn) A method for compensating at least one retailer for marketing a career site according to a career site marketing policy, said method comprising:
establishing at least one retailer account associated with said career site;
receiving employer account information associated with at least one employer account from at least one of said retailer and a secondary recruited retailer associated with said retailer, said employer account assigned to said retailer, said employer account information including job descriptions;
receiving talent-information from talent;
matching said talent with said job descriptions; and
paying a commission to said retailer based on said matching.

184. (withdrawn) The method as set forth in claim 183, wherein said retailer is compensated for recruiting said secondary recruited retailer by way of a multi-level-marketing

system and wherein said secondary recruited retailer provides employer information regarding employers not subject to a preexisting commission agreement.

185. (withdrawn) The method as set forth in claim 184, wherein said multi-level-marketing system includes successive levels consistent with local law.

186. (withdrawn) A computer system for facilitating compensation of at least one retailer for marketing a career site according to a career site marketing policy, said computer system comprising:

a database containing information regarding at least one retailer account associated with said career site;

an interface operable to receive employer account information associated with at least one employer account from at least one of said retailer and a secondary recruited retailer associated with said retailer, said employer account assigned to said retailer, said employer account information including job descriptions; and

a payment processor operable to pay a commission to said retailer based on matching said job descriptions with a job candidate.

187. (withdrawn) The computer system as set forth in claim 186, wherein said retailer is further compensated for recruiting said secondary recruited retailer by way of a multi-level-marketing system.

188. (withdrawn) A distributed network for providing payments to at least one retailer for marketing a career site according to a career site marketing policy, said distributed network comprising:

an enterprise database management system;

international payment system architecture;

means for establishing at least one retailer account associated with said career site;

means for receiving employer account information associated with at least one employer account from at least one of said retailer and a secondary recruited retailer associated with said retailer, said employer account assigned to said retailer, said employer account information including job descriptions;

means for receiving talent-information from talent;

means for matching said talent with said job descriptions, said means for matching providing matching results; and

means for paying a commission to said retailer based on said matching results.

189. (withdrawn) The distributed network as set forth in claim 188, wherein said means for paying further comprises:

means for further compensating said retailer for recruiting said secondary recruited retailer by way of a multi-level-marketing system.

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190. (withdrawn) A computer-readable medium containing instructions capable of causing a processor to perform a process for operating a career site, said career site including a talent database of talent résumés corresponding to a plurality of talent candidates and a database of job descriptions, said instructions comprising:

instructions operative to receive personal information associated with said talent résumés, said personal information including contact information;

instructions operative to receive career information regarding at least one desired career position of a candidate in said plurality of talent candidates, said career information formatted as structured data consistent with a format of said database of job descriptions;

instructions operative to receive experience information regarding said candidate, said experience information of relevance to prospective employers;

instructions operative to receive at least one command to search from a talent-user;

instructions operative to access desired job parameters associated with a desired job of said talent-user, and to access a talent profile, said talent profile including talent-threshold requirements;

instructions operative to identify target job descriptions, based on said desired job parameters and said talent profile, said target job descriptions having job-threshold requirements;

and

instructions operative to compare said talent-threshold requirements to said job-threshold requirements, whereby a threshold comparison results;

instructions operative to determine whether at least one of said target job descriptions is

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compatible with said talent-threshold requirements, based on said threshold comparison,
whereby at least one matched job-listing and candidate pair results;

instructions operative to establish at least one marketer account associated with a
marketer of said career site; and

instructions operative to effect payment of a commission to said marketer based on an
occurrence of said matched job-listing and candidate pair.

191. (withdrawn) A distribution medium containing instructions capable of causing a
processor to perform a process for operating computer system, said computer system including a
talent database of talent résumés corresponding to a plurality of talent candidates and a database
of job descriptions, said instructions comprising:

instructions operative to receive personal information associated with said talent résumés,
said personal information including contact information;

instructions operative to receive position information regarding at least one position
associated with an employer instructions operative to receive experience information regarding a
candidate;

instructions operative to receive a command to search from an initiating party;

instructions operative to match said target job descriptions with said talent résumés,
based on a threshold comparison; and

instructions operative to effect payment of a commission to a marketer based only on an
occurrence of said match.

192. (withdrawn) A method of providing employment services to at least one candidate in a plurality of talent-contributors, said method comprising:

receiving information from said candidate;

receiving job description information associated with at least one job, wherein said job description information comprises at least one benefit identification associated with a benefit provided in connection with said job; and

providing said candidate with said benefit identification.

193. (withdrawn) The method as set forth in claim 192, wherein said benefit is chosen from incentive pay, health insurance, retirement account, dental insurance, continuing education, signing bonus, pension, on-site daycare, flex-time, free parking, relocation, paid vacation, and differential shift pay.

194. (withdrawn) A computer system for providing employment services to at least one candidate in a plurality of talent-contributors, said computer system comprising:

a first interface operable to receive information from said candidate;

a second interface operable to receive job description information associated with at least one job, wherein said job description information comprises at least one benefit identification associated with a benefit provided in connection with said job; and

an output device operable to provide at least one benefit indicator to said candidate, said

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benefit indicator associated with said benefit identification.

195. (withdrawn) The computer system as set forth in claim 194, wherein said benefit indicator comprises a graphical icon.

196. (withdrawn) A distributed network for providing employment services to at least one candidate in a plurality of talent contributors, said distributed network comprising:

means for managing enterprise data associated with an employer;

candidate means for receiving candidate information from said candidate;

job means for receiving job description information associated with at least one job,

wherein said job description information comprises at least one benefit identification associated with a benefit provided in connection with said job; and

means for providing at least one benefit indicator to said candidate, said benefit indicator associated with said benefit identification.

197. (withdrawn) The computer system as set forth in claim 194, wherein said benefit indicator is provided in the form of an image object formatted in a page using the Hypertext Markup Language.

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REMARKS

The above amendments and these remarks are submitted in response to the Office Action mailed June 20, 2003, in the above captioned application, which has been received and carefully analyzed. Claims 1-4 and 18-197 have been withdrawn. Thus, claims 5-17 are now pending in this case for prosecution, and claims 5, 11, and 14 are independent.

ELECTION/RESTRICTION REQUIREMENT

Applicant confirms the election of claims 5-17 was made without traverse and desires to prosecute said claims 5-17. In view of the Examiner's restriction requirement, applicant retains the right to present claims 18-197 in one or more divisional applications.

SECTION 112 REJECTIONS AND OBJECTIONS

Claims 7 and 12 were rejected under 35 U.S.C. § 112, second paragraph, as being allegedly indefinite for failure to particularly point out and distinctly claim the subject matter which Applicant regards as the invention.

The independent claims from which these claims depend have been amended to particularly address the subject matter of the invention. Specifically, claims 5 and 11 have been amended to more distinctly claim applicant's invention.

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SECTION 101 REJECTIONS

Claims 5 to 13 were rejected under 35 U.S.C. 101. The Examiner contends that the claimed invention was allegedly directed to non-statutory subject matter.

The claims have been amended to more clearly point out the claimed statutory subject matter. Particularly, the claimed methods are directed to a method implemented in a computing environment utilizing a combination of various hardware and software components. Further, the claimed steps set forth the novel aspects of the operations performed in the aforementioned computing environment. The question of whether a claim encompasses statutory subject matter should focus on the essential characteristics of its practical utility. State Street Bank and Trust Co. V Signature Financial Group Inc. 47 USPQ 2d 1596, 1602 (Fed. Cir. 1998). Even if the result of a programmed machine is expressed in numbers, it is statutory subject matter. Id Computer programs embodied in a tangible medium are patentable subject matter under 35 USC § 101. In re Beauregard, 35 USPQ 2d 1383, 1384 (Fed. Cir. 1995).

SECTION 102 REJECTIONS

Claims 5, 9, and 11-17 were rejected under 35 U.S.C. § 102(b) as being allegedly anticipated by Salmon et al (U. S. Patent 5,592,375).

“For a prior art reference to anticipate in terms of 35 U.S.C. § 102, every element of the claimed invention must be identically shown in a single reference”. In re Bond, 910 f.2d 831, 15

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USPQ 2d 1566 (Fed. Cir. 1990). These elements must be arranged as in the claim under review
Id.

Applicant would like to bring to the Examiner's attention the fact that in regard to "receiving a request for interview...", the system interface of Salmon provides a seller with an opportunity to specify additional information that may be used in an interview. Salmon does not teach or suggest that interviews are requested and confirmed via the computing system as provided in Applicant's invention. See Salmon col. 6, lines 51-60. Salmon requires that the interview already exist.

The portion of Salmon cited by the Examiner (Col. 6, lines 51-60) only provides a seller with an opportunity to provide additional information that may be used in an interview. In Salmon, the interview has already been setup. There is no request for an interview but rather the supplementing of interview information.

The Examiner contends that Salmon teaches mutual consent as claimed by the present invention. However, as used in the present invention, this feature is distinct from and not anticipated or taught by Salmon. The term "mutual consent," in the context of the present invention is a triggering event for other activities within the system. In the present invention, even the absence of mutual consent is significant, as it also triggers other functions. Mutual consent is not merely an external agreement between the two parties as taught in Salmon and as suggested by the Examiner. The event of mutual consent, i.e. affirmative or non-affirmative existence, is communicated to the system of the present invention and results in further actions by the system. For example, in the case of an affirmative mutual consent, the system ascertains

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the appropriate amount to bill the employer. In one instance the system takes into account the number of talents that consent to interviews, along with other factors that influence the appropriate billing amount, such as education level. In the case of a non-affirmative consent, for example, the system provides notification of non-consent to the party seeking the consent along with other feedback that may be available. Feedback can include the reason given for declining the interview. In other words, Applicant's invention allows and enables further analysis and data mining. Salmon neither teaches nor suggests system awareness of consent status or action(s) based on such status. Salmon does nothing more than correlate data that is provided by two parties and presents that data to the parties as requested. The present invention takes the process much further. The system and method of the present invention provides an interface, program modules, tools and data to enable the parties to further act upon their interests. Such further actions include for example, requesting interviews, responding to interview requests, providing feedback, and taking other actions based on the feedback e.g., payment computations. Accordingly, Salmon fails to teach the invention as claimed. Thus, Applicant respectfully requests a withdrawal of the 35 U.S.C. § 102 rejection with respect to these claims.

With regards to claims 7, 12 and 16, the Examiner contends that the matching process of the present invention is anticipated by Salmon. The "matching selection criteria," of the present invention employs a methodology that facilitates consistency in the descriptions provided by employers and talent alike. As such, the method of matching and the degree of accuracy of the matching, provided by the present invention are quite distinct from that of Salmon. The

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comparison feature of Salmon provides a broad matching which is then narrowed by manual inspection. The present invention utilizes more detailed and accurate data input, with proper classifications (NAIC – North American Industry Classification System, DOT – Dictionary of Occupational Titles), thus enabling a higher degree of talent and employer matching. Importantly, the present invention enables accurate automated matching by the computing system.

Turning to claims 8, 13 and 17 the remarks respecting claim 5 are also applicable. In addition to those remarks made regarding claim 5, Salmon does not teach or suggest the receipt of a response by an interactive computing system. As previously stated, the receipt of a response triggers an action in the present invention. Salmon does not receive responses and thus cannot perform any subsequent actions in conjunction therewith. Further, the recited limitations in the claims pertaining to this feature are not inherently described in the prior art as contended by the Examiner. It is erroneous to state that a limitation is inherent, when the prior art makes no mention or suggestion of the limitation, nor does the prior art act in a manner that would be consistent with such a limitation.

Claim 9 has been amended to clearly identify the novel aspects of applicant's invention. Payment in Applicant's invention is initiated after the system determines that mutual consent exists. The remarks above respecting claims 5 and 8 are also applicable to this claim.

Regarding claims 11 and 15, the remarks above respecting claims 5 –9 are applicable to these claims. Salmon does not teach or anticipate all of the elements recited in claims 11 and 15.

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The matching step as previously discussed is distinct and not anticipated. The receipt of an interview request followed by the determination of mutual consent are also neither taught or anticipated by Salmon. Finally, the receipt of payment is based on a completely different criterion than anything suggested or taught by Salmon or any prior art. As such, Applicant respectfully requests the withdrawal of the rejection to these claims.

SECTION 103 REJECTIONS

Claim 10 was rejected under 35 U.S.C. § 103(a) as being allegedly unpatentable over Salmon et al ('375).

Salmon does not teach the computation of a payment amount by the computing system. Furthermore, the computed payment amount in the present invention occurs in response to indicia of mutual consent. Salmon does not teach or suggest the receipt, handling or use of any such indicia and thus could not teach or suggest the computation of a payment following such indicia. Salmon does not teach the automated computation of payment amounts in response to mutual consent to an interview.

Therefore, claim10 is allowable by virtue of the novel and non-obvious limitations recited therein and/or by virtue of its dependence on underlying allowable claims.

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It is believe there are no additional fees due in connection with this amendment.
However, should any fee be due, the Office is authorized to apply any fees against our Deposit
Account No. 11-0160.

In view of the foregoing, reconsideration and allowance of Claims 5-17 remaining in this
application are earnestly solicited. Further, a Notice of Allowance appears to be in order and
such is courteously solicited. Should the Examiner have any remaining questions or concerns
about the allowability of this application, Applicant requests that the Examiner call the
undersigned attorney to discuss them.

Respectfully submitted,

Date: August 26, 2003



Ladi O. Shogbamimu, Reg. No. 46,291
Blackwell Sanders Peper Martin LLP
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Kansas City, MO 64108
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ATTORNEYS FOR APPLICANT



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APPLICATION NO.	FILING DATE	FIRST NAMED INVENTOR	ATTORNEY DOCKET NO.	CONFIRMATION NO.
10/101,644	03/19/2002	Marc Vianello	15703.10002	8626

27526 7590 06/20/2003

BLACKWELL SANDERS PEPER MARTIN LLP
TWO PERSHING SQUARE
2300 MAIN STREET, SUITE 1000
KANSAS CITY, MO 64108

EXAMINER

JEANTY, ROMAIN

ART UNIT PAPER NUMBER

3623

DATE MAILED: 06/20/2003

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

Office Action Summary

Application No.

10/101,644

Applicant(s)

VIANELLO, MARC

Examiner

Romain Jeanty

Art Unit

3623

[Handwritten signature]

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

A SHORTENED STATUTORY PERIOD FOR REPLY IS SET TO EXPIRE 3 MONTH(S) FROM THE MAILING DATE OF THIS COMMUNICATION.

- Extensions of time may be available under the provisions of 37 CFR 1.136(a). In no event, however, may a reply be timely filed after SIX (6) MONTHS from the mailing date of this communication.
- If the period for reply specified above is less than thirty (30) days, a reply within the statutory minimum of thirty (30) days will be considered timely.
- If NO period for reply is specified above, the maximum statutory period will apply and will expire SIX (6) MONTHS from the mailing date of this communication.
- Failure to reply within the set or extended period for reply will, by statute, cause the application to become ABANDONED (35 U.S.C. § 133).
- Any reply received by the Office later than three months after the mailing date of this communication, even if timely filed, may reduce any earned patent term adjustment. See 37 CFR 1.704(b).

Status

- 1) Responsive to communication(s) filed on 19 March 2002.
- 2a) This action is FINAL.
- 2b) This action is non-final.
- 3) Since this application is in condition for allowance except for formal matters, prosecution as to the merits is closed in accordance with the practice under *Ex parte Quayle*, 1935 C.D. 11, 453 O.G. 213.

Disposition of Claims

- 4) Claim(s) 1-197 is/are pending in the application.
 - 4a) Of the above claim(s) 1-4 and 18-197 is/are withdrawn from consideration.
- 5) Claim(s) _____ is/are allowed.
- 6) Claim(s) 5-17 is/are rejected.
- 7) Claim(s) _____ is/are objected to.
- 8) Claim(s) _____ are subject to restriction and/or election requirement.

Application Papers

- 9) The specification is objected to by the Examiner.
- 10) The drawing(s) filed on _____ is/are: a) accepted or b) objected to by the Examiner.

Applicant may not request that any objection to the drawing(s) be held in abeyance. See 37 CFR 1.85(a).
- 11) The proposed drawing correction filed on _____ is: a) approved b) disapproved by the Examiner.

If approved, corrected drawings are required in reply to this Office action.
- 12) The oath or declaration is objected to by the Examiner.

Priority under 35 U.S.C. §§ 119 and 120

- 13) 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:
 - 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)).

* See the attached detailed Office action for a list of the certified copies not received.
- 14) Acknowledgment is made of a claim for domestic priority under 35 U.S.C. § 119(e) (to a provisional application).
 - a) The translation of the foreign language provisional application has been received.
- 15) Acknowledgment is made of a claim for domestic priority under 35 U.S.C. §§ 120 and/or 121.

Attachment(s)

- 1) Notice of References Cited (PTO-892)
- 2) Notice of Draftsperson's Patent Drawing Review (PTO-948)
- 3) Information Disclosure Statement(s) (PTO-1449) Paper No(s) _____
- 4) Interview Summary (PTO-413) Paper No(s) _____
- 5) Notice of Informal Patent Application (PTO-152)
- 6) Other:

DETAILED ACTION

Election/Restrictions

1. Restriction to one of the following inventions is required under 35 U.S.C. 121:
 - I. Claim 1-4, drawn to a system for collecting and classifying information using a structured information format, classified in 705/7.
 - II. Claims 18-51, drawn to a method of receiving information regarding at least one candidate from a plurality of talent-contributors, said candidate having candidate attributes, classified in class 705, subclass 9.

Claims 62-69, drawn to a distributed network for providing employees with candidate-information regarding at least one candidate in a plurality of talent-contributors, said candidate having candidate attributes, classified in class 705, subclass 9.

Claims 70-86, drawn to a method of receiving information regarding an employer including employer profile information and at least one job description, said job description having job parameters corresponding to candidate attributes of a desired candidate, classified in class 705, subclass 7.
 - III. Claims 52-61, drawn to a system including computer-readable instruction for receiving talent information regarding talent, said talent having talent faculties, classified in class 705, subclass 7.
 - IV. Claims 87-90, drawn to a system for receiving employer information regarding an employer having at least one division, classified in class 705, subclass 1.

Claims 91-95, drawn to a distributed network for receiving employer-profile information regarding an employer having at least one business unit, classified in class 705, subclass 1.

- V. Claims 96-109, drawn to a method of searching a plurality of job descriptions, said method performed by a talent-user, classified in class 705 subclass 7.

Claims 110-122, drawn to a data processing apparatus for searching a plurality of job descriptions, said apparatus operable to communicate with a talent-user, classified in class 707, subclass 103.

Claims 122-131, drawn to a network for searching a plurality of job descriptions, said network operable to receive talent-information from a talent-user, classified in class 707, subclass 103.

Claims 132-148, drawn to a network of searching for talent information in a plurality of talent profiles, said method initiated by an employer-user associated with an employer, classified in class 707, subclass 103.

Claims 148-156, drawn to a computer system for facilitating searching talent having associated talent descriptions in a plurality of talent profiles, said computer system configured to receive input from an employer-user associated with an employer, said employer searching in a primary location county, classified in class 707, subclass 103.

Claims 157-164, drawn to a distributed network of searching for talent by searching a plurality of talent profiles, said distributed network initiated by an

employer-user associated with an employer, said employee searching in a primary location country, classified in class 707, subclass 103.

VI. Claims 165-169, 173-175, drawn to a method of promoting a career site, classified in class 705 subclass 1.

VII. Claims 170-172, drawn to a computer system used in connection with promoting a career site of promoting a career site, classified in class 705 subclass 1.

VIII. Claims 176-180, drawn to a method for compensating at least one wholesaler for marketing a career site according to a career site wholesaler policy, classified in class 705 subclass 1.

Claim 181, drawn to a computer system for automating a process of compensating at least one wholesaler for promoting a career site, classified in class 705, subclass 1.

Claim 182, drawn to a distributed network for compensating at least one wholesaler for promoting a career site, classified in class 705 subclass 1.

Claim 183-187, drawn to a method for compensating at least one retailer a career site according to a career site marketing policy, classified in class 705 subclass 1.

IX. Claims 188-189, drawn to a distributed network for providing payments to at least one retailer for marketing a career site according to a career site marketing policy, classified in class 705 subclass 1.

X. Claim 190, drawn to a computer-readable medium containing instructions capable of causing a processor to perform a process for operating a career site, said career site including a talent database of talent resume corresponding to a plurality of

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talent candidates and a database of job descriptions, classified in class 705 subclass 7.

Claim 191, drawn to a computer-readable medium containing instructions capable of causing a processor to perform a process for operating computer system, said computer system including a talent database of talent resumes corresponding to a plurality of talent candidates and a database of job descriptions, classified in class 705 subclass 7.

- XI. Claim 192-197, drawn to a method, system and a distributed network for providing employment services to at least one candidate in a plurality of talent-contributors, classified in class 705, subclass 7.

The inventions are distinct, each from the other because of the following reasons:

Inventions I and II, III, IV, V, VII, VIII, IX, X are related as sub-combinations disclosed as usable together in a single combination. The sub-combinations are distinct from each other if they are shown to be separately usable. In the instant case, invention I has separate utility such as talent providing talent information corresponding to blind resumés. See MPEP § 806.05(d).

Because these inventions are distinct for the reasons given above and the search required for Group I is not required for Group II, III, IV, V, VII, VIII, IX and X, restriction for examination purposes as indicated is proper.

During a telephone conversation with Kyle Elliott on June 5, 2003, a provisional election was made without traverse to prosecute the invention of claims 5-17. Affirmation of this election must be made by applicant in replying to this Office action. Claims 1-4 and 18-197 are

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withdrawn from further consideration by the examiner, 37 CFR 1.142(b), as being drawn to a non-elected invention.

Examiner's Note

2. The examiner has pointed out particular references contained in the prior art of record and in the body of this action for the convenience of the Applicant. Although the specified citations are representative of the teachings in the art and are applied to the specific limitations within the individual claims, other passages and figures apply as well. It is requested from the Applicant, in preparing the response, to consider fully the entire references as well as the context of all passages in the cited references as potentially teaching all or part of the claimed invention.

Claim Rejections - 35 USC § 112

3. The following is a quotation of the second paragraph of 35 U.S.C. 112:

The specification shall conclude with one or more claims particularly pointing out and distinctly claiming the subject matter which the applicant regards as his invention.

4. Claims 7 and 12 are rejected under 35 U.S.C. 112, second paragraph, as being indefinite for failing to particularly point out and distinctly claim the subject matter which applicant regards as the invention.

Claims 7 and 12 recite the limitation "said candidate attributes" in. It is unclear as what candidate attribute applicant is referring. There is insufficient antecedent basis for this limitation in the claim.

Claim Rejections - 35 USC § 101

5. 35 U.S.C. 101 reads as follows:

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Whoever invents or discovers any new and useful process, machine, manufacture, or composition of matter, or any new and useful improvement thereof, may obtain a patent therefor, subject to the conditions and requirements of this title.

6. Claims 5-13 are rejected under 35 U.S.C. 101 because the claimed invention is directed to non-statutory subject matter.

For a claimed invention to be statutory, the claimed invention must be within the technological arts. Mere ideas in the abstract (i.e. abstract idea, law of nature, or advance the technological arts fail to promote the “progress of science and the useful arts” (i.e., the physical sciences as opposed to social sciences, for example) and therefore are found to be non-statutory, the recited process must somehow apply, involve, use or advance the technological arts.

In the present case, claims 5-13 merely establish a method of matching... receiving... and determining. None of these steps apply, involve, use, or advance the technological arts. Rather, these steps are merely a process of exchanging information between at least one candidate having candidate information attributes including candidate requirements and employer requirements performed by humans. Therefore, it is respectfully submitted that none of these steps apply, involve, use, or advance the technological arts.

Claim Rejections - 35 USC § 102

7. 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:

A person shall be entitled to a patent unless –

(b) the invention was patented or described in a printed publication in this or a foreign country or in public use or on sale in this country, more than one year prior to the date of application for patent in the United States.

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8. Claims 5, 9, and 11-17 are rejected under 35 U.S.C. 102(b) as being anticipated by Salmon et al (U.S. Patent No. 5,592,375).

As per claims 5, 6, and 14 Salmon et al discloses:

matching said candidate with said employer based on said candidate requirements and said employer requirements (col. 1, lines 55-66 and col. 5, lines 38-46);

Receiving a request for interview from at least one of said candidate and said employer (col. 6, lines 51-60);

Salmon et al does not disclose determining whether there is a mutual consent to said request for interview. It is inherent in Salmon et al before having an interview, parties (employer and employee) must reached a mutual consent (i.e., agreed upon) of the timer and place in order for the interview to take place. If time and place of the interview had not been agreed upon, they could not be an interview.

As per claims 7, 12 and 16, Salmon et al discloses the limitations of claim 7 in the rejection of claim 5 above. In addition, Salmon et al discloses comparing a preferred employer specification in said candidate attributes with said employer (i.e. matching selection criteria of the seller) (col. 1, lines 55-66).

As per claims 8, 13 and 17, Salmon et al discloses all of the limitations in the rejection of claim 5 above. But Salmon et al does not explicitly disclose wherein receiving a response to said request for interview from at least one of said candidate and said employer. However, it is inherent in Salmon et al that a response be received from either parties (employer and employee) so that the interview could be taken place.

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As per claim 9, the combination of Salmon et al discloses the limitations of claim 8 in the rejection of claim 5 above. In addition, discloses receiving payment from said employer for providing contact information for said candidate (i.e. billing the sellers and buyers for the services provided "contact information") (col. 4, lines 44-49 and col. 13, lines 61-67).

As per claims 11 and 15, Salmon et al discloses:

matching said candidate with said employer based on said candidate requirements and said employer requirements (col. 1, lines 55-66 and col. 5, lines 38-46);

Receiving a request for interview from at least one of said candidate and said employer (col. 6, lines 51-60);

Salmon et al does not disclose determining whether there is a mutual consent to said request for interview. It is inherent in Salmon et al before having an interview, parties (employer and employee) must reached a mutual consent (i.e., agreed upon) of the timer and place in order for the interview to take place. If time and place of the interview had not been agreed upon, they could not be an interview.

Receiving payment from said employer based on an occurrence of said mutual consent ((i.e. billing the sellers and buyers for the services provided "contact information") (col. 4, lines 44-49 and col. 13, lines 61-67).

Claim Rejections - 35 USC § 103

9. 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 be patented and the prior art are

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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.

10. Claim 10 is rejected under 35 U.S.C. 103(a) as being unpatentable over Salmon et al (U.S. Patent No. 5,592,375) as applied to claim 9 above.

As per claim 10, it is common that a company would pay a lot more to an employment firm to fill in an executive position and vary the pay amount based on the prospective's employee's experience level, types of position, open position and fee schedules, etc. Applicant's claimed features "an amount of said payment is chosen from a general equivalency diploma amount, a high school amount, a vocational educational training amount, an associate degree amount, a bachelor degree amount, a master degree amount, and a doctorate amount, wherein said doctorate amount is less than or equal to said master degree amount, which is less than or equal to said bachelor degree amount, which is less than or equal to said associate degree amount, which is less than or equal to said vocational educational training amount, which is less than or equal to said high school amount, which is less than or equal to said general equivalency diploma amount" are similar type of features a company would pay for a candidate for the motivation of attracting more qualified candidates.

Conclusion

11. The prior art made of record and not relied upon is considered pertinent to applicant's disclosure.

a. Taylor (U.S. Patent No. 5,832,497) discloses a system for identifying candidates for job positions.

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b. McGovern et al (U.S. Patent No. 5,878,768) discloses a method for providing employment recruiting.

c. McGovern et al (U.S. Patent No. 6,370,510) discloses a method for providing employment recruiting.

d. Nadkarni (U.S. Patent No. 6,266,659) discloses an online skilled/resume management system.

e. Kurzius (U.S. Patent No. 6,385,620) discloses **an automatic candidate recruiting system for arranging interview with candidate and employer based on mutual consent.**

f. McGovern et al (U.S. Patent No. 6,370,510) discloses a method for providing employment recruiting.

g. Dietz et al (U. S. Patent No. 6,408,337) discloses a system for managing engagements of non-employee workers who are supplied by vendors.

g. Belanger et al discloses (Employment interview information available online)

h. Scott (Dialog) discloses (How to Interview for Scarce Professionals).

Any inquiry concerning this communication or earlier communications from the examiner should be directed Romain Jeanty whose telephone number is (703) 308-9585. The examiner can normally be reached Monday-Thursday from 7:30 am to 6:00 pm. If attempts to reach the examiner are not successful, the examiner's supervisor, Tariq R Hafiz can be reached at (703) 305-9643.

Any inquiry of a general nature or relating to the status of this application or proceeding should be directed to the group receptionist whose telephone number is (703) 308-1113.

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Any response to this action should be mailed to:

Commissioner for Patents

P.O. Box 1450

Alexandria, VA 22313-1450


or faxed to: (703) 305-7687

Hand delivered responses should be brought to Crystal Park 5, 2451 Crystal Drive,
Arlington VA, Seventh floor receptionist.

Romain Jeanty

Patent Examiner

June 16, 2003

A handwritten signature in black ink that reads "Romain Jeanty". The signature is written in a cursive, flowing style with a large initial "R".

Notice of References Cited	Application/Control No. 10/101,644	Applicant(s)/Patent Under Reexamination VIANELLO, MARC	
	Examiner Romain Jeanty	Art Unit 3623	Page 1 of 1

U.S. PATENT DOCUMENTS

*	Document Number Country Code-Number-Kind Code	Date MM-YYYY	Name	Classification
A	US-5,592,375	01-1997	Salmon et al.	705/7
B	US-5,832,497	11-1998	Taylor, Jeffrey C.	707/104.1
C	US-5,978,768	11-1999	McGovern et al.	705/1
D	US-6,266,659	07-2001	Nadkarni, Uday P.	707/3
E	US-6,385,620	05-2002	Kurzius et al.	707/104.1
F	US-6,370,510	04-2002	McGovern et al.	705/1
G	US-6,408,337	06-2002	Dietz et al.	709/229
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

*	Include as applicable: Author, Title Date, Publisher, Edition or Volume, Pertinent Pages)
U	Scott "Scott "How to Interview for Scarce Professionals"); 7/1980; Computer Decisionsv12n7 PP: 54-60; Dialog file 15, Accession No. 00120991.
V	Belanger et al "Employment interview information available online"; 1986; Online Review, Vol. 10, No. 1
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.

96252

SEARCH REQUEST FORM

Scientific and Technical Information Center

Requester's Full Name: Ronni Jenty Examiner #: 7466 Date: 6/10/02
 Art Unit: 3623 Phone Number 30 845 65 Serial Number: 1010 16 44
 Mail Box and Bldg/Room Location: 25/74 # Results Format Preferred (circle): PAPER DISK E-MAIL

If more than one search is submitted, please prioritize searches in order of need.

Please provide a detailed statement of the search topic, and describe as specifically as possible the subject matter to be searched. Include the elected species or structures, keywords, synonyms, acronyms, and registry numbers, and combine with the concept or utility of the invention. Define any terms that may have a special meaning. Give examples or relevant citations, authors, etc, if known. Please attach a copy of the cover sheet, pertinent claims, and abstract.

Title of Invention: Services Apparatus and method for providing employment
 Inventors (please provide full names): Mark Vianelli

Earliest Priority Filing Date: 3/19/2002

For Sequence Searches Only Please include all pertinent information (parent, child, divisional, or issued patent numbers) along with the appropriate serial number.

This invention relates to a method for providing employees or candidates information (e-mail address, phone numbers, social security or other information related to the employee) to an employer. The employer pays a fee for the employees information. An interview is also requested by either the employer or the employer based agreement or consent of the employer & employee.

STAFF USE ONLY

Searcher: _____
 Searcher Phone #: _____
 Searcher Location: _____

Type of Search

NA Sequence (#) _____
 AA Sequence (#) _____
 Structure (#) _____

Vendors and cost where applicable

STN _____
 Dialog _____
 Questel/Orbit _____

6/18/02

show files
 File 148:Gale Group Trade & Industry DB 1976-2003/Jun 16
 (c)2003 The Gale Group
 File 16:Gale Group PROMT(R) 1990-2003/Jun 17
 (c) 2003 The Gale Group
 File 160:Gale Group PROMT(R) 1972-1989
 (c) 1999 The Gale Group
 File 636:Gale Group Newsletter DB(TM) 1987-2003/Jun 13
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 ? ds

Set	Items	Description
S1	2448696	EMPLOYEE? OR (JOB OR EMPLOYMENT) (3N) (CANDIDATE? OR APPL- ICANT? OR SEEKER?)
S2	426466	(PERSONAL OR CONTACT) (2N) INFORMATION
S3	151905	RESUME OR RESUMES OR CURRICULUM()VITAE
S4	3191498	FEE OR FEES OR PAID OR PAYMENT? OR PAY OR INVOICE? OR BILL- ED
S5	3693818	WORKER? OR PERSONNEL OR CONTRACTOR? OR EMPLOYEE?
S6	332982	EMPLOYER?
S7	1818202	INTERVIEW? OR MEETING
S8	2470581	CONSENT? OR PERMISSION? OR REQUEST? OR AGREE? ? OR AGREEING
S9	7644433	JOB? OR EMPLOYMENT? OR SKILL? OR POSITION? OR WORK?() (EXPE- RIENCE? OR HISTOR?) OR KNOWLEDGE OR ABILIT? OR QUALIF? OR TAS- K? OR PROJECT?
S10	14569	(JOB OR EMPLOYMENT) (3N) SEARCH?
S11	1333346	DATABASE? OR DATABANK? OR BULLETIN() BOARD OR DATA() (BANK? - OR BASE?)
S12	19183	(FEE OR FEES OR PAID OR PAYMENT OR PAY OR INVOICE? OR BILL- ED) (4N) (EMPLOYER? OR RECRUITER?)
S13	23765	RECRUITER?
S14	37677	S9(4N)S11
S15	37677	S9(4N)S11
S16	113	S14(2S)S12
S17	94	S16 AND S1
S18	16	S17 AND S7 AND S8
S19	12	RD (unique items)
S20	87	S12(S)S1(S) (S2 OR S3)
S21	67	RD (unique items)
S22	25	S21 AND S7
S23	21	S22 NOT PD=20020319:20030618
		?

Karen Lehman EIC 3600 17-Jun-03

23/3,k/all

23/3,K/1 (Item 1 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
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13746666 SUPPLIER NUMBER: 77205488 (USE FORMAT 7 OR 9 FOR FULL TEXT)

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CONROY, MICHAEL P.

LI Business News, 48, 28, 11A

July 13, 2001

DOCUMENT TYPE: Brief Article ISSN: 0894-4806 LANGUAGE: English

RECORD TYPE: Fulltext

WORD COUNT: 216 LINE COUNT: 00021

TEXT:

Huntington-based Precision Marketing Solutions Inc. has launched a new Web site -- PinkSlipParty.com -- for *job* *seekers* to post their *resumes* and browse job ads for free, while *employers* and *recruiters* *pay* a modest monthly *fee* for unlimited job listings. ... a nice service."

Building on that concept, PinkSlipParty.com offers its visitors a perpetual global *meeting* ground without geographical boundaries. The site was launched for the e-business economy, but will...

23/3,K/2 (Item 2 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
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12964925 SUPPLIER NUMBER: 68274166 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Landing a job in a strange new world. (Internet job sites)

Jennings, Andrea T.; Hayes, Michael

Journal of Accountancy, 190, 6, 55

Dec, 2000

ISSN: 0021-8448 LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: 3538 LINE COUNT: 00283

... CONTRIBUTION to a job search is that it's an excellent tool to prepare for *interviews*. Candidates can study a company's products and services, position in the field and how...

...responding to an electronically posted ad, and some managers actually prefer them.

* DURING THE INITIAL *INTERVIEW* it's wise to keep "what's in it for me?" curiosity on the back...one monumental contribution to the search process: It provides an excellent mechanism to prepare for *interviews*. "Once a *meeting* is scheduled, the first thing candidates do is visit my company's Web site," says...

...by the Atlanta-based Lucas Group recruiting firm shows today's candidates go to job *interviews* more prepared, thanks to the wide-ranging information available on the Internet.

E-MAIL ETIQUETTE...

...the impression you make in such instances.

The resume. A resume helps to get an *interview*, structure it, remind the *interviewer* of your qualifications after you're gone and justify a hiring decision to others. It...

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...open these unless they know the sender, he says.

The follow-up note. A post-*interview* thank-you note is good manners but not absolutely necessary, says Asher. Richard Nelson Bolles...a second chance to make a first impression, be sure to dress well--especially when *interviewing* in the finance profession. If you suspect the work environment is very casual, ask what...

...Scott Kirksey, CFO of Benefitmall.com--a Dallas-based Internet company devoted to small business *employee*-benefits brokers--which hired 100 *employees* during an 18-month period.

The good news: Technology has accelerated the entire process. Five ...by industry or company, compare salaries by region and get advice from corporate recruiters on *interview* techniques.

Also

* Look at company-based Web sites, which list a wealth of information about...

23/3,K/3 (Item 3 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
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12885474 SUPPLIER NUMBER: 67925956 (USE FORMAT 7 OR 9 FOR FULL TEXT)

ResumeMaker Deluxe 2001 Provides Needed Tools for Internet-Based Job

Search; Latest Version Publishes Online Resume Page, Offers

Internet-Ready Formats.

Business Wire, 0351

Dec 12, 2000

LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: 816 LINE COUNT: 00069

... of the Internet and online recruitment is a resource that can not be ignored by *job* *seekers*. Making the online *job* search easier to navigate, ResumeMaker Deluxe 2001, provides a variety of premier tools for *job* *seekers*. The ability to publish a personal *resume* page and format a *resume* in Internet-ready makes ResumeMaker Deluxe 2001 the ultimate resource in *resume*-writing software.

"The online job search is not an option -- it is now a necessary...

...persuasive cover letters, identifying the ideal career, keeping the search organized, and knowing how to *interview* as well as negotiate salary. The tools ResumeMaker Deluxe 2001 provides address each of these...

...A History Log and Job Search Checklist help keep the search organized and the Virtual *Interview*(TM) provides answers to 500 common *interview* questions. Expert advice is provided by career coach and best-selling author Richard Fein, helping...

23/3,K/4 (Item 4 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
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12856408 SUPPLIER NUMBER: 67547956 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Industry makes online recruiting part of standard hiring procedures.

Berta, Dina

Nation's Restaurant News, 34, 47, 8

Nov 20, 2000

ISSN: 0028-0518 LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: 1078 LINE COUNT: 00086

... one of the fastest ways to find candidates, contact them and move

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them through the *interviewing* processes. Some restaurant companies are reporting that 10 percent to 25 percent of their new...

...said Rodney Morris, director of human resources and training for Pasta Pomodoro.

With most sites, *job* *seekers* use them for free, posting their *resumes* and combing through listings, applying for jobs that interest them. *Employers* *pay* to list openings and get direct links to their sites. Most sites also offer a service that will search through *resumes* and notify employers when it spots a candidate who meets their qualifications.

The job sites...

23/3,K/5 (Item 5 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2003 The Gale Group. All rts. reserv.

12605664 SUPPLIER NUMBER: 64705679 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Top Ten. (Brief Article)

Allerton, Haidee E.

Training & Development, 54, 8, 19

August, 2000

DOCUMENT TYPE: Brief Article ISSN: 1055-9760 LANGUAGE: English

RECORD TYPE: Fulltext

WORD COUNT: 165 LINE COUNT: 00016

10. Shortens time between contact and *interview*.

9. Easier to use a Website than a recruiting database that needs yearly updating.

8...

...on from any computer anywhere.

6. Streamlines information, unlike Internet bulletin boards that can charge *fees* to *job* *seekers* and *recruiters* for wading through *resumes* dumped into vague and misleading categories.

5. Increases productivity by concentrating on *interviewing* instead of generating reports. Some software will match new jobs to candidates already in the...

23/3,K/6 (Item 6 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
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12365041 SUPPLIER NUMBER: 62801270 (USE FORMAT 7 OR 9 FOR FULL TEXT)

WHEN ARE LAYOFFS ACCEPTABLE? EVIDENCE FROM A QUASI-EXPERIMENT.

CHARNESS, GARY; LEVINE, DAVID I.

Industrial and Labor Relations Review, 53, 3, 381

April, 2000

ISSN: 0019-7939 LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: 11158 LINE COUNT: 01023

... did not give lower relative or nominal wage increases when unemployment was high. Moreover, in *interviews*, the executives justified their decisions on fairness grounds. Rabin (1993) surveyed the literature more broadly...We selected our respondents by randomly drawing telephone numbers from each city's phone book. *Interviewers* were trained to follow a standard script, in which they asked each respondent two or...

...with an average of ten years of tenure at this employer. Before the

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layoff, the *employer* gave each *employee* four *paid* weeks to find another job elsewhere in the company. Those who could not find a...

...based on age and years of service. The company provided outplacement assistance including counseling and *resume*-writing workshops. *Employees* knew layoffs were likely in this circumstance.

Respondents were then asked if the layoff was...and Thaler (1986), and results are reported in Charness and Levine (1999).

(5.) Follow-up *interviews* led us to believe that respondents did not interpret this condition as we had intended...respondent was asked closely comparable questions; 3 or 4 questions were asked in each phone *interview*.

All questions involved scenarios in which, due to some "shock," an employer was laying off...

...These are the first layoffs in the company's history."

d2: "Before the layoff, the *employer* gave each *employee* four *paid* weeks to find another job elsewhere in the company. Those who could not find a...

...on age and years of service. The company provided out-placement service including counseling and *resume*-writing workshops. *Employees* knew layoffs were likely in this circumstance."

d3: "Although the company has a surplus of...

...technology, with an average of ten years' tenure at this employer. Before the layoff, the *employer* gave each *employee* four *paid* weeks to find another job elsewhere in the company. Those who could not find a...

...on age and years of service. The company provided out-placement service including counseling and *resume*-writing workshops. *Employees* knew layoffs were likely in this circumstance."

Questions A, B, C, H, N, O, Q...

23/3,K/7 (Item 7 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
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12238431 SUPPLIER NUMBER: 62789283 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Hi-Tech Job Placement - Real Jobs for Real People -.

PR Newswire, 1694

June 19, 2000

LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: 300 LINE COUNT: 00029

... specializes in the electronics, semiconductor and other technological industries.

Hi-Tech Job Placement offers advertising, *interviewing*, background checks, skills testing and drug screening services for *employers* with minimal *fee* charges. It offers prospective *employees* professional *resumes*, company background checks, verified career path opportunities, national placement, and complete confidentiality, at no charge. Hi-Tech Job Placement has a vast network of company contracts and has successfully placed *employees* in positions of management, engineering, marketing, support and sales.

Jeanie Little is a long time...

23/3,K/8 (Item 8 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB

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10965374 SUPPLIER NUMBER: 54422948 (USE FORMAT 7 OR 9 FOR FULL TEXT)
CEO Tech 100: the Chief Executive's guide to 100 of technology's hottest people, places, and things... (Cover Story)
Haapaniemi, Peter; Dyszel, Bill; Pollard, Lisa; Ferrell, Keith; Winkleman, Michael; Pellet, Jennifer; Buxbaum, Peter; Essaides, Nilly; Oltman, Seth; Prince, C.J.; Larson, Christine
Chief Executive (U.S.), 12(3)
March 15, 1999
DOCUMENT TYPE: Cover Story ISSN: 0160-4724 LANGUAGE: English
RECORD TYPE: Fulltext; Abstract
WORD COUNT: 26466 LINE COUNT: 02051

... Eric Schmidt, Chairman and CEO, Novell

SUBJECT - The Digital Identity

MESSAGE - A key technology for *meeting* the challenges posed by the Internet is directory-enabled networks and applications, a fast-growing... columns covering telecommunications, Internet law, and new technologies; short profiles of high-tech companies; and *interviews* with luminaries. A one-year subscription is \$99, but you can peruse a free sample...

...stories are accompanied by links to related articles and bulletin boards. The site also offers *interviews* with the likes of SAP chairman Hasso Plattner and Amazon.com head Jeff Bezos, and...always the bigger company." The Netscape CEO was responding, in a Chief Executive cover story *interview*, to rumors flying about that Netscape was poised to be acquired by an IBM, Oracle...

...Packard, or some other big-name IT systems company. In cyberspace time, of course, that *interview* took place around 10 years ago; even so, I'm quite certain that America Online...gets better: Let's say you need to file the report of a crucial merger *meeting* on a tight deadline. You're in a cab racing to catch the plane to...recruiting industry by the year 2000.

Career Central radically streamlines the process of finding qualified *candidates* for a *job* by creating an inventory of *job* *candidates* - a database of more than 80,000 MBAs, software developers and marketing executive. For a fee of about \$3,500, employers receive at least 10 *resumes* of qualified candidates within a week - and every one of them understands the job and...promote spontaneous informal interaction, there are escalators instead of elevators and kitchens on every floor. *Meeting* rooms are equipped with video conferencing, and there are more than 400 data connections throughout...

23/3,K/9 (Item 9 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
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10364924 SUPPLIER NUMBER: 20989738 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Get Wired, Get Hired? (using the Internet for a job search)
(Internet/Web/Online Service Information)
Steers, Kirk
PC World, v16, n7, p193(1)
July, 1998
ISSN: 0737-8939 LANGUAGE: English RECORD TYPE: Fulltext; Abstract
WORD COUNT: 4849 LINE COUNT: 00368

... in itself. I spent three months poring over newspaper ads, writing letters, and doing informational *interviews* before I got my first nibble. I didn't have time for any of that...

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...turned to the Internet. Using the Web, I could scan job listings, search for jobs *meeting* my exact requirements, and have the sites send me e-mail when my dream job...identified a worthy job candidate, checked all the references, and now you're starting the *interview*. You smile confidently as you enter the room, trying hard to hide your desperation; you...region; health and safety reports; benefit plans. * CareerCity The whole process, from cover letters to *interviews*. * Career Magazine All aspects of working and job hunting, plus a job bank and resume...
...recruiters, job listings, free resume database. * Career.com Job database and resume bank. Free to *job* *seekers*; *employers* *pay* a *fee*. * Career Exposure *Resume* bank; career tips; postings searchable by keyword, location, or industry; woman-owned. * Careerfile E-mail...

...managerial, and technical openings. * Career Shop Search jobs by keyword or browse by company; both *job* *seekers* and employers search for free. * 4Work.com Intern and volunteer openings, as well as paying...

...Direct Skills database for freelancers and consultants. * HeadHunter.Net Quick searches of job listings; good *resume* bank. * JobTrak Helps recent college grads set up informational *interviews*. * Overseas Jobs Express International job listings, helpful advice on working abroad, and a large *resume* bank. * Top Jobs on the Net Well-rounded resource for those seeking employment in Europe...

23/3,K/10 (Item 10 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
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09841760 SUPPLIER NUMBER: 19814796 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Unplugged: one man's battle to get plugged back in. (insight on getting a new job)

Wolner, Dan A.

Business Credit, v99, n6, p38(5)

June, 1997

ISSN: 0897-0181

LANGUAGE: English

RECORD TYPE: Fulltext; Abstract

WORD COUNT: 4190

LINE COUNT: 00311

TEXT:

...Friday in February, I received an e-mail from my boss inviting me to a *meeting* the following Monday morning to discuss an organizational issue. On my way out of the...

... weeks I was booked on a flight to San Antonio for a CRF Research Committee *meeting*, and Accounts Receivable Forum. In a few months, I was scheduled to attend the annual...of corporations, not individuals.

Tuesday afternoon I jotted down ideas for the next day's *meeting* with my boss. I decided it would be extremely helpful to have access to a ...

...including: resume writing assistance, psychological screening, secretarial service, access to recruiter database, and classes on *interviewing* technique. It did not include: office space, telephone answering, or use of a WATS line...

...and recruiters by fax and e-mail, and tap into recruiter databases on the Web.

* *Interviewing* skills - I felt my *interviewing* skills were already pretty good. In asking the outplacement provider whether I could pick and...are notorious for soliciting resumes, then broadcasting them to the world via the Internet. Unethical *recruiters* may seek to extract

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fees for positions actually filled by other recruiters, or through the efforts of *job* *seekers* themselves, by blanketing well-known companies with *resumes*. Tip: It is advisable to work with recruiters who match *resumes* to known positions for known clients, and send *resumes* to prospective employers only with permission of the *job* *seeker*.

Earlier I expressed confidence that my resume looked pretty good. Soon, I began to doubt...

23/3,K/11 (Item 11 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
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09836263 SUPPLIER NUMBER: 19574130 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Job search sites on the Web.

Raeder, Aggi

Searcher, v5, n6, p60(6)

June, 1997

ISSN: 1070-4795 LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: 3243 LINE COUNT: 00271

... don't think very much about whether or not they serve the needs of the *job* *seeker*. They don't charge *job* *seekers* to look for *job* opportunities, though, in some cases, they charge to place *resumes* on their Web site. The employer, on the other hand, definitely pays a fee to search applicant *resumes*, and also pays a hefty *fee* to display as "featured *employer*" or have their company home page linked from specific job descriptions. So why do *employers* that *pay* seem willing to suffer with inadequate search software as they review incoming *resumes*? A conversation with one employer suggested that employer participation in these mega job boards may...

...telephone and applicant interfacing. If they can refer the hoards of undefined and possibly unqualified *applicants* to an Internet *job* site, they have eased their daily load.

I did find one large job board site...

...use. In the list of job sites below I note those that feature useful career, *interviewing*, and resume writing help.

Remember, these sites may have other tales to tell. Searchers needn
...Jobs <http://www.softwarejobs.com>

Visit here to read the great tips for a successful *interview*, including the telephone *interview* and how to "talk money."

Special Libraries Association <http://www.sla.org>

You must have...

23/3,K/12 (Item 12 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
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08281696 SUPPLIER NUMBER: 17441182 (USE FORMAT 7 OR 9 FOR FULL TEXT)

JOB HUNTING IN CYBERSPACE

PR Newswire, p1025NY018

Oct 25, 1995

LANGUAGE: English RECORD TYPE: Fulltext

WORD COUNT: 559 LINE COUNT: 00058

... centers. Career Shop's powerful database contains current resumes accompanied by answers to detailed "pre-*interview*" questions such as "Describe your greatest strengths?" and "What are your career goals for the

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...
...services, including tips on writing an effective electronic resume, questions to prepare for during an *interview*, and a list of suggested questions to ask potential employers.

Moreover, Career Shop allows participating...

...to Career Shop, preview the jobs available, and even preview prospective employers before responding or *interviewing*," said Law.

Getting Your Resume Online

Applicants can enter their resumes into the Career Shop...

...website <<http://www.tenkey.com>> or off-line through the use of the Career Shop *Applicant* Software, which allows *job* *seekers* to compose their *resume* at their own PC and then either modem it in to the database or mail...

...a floppy disk. Career Shop does not charge the applicant a fee for putting their *resume* online. *Employers* *pay* a low yearly license for unlimited *job* postings and unlimited *applicant* searches.

Once in the database, applicants can easily update their resume, as well as generate...

23/3,K/13 (Item 13 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2003 The Gale Group. All rts. reserv.

07587096 SUPPLIER NUMBER: 15881392 (USE FORMAT 7 OR 9 FOR FULL TEXT)

After-acquired evidence in defending employment discrimination claims.

Lype, Bob E.

Defense Counsel Journal, 61, n4, 573-584

Oct, 1994

ISSN: 0895-0016

LANGUAGE: ENGLISH

RECORD TYPE: FULLTEXT; ABSTRACT

WORD COUNT: 8961 LINE COUNT: 00717

... during employment, the employee lied to the employer on the employment application or during the *interview*? Summers does not address these questions.

In addition, Summers does not specifically address what ...Smith v. General Scanning Inc.(6) the Seventh Circuit considered a case in which the *employee* had falsified his *resume* with regard to his education, then subsequently brought an ADEA claim. Although the court affirmed a summary judgment for the employer, it did so on the basis that the *employee* could not rebut the employer's articulation of a legitimate, non-discriminatory reason for its action. The court specifically noted that the *employee*'s *resume* fraud "had nothing to do with" the lawfulness of his termination, since it surfaced only after the *employee* was terminated. Although the court stated that the *employee*'s *resume* fraud was "irrelevant" for purposes of determining the legality of the employer's actions, it also stated that the *resume* fraud might be "highly relevant" in determining whether the *employee* would be entitled to the remedies of reinstatement and back *pay* in the event the *employer* were found to have violated the ADEA.

In Mathis v. Boeing Military Airplane Co.(7...the Seventh Circuit held that an employee's falsification of his educational background during an *interview* did not preclude his ADEA claims. The employer was unable to prove that it would...suspects that the employee might have committed application fraud, it should scrutinize the application, resume, *interview* notes or any other documentation compiled during the application process. It is presumed that the...

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...carefully, and supervisors should be questioned. Depending on the circumstances, co-workers also might be *interviewed*. Finally, counsel for the employer should be attentive to documents produced by the employee during...

23/3,K/14 (Item 14 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
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06393789 SUPPLIER NUMBER: 13423906 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Choose wisely from the pool of recruiters. (advice on choosing a recruiter)
(Career)

Magee, Harriett
EDN, v38, n1A, p67(1)
Jan 14, 1993
ISSN: 0012-7515 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT; ABSTRACT
WORD COUNT: 1445 LINE COUNT: 00114

...ABSTRACT: invested in their credentials. Get references from someone who has worked with the recruiter and *interview* the recruiter with an in-depth telephone discussion. A recruiter should be selected at the...

...in the best interest of the recruiter to play the lead role in presenting a *job* *seeker*'s resume because determining who submitted the resume first determines whether the *recruiter* gets a *fee* from the *employer*. *Job* *seekers* that use mailing lists from outplacement firms or college placement offices to send out *resumes* are actually competing with their own recruiter. Recruiters typically charge between 15 percent and 30...

... to choose a recruiter is before, not midway through, the job search. The engineer whose *resume* has not been distributed widely is more attractive to the recruiter. Why? Just as real-estate agents work for and get *paid* by the sellers, *recruiters* are obligated to the hiring companies--which also *pay* them. *Recruiters* work on a contingency *fee* basis and don't get paid until they deliver a *candidate* who receives a *job* offer and then accepts it. So in reality, their main goal is not to find...

...s in the recruiter's best interest to play the lead role in presenting the *job* *seeker*'s resume. For example, if you use a mailing list from an outplacement firm or...

...be competing with the recruiter. Who got the resume in first will determine whether the *recruiter* gets a *fee*.

As in any profession, *recruiters*' salaries (that is, *fees*) vary. The three *recruiters* *interviewed* for this article say they typically earn 15% to 30% of the first year's...

...to help them [personnel] direct my resume to the right engineering manager. In the three *interviews* he set up for me, the *interviewers* had a very high opinion of him."

Many recruitment outfits, especially the 1- or 2...

23/3,K/15 (Item 15 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
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05501016 SUPPLIER NUMBER: 11179376 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Companies turn to agencies, advertisements to locate top candidates for

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management. (Special Report: Management/Recruiting)

Cambareri, Carmen

Capital District Business Review, v18, n15, p15(1)

July 29, 1991

ISSN: 0747-3699

LANGUAGE: ENGLISH

RECORD TYPE: FULLTEXT

WORD COUNT: 1026

LINE COUNT: 00079

... access data bases may be used by any employer, and charge a fee to the *employee* who wants to be listed. One of the largest, Career Placement Registry, claims 95,000...

...in 61 nations. About 60 percent of the data base is made up of students' *resumes*.

Joseph Young, owner of J.J. Young Personnel Consultants in Albany, a temporary and permanent...

...do the pre-screening, make all the calls, do the reference checks, and do the *interviewing*," he said.

Young said he also does what he called "spouse counselling," or talking to...

23/3,K/16 (Item 1 from file: 16)

DIALOG(R)File 16:Gale Group PROMT(R)

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06559317 Supplier Number: 55427064 (USE FORMAT 7 FOR FULLTEXT)

Top job sites.(marketing professionals find jobs through the Internet) (Cover Story)

Murphy, H. Lee

Marketing News, v33, n16, p13(1)

August 2, 1999

Language: English Record Type: Fulltext Abstract

Article Type: Cover Story

Document Type: Magazine/Journal; Tabloid; Trade

Word Count: 1641

... basic functions such as search engines to ease with e-mail; some employers do preliminary *interviews* online.

Technology-related job listings are most popular online as the candidates are guaranteed to...the service offers a resume database for employers to search, it also usually costs the *job*-*seeker* nothing to post a *resume* there because *employers* typically *pay* for the privilege. (An exception is the AMA's job pages because certain resources are...

...than \$50,000 annually - and the search engine will direct them only to those jobs *meeting* the specified parameters.

Some Internet services allow employers to post more than a job description...

...Beyond.com, does 60% of his recruiting online. And I-traffic, which employs 100, also *interviews* online. Interesting candidates are queried via e-mail by CEO Scott Heiferman, who follows up...

...most of what we do is performed by e-mail. By doing some of the *interview* online, we are able to determine if the person can spell and communicate well in...

23/3,K/17 (Item 2 from file: 16)

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DIALOG(R)File 16:Gale Group PROMT(R)
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05839466 Supplier Number: 50351144 (USE FORMAT 7 FOR FULLTEXT)

Web Recruiting Fills Dried-Up Candidate Pools

Crowley, Aileen

PC Week, v15, n41, p77

Oct 12, 1998

Language: English Record Type: Fulltext

Article Type: Article

Document Type: Magazine/Journal; Tabloid; General Trade

Word Count: 2001

... come directly to her, Serafino can look at the top responses and conduct preliminary online *interviews* with the candidates. "We don't have to constantly be looking through resumes that are...

...license agreement for the software and \$250 for individual postings), company officials have conducted several *interviews* online and have invited some candidates to visit the company.

In the past, according to...

...s HeadHunter.Net announced Associated Value Internet Listing Upgrade System, a feature that will allow *employers* and *recruiters* to *pay* for premium positioning of *job* postings and let *candidates* posting *resumes* get preferred ranking when responding to job search queries.

But as these tools help companies...

23/3,K/18 (Item 3 from file: 16)

DIALOG(R)File 16:Gale Group PROMT(R)

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05678899 Supplier Number: 50163400 (USE FORMAT 7 FOR FULLTEXT)

WEB SITE FOR JOB SEEKERS BLAZES WIDE TRAIL-CareerPath posts print classifieds, and a hungry audience shows it's a winning deal

NewsInc, v10, n11, pN/A

May 25, 1998

Language: English Record Type: Fulltext

Article Type: Article

Document Type: Magazine/Journal; Trade

Word Count: 1898

... site via e-mail costs another \$3000 annually.

Finally, there is the resume Connection, where *job* *seekers* create their own on-line profiles, detailing work history, skills interests and other pertinent career information. *Employers* *pay* \$750 for a search of the *resume* database for qualified candidates to fill a position. CareerPath says it guarantees to find at...more interaction with our users and show them how to write a resume, how to *interview* and how to make a career change."

And how successful is CareerPath in putting job...

23/3,K/19 (Item 4 from file: 16)

DIALOG(R)File 16:Gale Group PROMT(R)

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03696669 Supplier Number: 45232317 (USE FORMAT 7 FOR FULLTEXT)

Retirement Planning, One Company At A Time

Financial Planning, p86

Karen Lehman EIC 3600 17-Jun-03

Jan, 1995
Language: English Record Type: Fulltext
Document Type: Magazine/Journal; Trade
Word Count: 1118

... that,' Morrow says. Planners shouldn't expect the moment of realization to occur in one *meeting*, though. On average, Morrow makes three or four visits before a company decides to use...

...this entails explaining the basics; other times it demands restructuring someone's finances.

The initial *meeting* with each employee usually takes an hour. Morrow starts off by explaining exactly who he...

...end, Morrow takes pains to ensure that the meetings are confidential, especially since planners need *personal* *information* to counsel *employees*. 'You have to explain that you're an independent financial counselor. I let them know...

...only thing I tell the company is that on this day I visited (with the *employee*).' Morrow recommends drawing up, in addition to a client contract, a disclosure statement that includes the terms of payment, even if the planner is being *paid* by the *employer*.

Once the technicalities are addressed, Morrow asks employees for some basic personal facts. He then...

23/3,K/20 (Item 5 from file: 16)

DIALOG(R)File 16:Gale Group PROMT(R)
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02333130 Supplier Number: 43058364

Staffing Solutions helps firms inundated by resumes

St. Louis Business Journal, p31A

June 7, 1992.

Language: English Record Type: Abstract

Document Type: Magazine/Journal; Trade

ABSTRACT:

...into full-service clerical staffing in fall 1992. Staffing Solutions scans as many as 200 *resumes* for a \$500 fee, and will hold a pre-*interview*, check the *job*-*candidate*'s background and then offer an evaluation to the *employer* for a *fee* that runs from \$280-\$5,200. The service enables businesses to more promptly hire someone...

23/3,K/21 (Item 6 from file: 16)

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02034866 Supplier Number: 42616993 (USE FORMAT 7 FOR FULLTEXT)

Filling the gaps: Several routes lead companies to good temps

Crain's Cleveland Business, pS8

Dec 29, 1991

Language: English Record Type: Fulltext

Document Type: Magazine/Journal; Tabloid; Trade

Word Count: 851

... served for a period of five years or more; ask about continuing education efforts, and *interview* the agency as you would anyone who is going to supply the business.

Most agencies...

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...prove" themselves over several months, they become more attractive candidates than faceless, unknown names on *resumes*. The temporary agency may charge a fee like an employment agency for this service, but many will reduce that *fee* since the *employer* already has been paying the agency a fee for the *employee*'s work as a temp.
?

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Search...

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File 15:ABI/Inform(R) 1971-2003/Jun 16
(c) 2003 ProQuest Info&Learning
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File 275:Gale Group Computer DB(TM) 1983-2003/Jun 17
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File 621:Gale Group New Prod.Annou.(R) 1985-2003/Jun 16
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? ds

Set	Items	Description
S1	931576	EMPLOYEE? OR (JOB OR EMPLOYMENT) (3N) (CANDIDATE? OR APPL- ICANT? OR SEEKER?)
S2	213764	(PERSONAL OR CONTACT) (2N) INFORMATION
S3	45501	RESUME OR RESUMES OR CURRICULUM() VITAE
S4	1316081	FEE OR FEES OR PAID OR PAYMENT? OR PAY OR INVOICE? OR BILL- ED
S5	1343330	WORKER? OR PERSONNEL OR CONTRACTOR? OR EMPLOYEE?
S6	6463493	BUSINESS? OR CORPORATION? OR COMPAN? OR EMPLOYER?
S7	184349	EMPLOYER?
S8	597324	INTERVIEW? OR MEETING
S9	863141	CONSENT? OR PERMISSION? OR REQUEST? OR AGREE? ? OR AGREEING
S10	3202810	JOB? OR EMPLOYMENT? OR SKILL? OR POSITION? OR WORK?().(EXPE- RIENCE? OR HISTOR?) OR KNOWLEDGE OR ABILIT? OR QUALIF? OR TAS- K? OR PROJECT?
S11	9351	(JOB OR EMPLOYMENT) (3N) SEARCH?
S12	573282	DATABASE? OR DATABANK? OR BULLETIN() BOARD OR DATA() (BANK? - OR BASE?)
S13	2916	S12(4N) (S2 OR S3)
S14	227031	S6(7N) S4
S15	227031	S6(7N) S4
S16	227031	S15(2S) S14
S17	86	S15(2S) S13
S18	25	S17 AND S8
S19	25	RD (unique items)
S20	21	S19 NOT PD=20020319:20030617
S21	26	S17 AND S9
S22	12	S21 NOT S19
S23	12	RD (unique items)
S24	11	S23 NOT PD=20020319:20030617
		?

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S24 11 S23 NOT PD=20020319:20030617
? t 24/3,k/all

24/3,K/1 (Item 1 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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02519959 120582919

The development of e-commerce: the emerging virtual context within Egypt
Kamel, Sherif; Hussein, Maha
Logistics Information Management v14n1/2 PP: 119-126 2001
ISSN: 0957-6053 JRNL CODE: LIM
WORD COUNT: 4892

...TEXT: in Egypt and which produces 1 per cent of the world's aluminum, processes its *requests* for proposals over the Internet. Also, there is the Capital Exchange Project, which addresses stock...

... arranged geographically and required a login procedure for future simplicity. The ordering services received the *request* from the clients and then were channeled to the takeout for delivery and on the...

... that is dedicated to matching the right skills with the right opportunities via an online *database* of *resumes* and corporate clients. The company was launched in September 1999 and it has already over 500 *companies* subscribed, paying annual *fees*, and receiving thousands of resumes (Gentile, 1999a), generating high return on investment for the company...

24/3,K/2 (Item 2 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
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02178958 73978673

Do you want milk with those cookies?: Complying with the safe harbor privacy principles
Shimanek, Anna E
Journal of Corporation Law v26n2 PP: 455-477 Winter 2001
ISSN: 0360-795X JRNL CODE: JOCL
WORD COUNT: 7016

...ABSTRACT: resistance. In the European Union, however, this compilation and transfer of personal information without explicit *consent* from the individual targeted is illegal - regulation of consumers' privacy has been achieved since 1998...

...TEXT: to this growth.

Collecting information about site visitors to create databases, without their knowledge or *consent*, is a widespread practice among commercial Web sites in the United States. Databases are used...

... 16 In the European Union, however, this compilation and transfer of personal information without explicit *consent* from the individual targeted is illegal

regulation of consumers' privacy has been achieved since 1998...

... Data Protection Directive).17 The principal feature of the Data Protection Directive requires that individuals *consent* to the transfer of personal data from the entity collecting it to any third party sites in a

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