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(54) **SYSTEM AND METHOD FOR EVALUATING
JOB CANDIDATES**

Publication Classification

(76) Inventors: **Douglas G. LaPasta**, Hawley, PA (US);
Martha Mincer, Milford, PA (US);
David Ladouceur, Westminster, CO
(US)

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(57) **ABSTRACT**

Correspondence Address:

REED SMITH, LLP
ATTN: PATENT RECORDS DEPARTMENT
599 LEXINGTON AVENUE, 29TH FLOOR
NEW YORK, NY 10022-7650 (US)

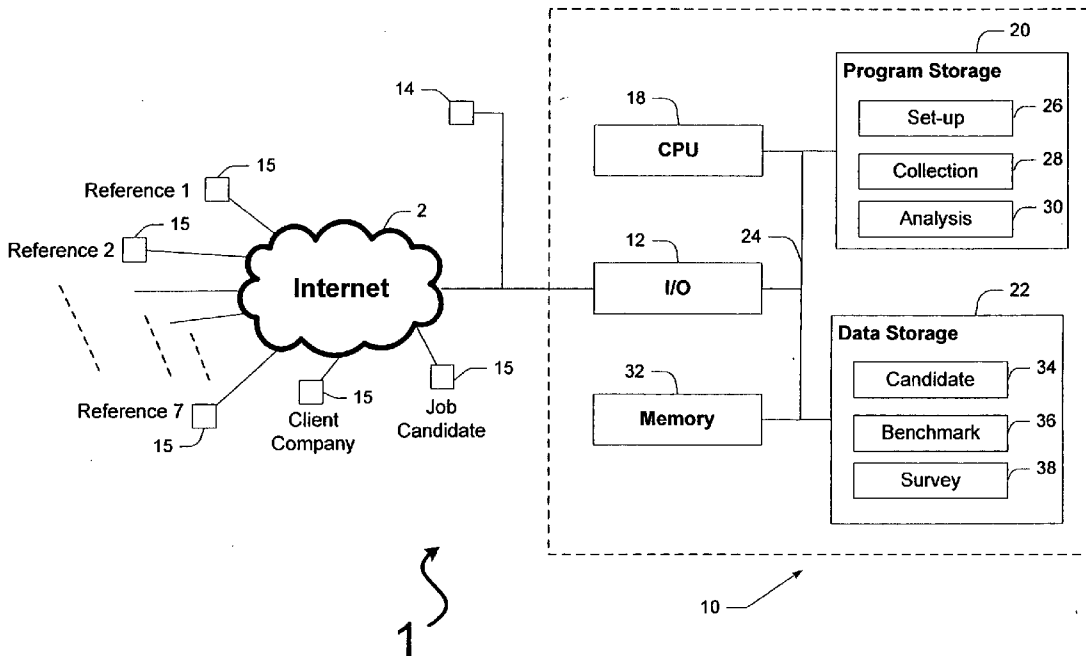
Human resource system for collecting and analyzing survey data from reference providers identified by a job candidate for use by an employer. The system sends an electronic communication to the reference providers to request completion of survey questions and electronically receives the survey data from the reference providers, preferably through webpages. An analysis module combines the received survey data from the reference providers and generates a confidential candidate report for an employer which excludes identification of any ratings or comments by any reference providers. The system also generates customized interview probe questions for use during job interviews and coaching tactics for use after the hiring, based on the weak areas that have been identified from the completed surveys in order to assist the hiring manager to bring the new hires up to speed quickly and effectively.

(21) Appl. No.: **10/912,433**

(22) Filed: **Aug. 4, 2004**

Related U.S. Application Data

(60) Provisional application No. 60/492,457, filed on Aug. 4, 2003.



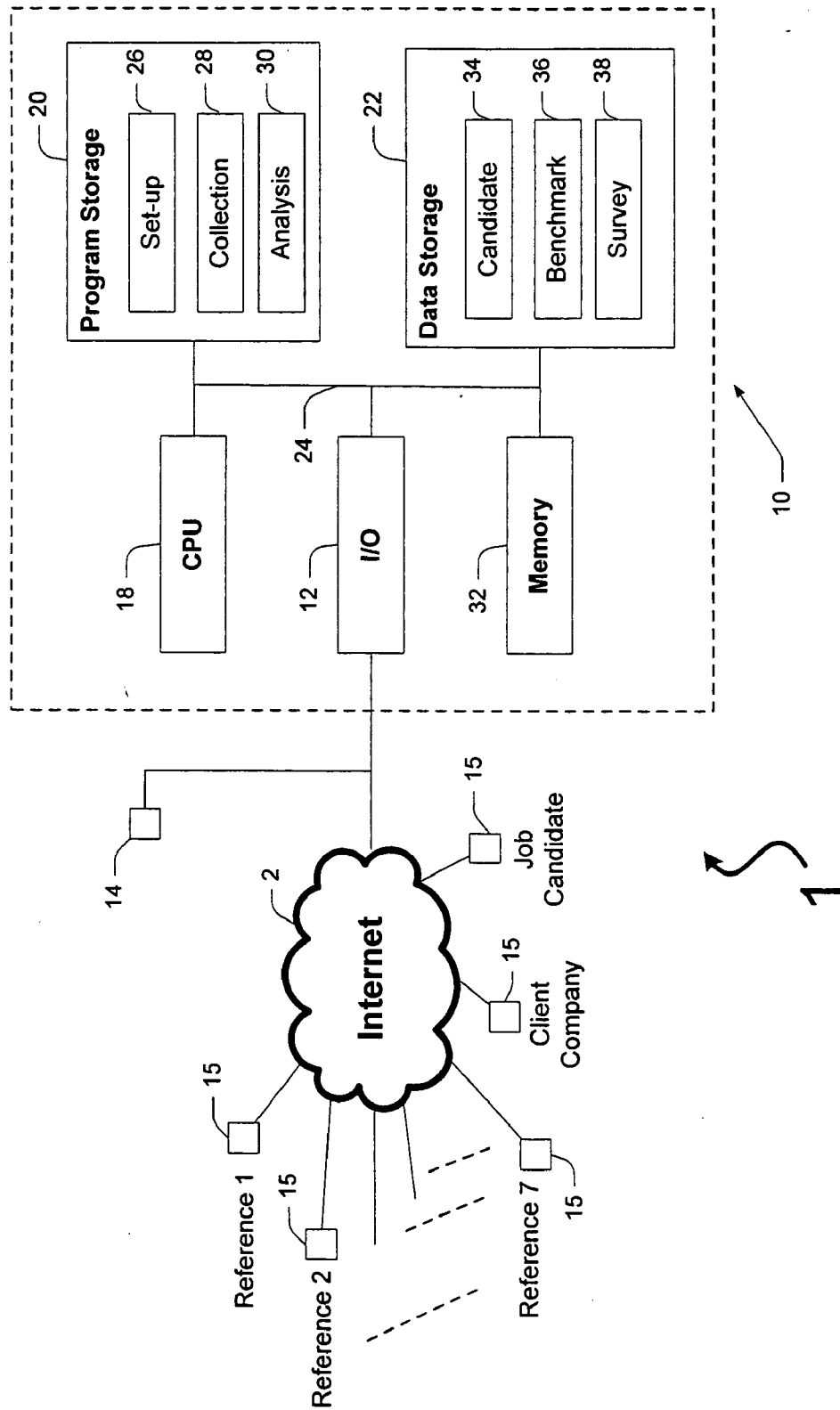


FIG. 1

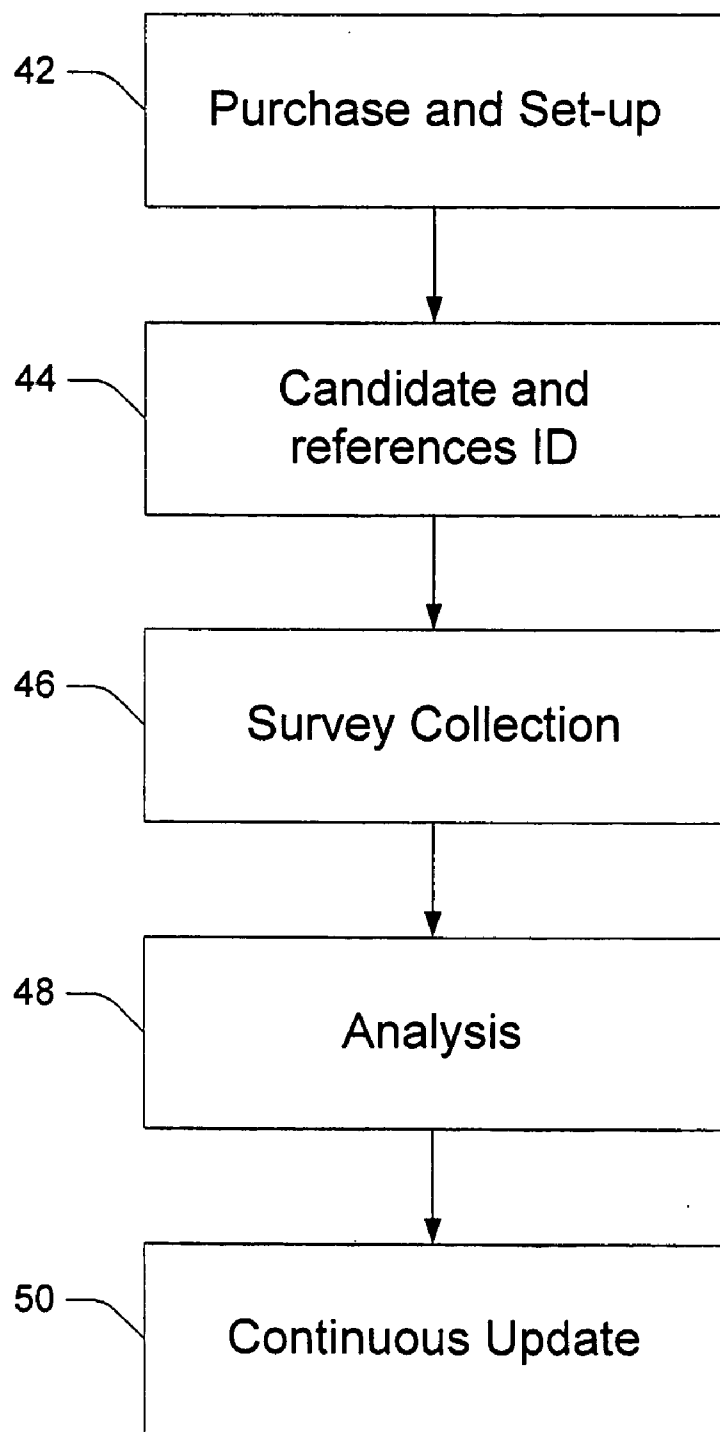


FIG. 2

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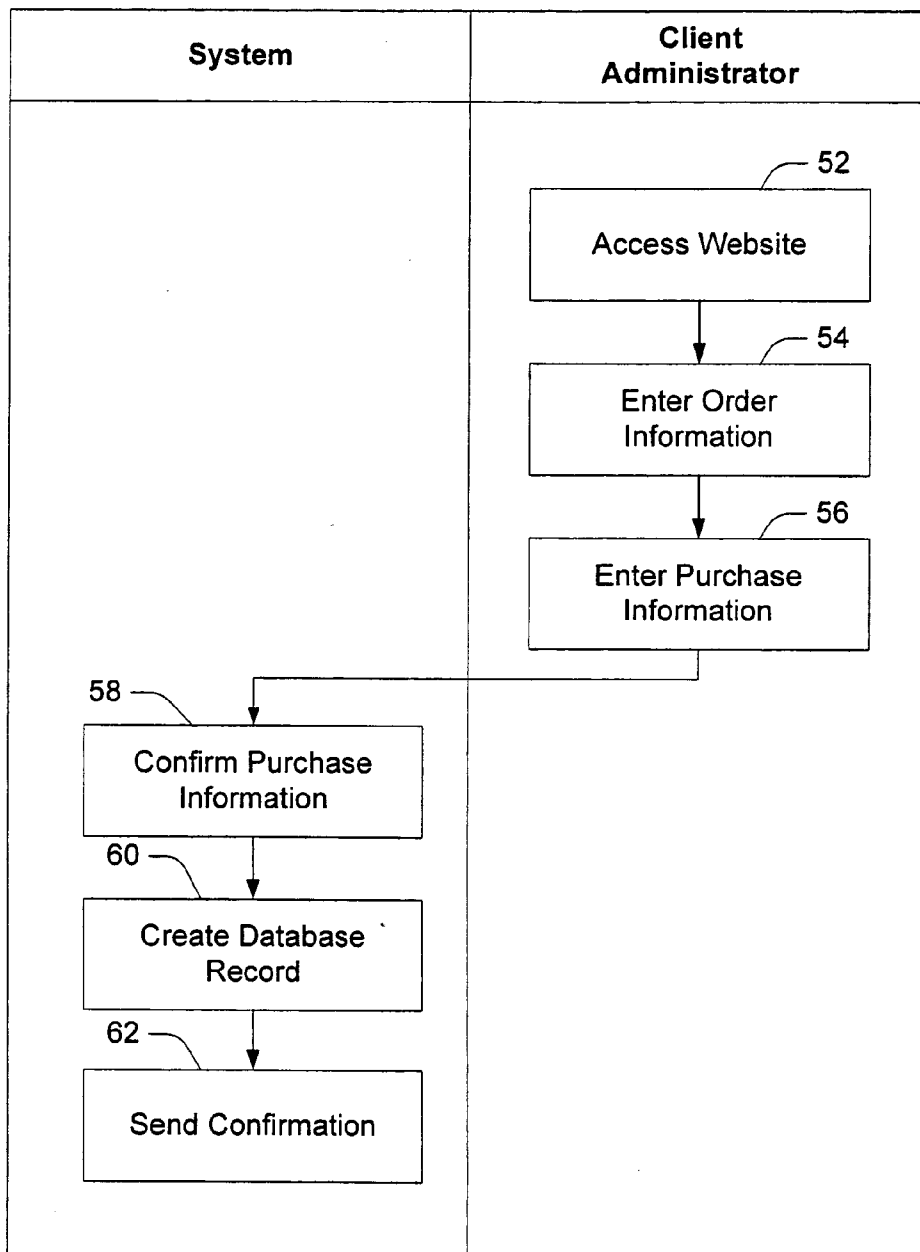


FIG. 3

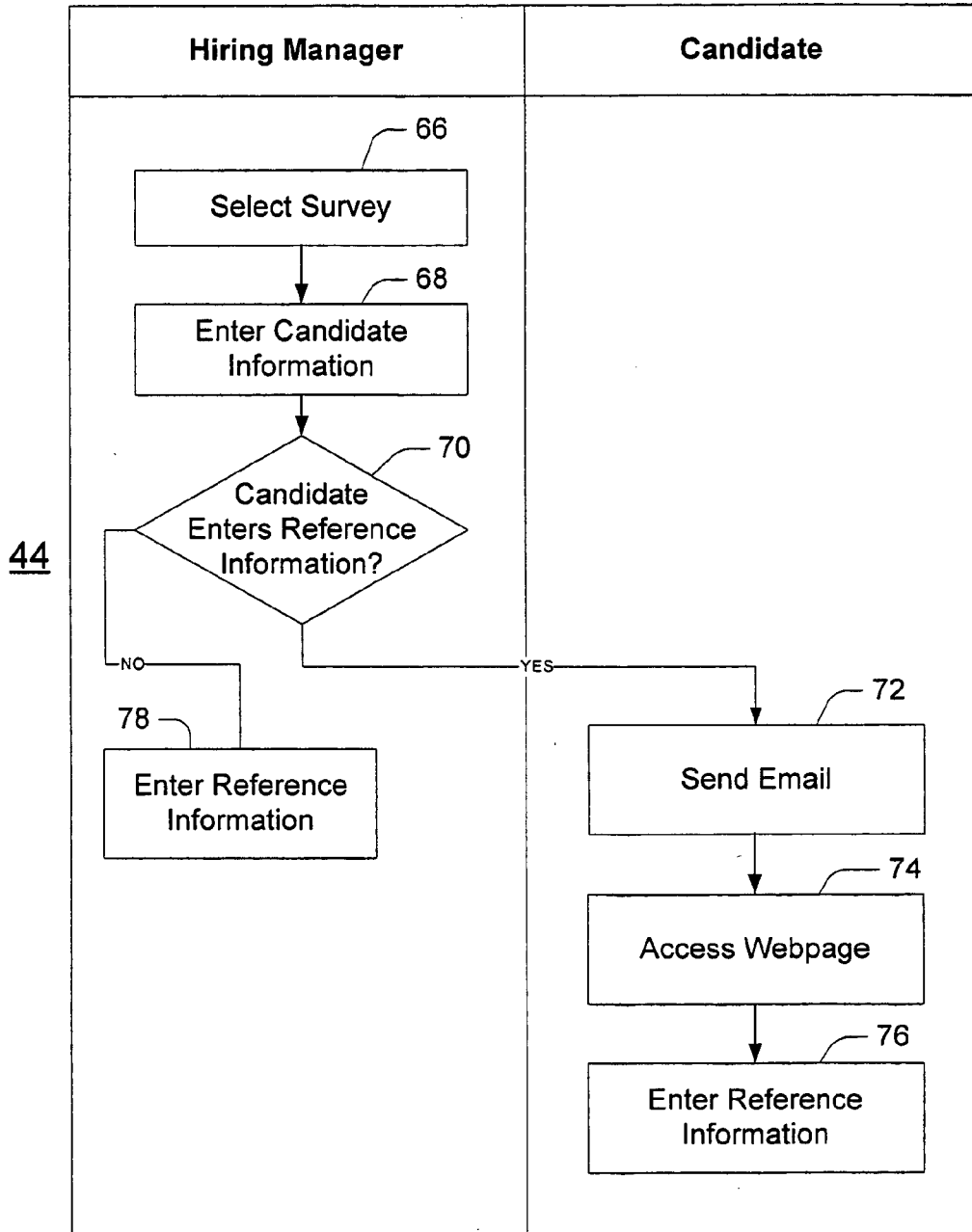


FIG. 4

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