



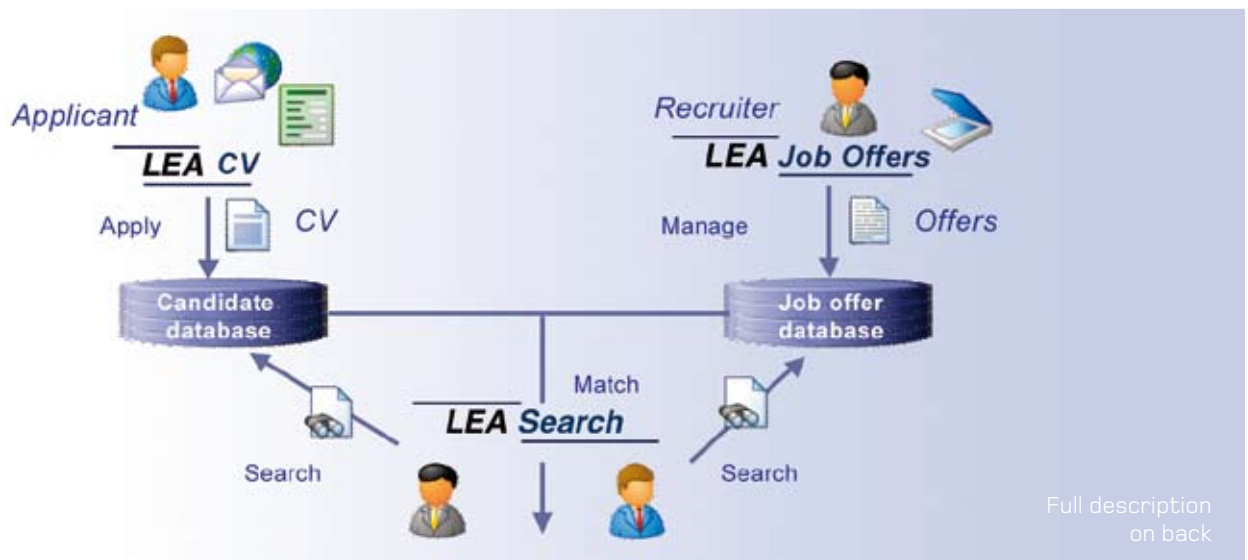
LINGWAY HR Suite

LINGWAY e-Recruitment Applications: a Semantic Solution for Recruitment

LINGWAY e-Recruitment Applications (LEA) is the software module of LINGWAY HR Suite designed for companies and services specialized in talent recruitment: corporate HR departments, executive search firms, temporary work agencies, job boards, recruitment communications agencies, as well as HR management software providers and integrators.

- > LEA is based on powerful semantic search and analysis tools.
- > LEA is the only offer on the market that enables users to automatically analyze applicants' resumes and match them with the job offers available.

LINGWAY e-Recruitment Applications main functionalities:



3 Key Advantages :

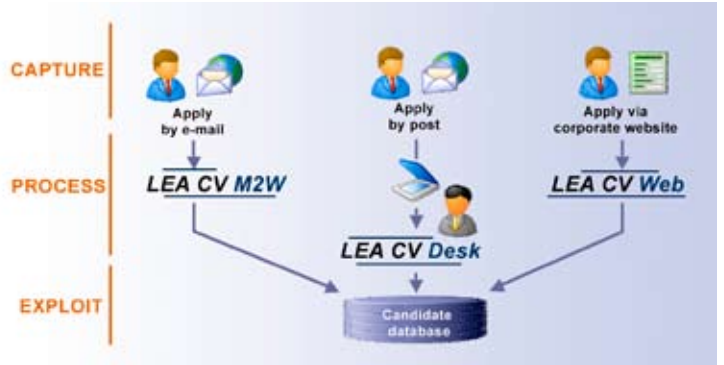
1. An offer based on innovative and proven technology: a semantic recruitment search and analysis engine.
2. An open solution that can be integrated into all types of HR Information Systems. HR-XML standards-compliant.
3. An offer available in several languages: French, English ...



1. LEA CV (CV Parsing):

CV Parsing includes automated management of incoming resume flows, analysis for classification in the candidate database, and structuring adapted to the enterprise candidate database format.

- > **CV Parsing (Sourcing):** allows users to capture resumes in print format by OCR, and resumes in Word and PDF format sent by e-mail or through corporate websites. The resumes are then converted into an XML structure compatible with the enterprise candidate database, and are validated via a revision interface.
- > **Anonymity Module:** Enables resumes to be processed in compliance with non-discrimination legislation (gender, age, geographical origins ...).

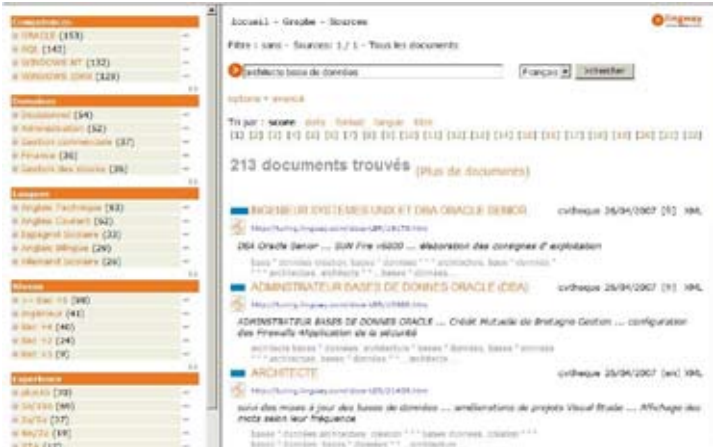


2. LEA Job Offer (Automated Offer Analysis):

- > **Job Offer Analysis and Structuring:** Allows users to automatically control the quality of job offers according to various criteria: marketing and legal (affirmative action/equal opportunity); to perform statistical analyses or to optimize a search in a job offer base.

3. LEA Search (Semantic Search in Resumes and Offers):

- > **Semantic Search in the candidate database:** Permits users to query in natural language and to find the most qualified candidates for a given job.
- > **Semantic Search in the Job Offer Base:** Enables users to query in natural language and find all the offers that correspond to the request.
- > **Automated Offer/Resume Matching:** to automatically find the resumes that match the job offers and to offer applicants jobs that correspond to their resumes.



Our Customers include : APEC, BNP Paribas, BRED, Conseil Général du Nord, BRED, Keljob, La Mondiale, PSA, Siemens, Wurth, Vivarte, Talent Up, Opteaman, Ville d'Issy les Moulineaux ...

Partners : @doc, AD-RH, Kiosk Emploi, Meta4, ProfilSoft, RecrutEasy, R-Flex, Sopra, Taleo ...



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