

## Recruiting and Talent Management Overview

# FYnderFY

Find, Qualify & Quantify

Professional Skills and Expertise Validation  
Learning | Recruiting | Talent-Scoring Platform

[www.FYnderFY.com](http://www.FYnderFY.com)

**FYnderFY Seamlessly  
Connects Top Talent,  
Companies and  
Educators on One  
Single Platform Where:**



### **STUDENTS AND PROFESSIONALS**

can learn, validate their profiles and promote their complete professional credentials, including knowledge, skills and expertise.



### **RECRUITERS AND COMPANIES**

can add science, data and analytics to social recruiting and talent management processes to accurately find, sort, validate, assess, score and rank top candidates and employees knowledge, skills and expertise.



### **EDUCATORS AND INSTRUCTORS**

can easily provide educational content and exams to help students and professionals learn, hone or validate their knowledge, skills and expertise.



Start Up Operations [90.5%]  
Small Business Management [97.8%]  
Process Modeling [ ]

Consulting [89.3%]  
Management [91.7%]  
Mergers and Acquisitions [87%]



# EVOLUTION OF FINDING GREAT CANDIDATES

Fully Qualified/Quantified  
Science-Based Recruiting

Unverified Hunch-Based  
Recruiting

## 19th Century

Classified Job Ads and Hard Resumes

**Newspapers** became dominant communication tools during the 19th century. They began publishing job ads, along with other types of **classified ads**. This one-way communication was a distinct improvement over previous methods. Employers could reach many more potential candidates over a much wider geographic region.

Learning during this time was 100% **"Physical"**, where Students and Professionals learned mainly core academic knowledge in the **Classroom** or on-the-job in a work environment.



## Mid 1990's

Job Boards and Soft Resumes

Fueled by the **Internet**, Monster.com and other job boards launched in the mid 1990's and a new, quicker way to reach candidates appeared. The 1990's and the **Internet** saw job ads move online, and several things changed. Applicants could easily and quickly send **digital or "soft" resumes**, the audience size and number of resumes increased greatly, the cost of a job ad dropped, and the response time from publishing the job ad to receiving applications to the hiring event shrank tremendously.



## 2005 - 2011

One-Click Apply Now and Skills and Expertise Endorsements

**LinkedIn** launched in 2005 and changed the way professionals network and promote their professional brands. **Professional profiles** allowed users to post a subjective online resume for the world to see.

Learning during this time became **"Multi-Modal"** for the first time, where Students and Professionals learned in a classroom, **On-the-Job** or **Online** via the Internet.



## 2011 - 2014

Social Recruiting and Applicant Tracking

As modern **Job Post** technology became mainstream, recruiters started dealing with a new industry term, "resume-overload". To address this new challenge, **Social Recruiting** and **Applicant Tracking** platforms and new players like Zip Recruiter, iCims, SocialRecruiter, Indeed and others came into the space to help bring employers and applicants together in a more **efficient** and **seamless** manner.



## 2015

Data-Driven Recruiting, Skills-based Learning and Validation

FYnderFY is a revolutionary, world-class **crowd-sourced** digital **knowledge verification** platform that **connects candidates, recruiters** and **educators**.

FYnderFY is the world's first company to connect all three user groups on a real time platform, letting users build their professional credibility **Anywhere, Anytime, on Any Device**.



100% Subjective Candidate Data

100% Objective Candidate Data

**CLASSIFIEDS  
HARD RESUME**



**PHYSICAL  
LEARNING**

**MONSTER.COM  
SOFT RESUME**

**ACADEMIA**

**LINKEDIN  
PROFESSIONAL PROFILE**



**DISTANCE  
LEARNING**

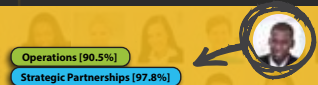
**CLOUD-BASED  
SOCIAL RECRUITING**

**GROUP-SOURCED**

**FYNDERFY  
PROFESSIONAL  
CREDIBILITY SCORING**



**SKILLS AND EXPERTISE  
FOCUSED LEARNING**



**FYND**

TOP CANDIDATES, STAR EMPLOYEES, SKILL SETS AND CREDENTIALS THAT WIN

ACQUIRE AND IDENTIFY TOP TALENT WITH THE RIGHT SKILLS

RECOMMENDED TALENT

RecruitRank	TalentRank
<b>1</b> <b>RELEVANT SKILLS AND CREDENTIALS</b> Communication [35%] Management [63%] Business [85%] Sales [74%] Marketing [85%]	<b>1</b> <b>RELEVANT SKILLS AND CREDENTIALS</b> Education Basics [71%] Networking [49%] Offices [61%] Advertising [91%] Writing [73%]
<b>2</b> <b>RELEVANT SKILLS AND CREDENTIALS</b> Microsoft Office [74%] Training [56%] Microsoft Excel [84%] Designs [94%] Organization [63%]	<b>2</b> <b>RELEVANT SKILLS AND CREDENTIALS</b> Performance Tuning [74%] Vendors [51%] Technology [34%] Problem Solving [88%] Retail [93%]
<b>3</b> <b>RELEVANT SKILLS AND CREDENTIALS</b> Customer Service [58%] Analysis [56%] Research [38%] Websites [94%] Leadership [79%]	<b>3</b> <b>RELEVANT SKILLS AND CREDENTIALS</b> Marketing Strategy [69%] Social Media [77%] Teaching [92%] Accounting [34%] Materials [59%]
<b>4</b> <b>RELEVANT SKILLS AND CREDENTIALS</b> Project Management [67%] Budgets [99%] Business Services [91%] Computer Programming [57%]	<b>4</b> <b>RELEVANT SKILLS AND CREDENTIALS</b> Order Fulfillment [82%] Photoshop [63%] Manufacturing [85%] Employees [90%] Cost [59%]
<b>5</b> <b>RELEVANT SKILLS AND CREDENTIALS</b> Strategic Planning [91%] Time Management [44%] Events [83%] PowerPoint [65%] Negotiation [96%]	<b>5</b> <b>RELEVANT SKILLS AND CREDENTIALS</b> Human resources [66%] Windows 8 [84%] Real Estate [96%] Compliance [80%] Presentations [71%]

**QUALIFY**

CANDIDATES' AND EMPLOYEES' OBJECTIVE 360-DEGREE PROFILE

FULLY OBJECTIVE 360-DEGREE VIEW OF CANDIDATES AND EMPLOYEES

PROFESSIONAL PROFILE

**Courses**  
 Communications 101  
 fynderfy.com

**A+ | Score**  
 Leadership Skills  
 fynderfy.com

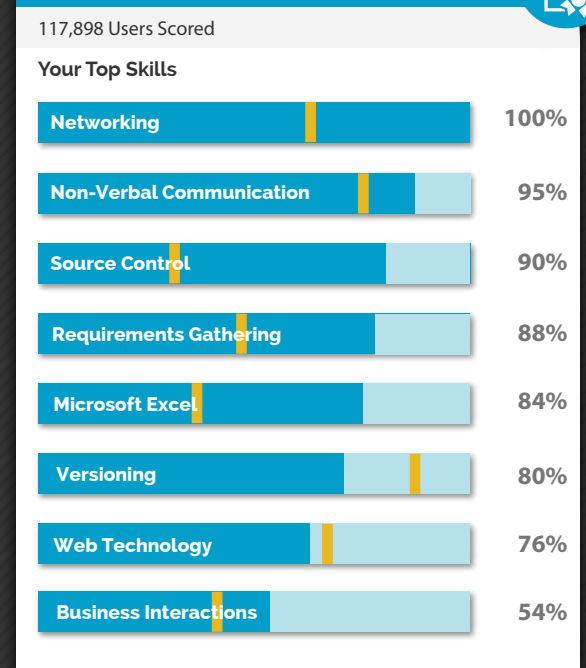
**Certifications**  
 Microsoft Exel 2013 Essentials  
 fynderfy.com

**QUANTIFY**

CANDIDATES' AND EMPLOYEES' SCORES AND CREDENTIALS

ASSESS, DEVELOP AND RANK CANDIDATES AND EMPLOYEES

CREDIBILITY SCORES



Skills-based recruiting and talent management made easy.

Contract Negotiation [87.2%]  
 Process Improvement [ ]

Talent Management [81.5%]  
 Training and Development [94.7%]

# The Recruiting and Talent Management Platform for Recruiters and Companies.

A science-based and fully transparent platform for social recruiting and job board applicant screening, tracking, testing and ranking, talent management, online learning and corporate human resources.



## FYnderFY RecruitRank / TalentRank

FYnderFY Recruit-Rank/TalentRank is a patent-pending side-by-side ranking or match view that recruiters, talent managers or other human resource professionals can see to quickly evaluate candidates for a specific job or need, or internal talent to evaluate a company's knowledge, skills, and expertise personnel inventory.

## FYnderFY 360-Degree ProfessionalProfile

The FYnderFY 360-Degree ProfessionalProfile is the world's most comprehensive fully transparent and objective professional digital profile where candidates can feature:

- Photos/video resumes
- Education and educational credentials
- Experience, knowledge, skills and expertise
- ProfessionalCredibility Score
- Full portfolio of work

## FYnderFY Professional Credibility Score

Consider it a personal credit score for your candidates' or employees' knowledge, skills and expertise. The patent-pending FYnderFY ProfessionalCredibility Score is calculated from the scores earned through FynderFy's Micro-Courses, Micro-Course Bundles, Micro-Exam Scores and Certifications and Badges.

## FYnd My Candidate and Employee Wizard

The FYnderFY FYnd My Candidate/Employee Wizard allows recruiters to quickly find, qualify and quantify active and passive candidates and employees by viewing the RecruitRankings/TalentRankings, 360-Degree ProfessionalProfiles and ProfessionalCredibility Scores for those who really have the top skills, expertise and other key credentials.

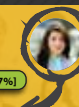
## Post My Job Wizard

The FYnderFY Post My Job Wizard allows recruiters to easily import, post or publish job ads. The FYnderFY Post My Job Wizard can also help match and add required Micro-Courses and Micro-Exams, company assessment questions and video questions to job posts so recruiters can easily assess skills, expertise and abilities.

Give us one job post and we will change the way you recruit forever!



Human Resources [84.5%]  
Recruiting [87%]



Business Accounting [82.7%]  
Contract Disputing [In]