



# PRIMEBYTE eRAT

## Electronic Recruiting & Applicant Tracking System

### Overview

The Primebyte electronic Recruiting and Applicant Tracking or eRAT product optimizes the acquisition of your organization's most vital asset - its people.

Primebyte eRAT helps streamline and control the candidate assessment and hiring process by integrating, coordinating and initiating activities between recruiters, hiring managers, and candidates.

eRAT operates as your website's "career opportunities" button, and with all its best-of-breed features, you will probably save more in placement ads and fees than the system itself costs.

### Superior Product Functionality

#### Postings

Job Requisitions are an architectural component of the system that collects, stores, and organizes data while facilitating unlimited analysis and cross-referencing capabilities; linking all system features and components. The Posting and Person tables anchor all activities enabling quick and effortless processing and tracking.

#### Search Capabilities

The powerful database driven Search Engine enables more complex search criteria which results in quick and accurate determination of qualified candidates with a minimum of effort.

#### Processing

Candidates being considered for a specific Posting are displayed according to their current status in a pop-up screen (to not lose your positioning). Optional processing includes being able to view the candidate's resume, previous statuses (with comments and notes - time stamped with their originator), other postings the candidate is being considered for, along with the ability to add a new status, create a to-do, and/or search for additional qualified candidates. The Posting itself may be viewed and/or edited along with the standard processing steps (work flow routing) assigned to a particular Posting.

### Applicant Tracking

The ability to electronically track and manage candidates as they make their way through the recruiting process is a critical part of any system and often reflects (positively or negatively) on the firm competing for qualified resources.

### Unique Features

#### Sourcing Agents

Each Posting has "required" and "nice to have" skills. Primebyte HR allows Postings to be viewed over the web and encourages applicant to enter their unique resume and apply for Postings they are qualified for. Using the "required" definitions, the system can query resumes added during the last 24 hours and alert someone in the organization when a candidate has applied or a resume that meets this definition (i.e. agent) has been entered.

#### Qualification Filters

This same comparison process for required skills can be used to filter resumes that do not meet the minimum requirements of a Posting.

#### Historical Recall and Cross Referencing Capabilities

The unique architecture and database design of Primebyte HR extends the life of all work prepared relative to a Posting and/or a candidate. A candidate, who may not be qualified or for whatever reason was not selected, is electronically available for other existing or future Postings (according to skills, competencies, experience, degrees, certifications, etc.) because they are easily found by the search engine.

Cross-referencing other data unique to the candidate can also be included and/or excluded quickly and easily. This is particularly important when re-processing candidates supplied by outside resource providers and may save the firm the cost of the Primebyte HR system by itself.

*"The most cost effective, comprehensive suite of enterprise-wide small business software tools on the market today."*

Contact us for a free product demonstration



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