

# Kenexa Recruiter® BrassRing

Kenexa Recruiter® BrassRing (KRB) delivers a proven solution that enables many of the world's leading organizations to create and leverage their most valuable asset—talent. Our on-demand global recruiting solution is highly configurable and scalable, allowing large, complex organizations to find hire and retain the best person for each position. KRB meets the needs of organizations with highly complex, decentralized recruiting processes with multi-language requirements.

# Recruiter BrassRing

## Features

### Proven Solution

KRB has been at the forefront of recruitment technology innovation for 10 years. Our award-winning, on-demand solutions help your organization recruit, select, hire, onboard and retain top talent globally.

### Global Reach

Businesses are becoming increasingly global in nature. From attracting talent in emerging markets, to developing virtual teams to meeting a wide range of country specific legislative, KRB helps organizations meet these demands. The gateway reaches top talent in 21 different languages and supports 27 dialects and locales.

### Highly Configurable

KRB is highly configurable with open integration capabilities, making it compatible with the widest selection of vendor systems.

### Recruitment 2.0

We deliver on the promise of Web 2.0 through our broad set of Web 2.0 features. We know that every day practices and expectations of recruiters, hiring managers and candidates have changed—that's why our Web 2.0 features extend to all system users while providing extended features for today's candidates.

### Innovation for the Next Generation

With one of the largest annual research and development investments in the recruitment technology market, we consistently improve features—from Web 2.0 to workflow, to a broad set of patented features.

### Scalable and Reliable

Our solutions meet the needs of leading organizations for high volumes of data and processing, security and reliability. We boast a decade of satisfied on-demand recruiting customers, with more than 90 million candidates in our system.

### Robust Workflow

Our workflow capabilities streamline processes from requisition approval, HR status changes to communications. KRB is a powerful tool that automates email message delivery and defines multiple conditions and complex relationships.

### Intuitive and Easy to Use

Our solution provides an intuitive user interface that is easy to use, and has powerful Web 2.0 features for recruiters and candidates—bringing familiar web features that users expect into the recruiting solution.

### Integrated Data

KRB integrates with a wide range of HRIS applications including Oracle and SAP. Integrations adhere to HR-XML standards and allow customers to benefit from business processes including talent record and requisition workflow.

## Benefits

### Lower Costs and Increase ROI

By increasing the efficiency of your recruitment process, minimizing agency and onsite recruitment expenses and minimizing cost-per-hire, your organization will lower operating costs and increase its ROI.

### Tailor Online Application Processes

By centralizing recruitment entrance routes on a single, global platform, your organization can create unique applicant flows for categories and positions and enhance the job-seeker experience.

### Easily Integrate with Business Processes

Your organization will benefit from the integration of a wide range of third party applications and won't be limited to a fixed set of vendors for background checking, assessments or other application integration.

## Value-Added Modules

### Agency Manager

Kenexa Agency Manager is a sophisticated tool that enables organizations to more efficiently and effectively manage complicated relationships with multiple hiring agencies and consulting companies. Agency Manager allows companies to track and manage critical details, such as vendor fees, performance, referral rights, notes and communications and candidate status. Kenexa Agency Manager also allows agency recruiters to submit candidates directly to open requisitions, manage candidate submissions to clarify referral rights and reject duplicate candidates, and evaluate and measure agency performance.

## Community Gateway

Kenexa Community Gateway fosters a creative, collaborative and interactive communicative community for recruiters and candidates. With four separate module options, Community Gateway allows companies to attract more qualified candidates, integrate more tightly with job boards and track potential candidates, allowing for more effective recruiting and decreased time-to-hire.

## Event Manager

Kenexa Event Manager helps recruiters create and automate the scheduling process for complex recruiting events providing a more streamlined event experience for large numbers of candidates simultaneously. This automated scheduling capability is effective for college recruiting and other high-volume recruiting events, such as opening new retail or manufacturing locations. Event Manager enables recruiters to schedule complex recruiting events and manage large volumes of candidates, create an automated interview schedule for event dates, and send electronic event invites that allow candidates to schedule interview dates and times.

## Mobile Recruiter

Kenexa Mobile Recruiter is a standalone companion solution that works in conjunction with the KRB system. Mobile Recruiter provides the ability to record candidate information, access requisitions, compose recruiter notes and update forms. Mobile Recruiter also empowers recruiters for offsite and campus recruiting— allowing recruiters to download necessary candidate forms and synchronizes all updated files into KRB.

## SmartApproval

Kenexa SmartApproval is a unique, innovative technology that establishes recruiting process approval workflows based on internal organizational hierarchy. This solution gives companies complete control over approval paths, while making it easier for everyone involved in the recruiting process.

## Kenexa Assessments

Kenexa Assessments is an award winning assessment solution that is seamlessly integrated with KRB. The integration of assessments with recruiting allows organizations to build a strategic selection process and fairly compare candidates. Candidates can be assessed directly within the KRB workflow, eliminating the need to switch between applications.

## Onboarding Integration

Kenexa Onboarding solutions eliminate time constraints and errors by automating the onboarding process. This powerful collection of efficiency technologies, including a hiring checklist, online forms and automated notifications based on job function, enables new employees to be productive as soon as they start their jobs. Onboarding solutions provide a standard, repeatable process even if the company's onboarding process varies by location, division or job title.

## About Kenexa

Kenexa provides business solutions for human resources. We help global organizations multiply business success by identifying the best individuals for every job and fostering optimal work environments for every organization. For more than 20 years, Kenexa has studied human behavior and team dynamics in the workplace, and has developed the software solutions, business processes and expert consulting that help organizations impact positive business outcomes through HR. Kenexa is the only company that offers a comprehensive suite of unified products and services that support the entire employee lifecycle from pre-hire to exit.