



The Company

Our business is helping established healthcare employers and high-growth companies manage their recruiting processes and meet their talent objectives. Since 1999, Jobscience has specialized in the rapid implementation of web-based solutions configured to the unique needs of each customer. Our products are built on a technology platform to connect people, processes, and information for enterprise recruiting, hiring, and talent management. This platform, the Jobscience Powered Solution, enables cost-effective "customization" of our software to perfectly meet our customers' needs today and for the future.

Our Solution

Jobscience's architecture is the foundation for Powered Solution 3.0, an extremely adaptable solution for recruiting and enterprise talent management that allows for "best fit" solutions. Powered Solution 3.0 applications are easily configured to an organization's unique data and process needs, or companies can start with a "ready-to-use" best practice solution and adapt it over time to meet changing requirements. Either way, Jobscience customers receive personalized solutions to help companies extend their competitive advantage while providing long-term return on investment.

As an application service provider (ASP), we host and manage Jobscience applications at our Internet Data Center for use by our clients via the Internet or Intranet web access.

The Jobscience solution provides these key advantages:

- + Rapid configuration and delivery of the ATS
- + Superior Full Text Search Technology
- + Low Up Front cost and highly scalable ASP deployment
- + Secure enterprise-wide connectivity and information sharing



Our Clients

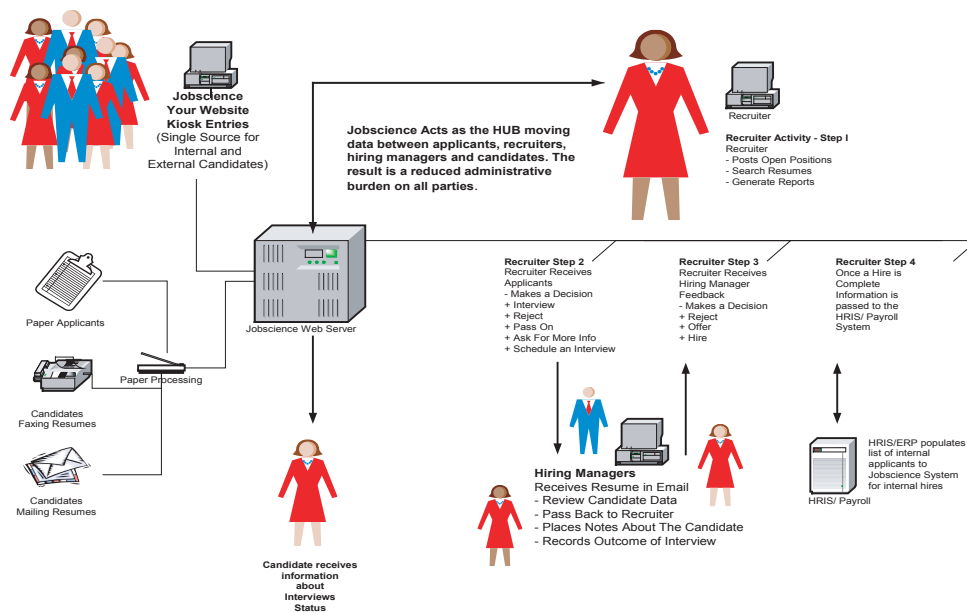
Our web-based recruiting and talent management applications are used by many "employers of choice" including:
 LabCorp Inc.
 Dimensions Healthcare,
 Solaris Health System,
 Northeast Medical Center,
 Deaconess Billings Clinic,
 Capital Health System,
 Trinity Health,
 and over fifty additional leading regional hospitals.



Our History

Our history in providing 100% web based solutions in candidate management, recruiting, and hiring, combined with our human resource domain expertise, have been valuable assets in making Jobscience a premier provider in the Applicant Tracking System marketplace.

Jobscience Information Workflow



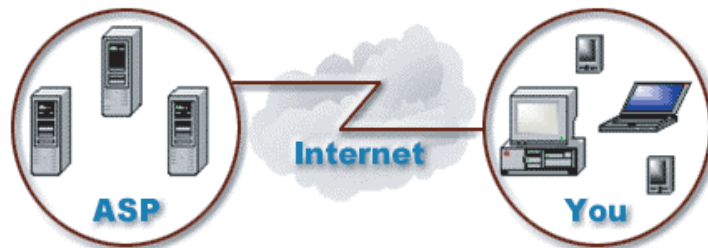
Call **jobscience** to Learn More **1.866.284.1892**

Our ASP Business Model

Application Service Providers: What are they and why should you work with one?

Today every organization uses computers for critical business functions. You are probably also aware of the enormous expense that is often attached to this aspect of your business. Companies spend a tremendous amount of money to buy software licenses, whether it's a desktop application that is supplied to hundreds or thousands of users, or a server based program that may only involve a copy or two. In either case, the cost can be prohibitively high.

The cost of the licenses is just the tip of the iceberg. Applications are usually upgraded every year or two. Whether you buy the latest version or just upgrade what you have, it's going to cost money. As a result of these business realities, Application Service Providers (ASPs) have become a very important alternative to purchasing software.



In their most basic form, ASPs provide applications to customers on a subscription basis. All of the Information Technology (IT) infrastructure and support services necessary to deliver them are included in the service package. These applications are delivered via the Internet or a private network and ASPs typically host applications at a remote data center.

Comparing ASP vs Hosted		
	Jobscience ASP	Hosted
Administration	Low, the system requires a low amount of time from internal IT staff to maintain, setup and support.	High, hosting an ATS application takes internal resource time to maintain and patch.
Investment	Low, there is no internal hardware requirements or substantial setup fees	High, purchasing the software and hardware to support an internal ATS ranges from \$50,000 to \$275,000
Redundancy	High, Jobscience is served on 5 servers hosted in a secure co-location facility, fully tape backed up daily	Low, most internal ATS are served up from a single server to save on costs
Security	High, Jobscience delivers SSL security on selected forms for passing data and hosts servers behind a load balancer and redundant firewalls that are monitored 24x7	High, hosted applications on your Intranet are as secure as your internal systems
Integration	High, Jobscience is a web based application that connects to Lawson, ADP and other database driven programs	High, most internal ATS can be connected to other internal applications
Availability	High, Jobscience is monitored and maintained 24x7 and is available as long as your internet connection is working, Jobscience has multiple load balanced servers	High, your internally hosted ATS is available as long as your internal networks are running and the single server functions properly
Deployment Time	Low, Jobscience generally deploys in between 30 to 60 days from start of contract	High, most internal ATS programs take 90 days to 6 months to deploy
IT Staff Resources	Low, once your IT staff sets links, no more IT resource is required to support or maintain the system	High, IT resources must maintain the hardware and software, load patches and upgrades and support users
Scalability	High, Jobscience supports hundreds of recruiters and hundreds of thousands monthly user sessions	Low, most internal systems, require additional hardware, consultants and investment to scale
Capital Investment	Low, Jobscience provides fixed costs quotes for customization, requires no new hardware or software to be installed locally, requires almost no IT resources internally, and has a low cost subscription rate	High, purchasing equipment, software, and consultant expertise requires a substantial front end investment depending on the system purchased and functionality

In the case of Jobscience, clients use a login and password to access the application through the Internet. The site is fully secure and encrypted, so data concerns are not an issue

Jobscience allows you to utilize services on a subscription basis, so you only pay for as much access as you need. The subscription model also allows you to "lease and leverage" technology that costs millions of dollars and several years to develop.

The ASP model can potentially reduce IT costs by 30-60%, reduce time to market for new products and services, and more effectively allocate scarce resources.

Additional benefits realized from the ASP model include:

- +The ability to focus on your core business, versus issues
- +Reduced IT costs, including hardware and staffing
- +Turn-key access to powerful technology, reducing barriers to entry into new markets
- +Faster implementation of new applications and technologies
- +Preservation of existing investments in legacy computers, as our servers handle the intensive processing required by the application
- +Easy scalability
- +Access to comprehensive security, back-up, disaster recovery and support services

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Kiosk Solutions



Basic Kiosk

- + Desktop Computer that connects to your web-enabled application.
 - + Keyboard, Mouse, Software
 - + Connected to the Jobscience Network
- \$4,200 per unit (1 yr basic support)**
Contact 1-866-284-1892 and dial 0



Standard Kiosk

- + Desktop Computer that connects to your web-enabled application.
 - + Keyboard, Mouse, Software
 - + Connected to the Jobscience Network
 - + Vandal Filtered
 - + Compact Enclosure
 - + 15" to 17" Screen
- \$6,000 per unit (1 yr basic support)**
Contact 1-866-284-1892 and dial 0



Job Center Kiosk **SOLD OUT!!!**

- + Desktop Computer that connects to your web-enabled application.
 - + Keyboard, Mouse, Software
 - + Connected to the Jobscience Network
 - + Tamper Proof Enclosure
 - + Advanced Design
- \$7,000 per unit (1 yr basic support)**
Contact 1-866-284-1892 and dial 0



Advanced Kiosk

- + ADA Compliant
 - + Desktop Computer that connects to your web-enabled application.
 - + Keyboard, Mouse, Software
 - + 15" Inch Screen and Keyboard
 - + Printer Receipt
 - + Connected to the Jobscience Network
- \$8,400 per unit (1 yr basic support)**
Contact 1-866-284-1892 and dial 0



2003 Trimline Kiosk

- + ADA Compliant, FCC Approved, UL Tested
 - + Speakers Included
 - + Stands Upright
 - + Touchscreen
 - + Desktop Computer that connects to your web-enabled application.
 - + Keyboard, Mouse, Software
 - + Connected to the Jobscience Network
- \$9,600 per unit (1 yr basic support)**
Contact 1-866-284-1892 and dial 0

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**Joseph M. Kemka, Vice President
Healthcare Provider Practice**

We were very pleased with the overall results of our experience with the Job Science posting process through NJHA. Generally, the resumes we received were from individuals who had the qualifications sought. The resumes were received timely and the cost of posting was favorable when compared to the cost of a classified newspaper ad.

**Sandy Gaudreau Recruiting Manager
Capital Health System**

Capital Health System was in search of an applicant tracking system, and Jobscience was the first to offer an affordable package that provided all of the recruitment components that we needed. It's systems functionality is comprehensive, it is user-friendly and set-up was very easy. In addition, the product provides us with extensive media coverage at no additional expensive. The Jobscience team keeps customers as its focus, incorporating their ideas to enhance the product.

**Matt Franco
McFarland Clinic PC .**

We have been extremely pleased with Jobscience from the beginning. From the planning to implementation to going live, the support has been great and the product has been even more than what we expected,"

**Danielle Melendaz-
National Childhood Cancer Foundation**

Thank you for your assistance in the recruitment for a specialized position we had available. Although I only received a hand full of resumes in the 2 weeks I posted, I did find the right candidate because of your website which resulted in a hire of a great employee! I would definitely use you again for any future specialized positions.

**UMass Memorial- Matt Grindle,
Employment Specialist**

For the cost of 2-3 ads in the Boston Globe, we have a year of exposure for ALL our jobs on a multitude of healthcare specific websites. The ability to post jobs with one company yet have that posting go to multiple websites is a huge time-saver for us. The traffic these postings have generated is easily measured and the results have been very positive. This extensive exposure is beneficial since many of our positions have such a limited supply of applicants that we need to get the word of our opening out in as many ways possible to provide an appropriate applicant pool to our hiring managers. Jobscience.com has helped us greatly in that effort.

**The Methodist Hospital - Rocky Hanak,
Director of Healthcare Recruitment**

Thank you so much for assisting us with our recruitment efforts through Jobscience. The volume of resumes has almost been overwhelming. After being on it for only 6 weeks we have already filled a number of our "hard to fill" positions. Again, thank you and we look forward to continued success through Jobscience.



Benedictine Hospital KINGSTON, NEW YORK

Benedictine Hospital, Ranked as One of US News Best US Hospitals.

Benedictine Improves Speed and Cost-to Hire with Jobscience Powered Solution

In the third quarter of 2002, Benedictine Hospital began to review ways to improve its staffing effectiveness. One decision was to install the Jobscience Powered Solution, an applicant tracking system, integrated with its own employment website, www.benedictine.org. This solution also offered access to the Jobscience healthcare network of 350+ medical specialty and regional career sites. Using the Powered Solution, the Benedictine recruitment staff increased the flow of qualified candidates and sped up the hiring process to facilitate communications between recruiters, candidates and hiring managers. Within the last year they have experienced measurable improvements in cost per hire and time to fill, as well as additional process improvements like faster feedback to candidates.

Benedictine uses the Powered Solution to facilitate the hiring of employees in all of their functional areas, including: Radiology, Nursing, Administration and non-clinical. The task of filling between 300 and 400 requisitions per year, with as many as 60 open at any given time, requires collaboration between recruiting professionals and managers in multiple departments. The Powered Solution has been a good web-based solution for Benedictine's needs because it unites all of the hiring locations on a single database that stores resumes and tracks all of the data related to filling requisitions- This makes it easier to manage talent pools across multiple recruiters and hiring managers as well as to build candidate relationships over time.



We have more than
900 dedicated employees.
Meet some of them.

During the first year of system use, Benedictine was able to...

- Reduce cost per hire by 20%
- Increase online applications by 75%
- Double the size of their applicant pool
- Increase the ratio of candidates interviewed to candidates hired by 33%

Generate reports and provide better metrics for the management team

Reports Show Immediate Cost Benefits

Benedictine went live with the Powered Solution system in August of 2002. By the end of the fourth quarter of 2002, they measured more than 75% of their applications coming through the Jobscience Powered Solution. They continue to track the same strong results. While their hiring needs have remained the same, they have begun to see the strong marketing impact on their ability to reach jobseekers.

Today, Benedictine uses Jobscience Powered Solution to capture and store all applications, ensuring that no candidate falls through the cracks. Candidates are also continually encouraged to apply online, further streamlining the process.

Candidate Communication

Typically, Employment Specialists field up to 15-20 calls a week from candidates who are checking the status of their applications. Prior to the Jobscience Powered Solution, when an applicant contacted the HR Department, it was difficult to locate the candidate's status. There was no information about a candidate's status until the position was filled.

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Benedictine Hospital KINGSTON, NEW YORK

Improved Website with Online Application

With the implementation of the Powered Solution, Benedictine provides a Web-based co-branded job site-hosting tool. When visitors click on Benedictine's corporate job site, they seamlessly transfer to a Jobscience server. Then, when candidates apply for positions, their resumes are transmitted directly into Benedictine's Powered Solution and Applicant Tracking System. By creating the job posting once and having the Powered Solution automate which information is shared internally and externally, Kathy Caunitz, HR Specialist, estimates a savings of approximately 3 hours per week or \$5,000 a year per recruiter.

Benedictine selected the Powered Solution after their HR and IT teams conducted a thorough review of all available solutions. They explored options for a more efficient method of processing and tracking applications. "We looked at software for resume processing, and we even considered proprietary solutions," Heidi Rosborough, Director of Human Resources, says. "But the prospect of maintaining hiring management software in-house looked expensive and time consuming, and it would strain our resources. While a lot of the functionality looked the same to them, their technical team "thought Jobscience's technology was the best," according to Rosborough.

Other Metrics Indicate Higher Efficiency, Time Savings

The impact of having one unified system was significant: during the first year after the system was implemented, the time needed to fill open positions decreased by nearly 45 days, or 43%. "Now we have one standard staffing process. We're more efficient and more effective at sharing resources. We have visibility across geographies, and we're better at managing the whole process," explains Rosborough. The volume of candidates in the applicant pool maintained by the Powered Solution has grown tremendously. Prior to their rollout, Benedictine had no database of candidates. During the first six months after rollout that number grew to 532, and the organization continues to receive approximately 21,000 views from new candidates each month. The growth of Benedictine's applicant pool is due in part to the Jobscience partnerships they established with various internet healthcare groups, such as www.NorMet.org, the online career center partnership between Jobscience and the Northern Metropolitan Hospital Association serving Benedictine's Hudson River Valley area. "It's becoming easier to source candidates. Instead of picking up the phone and calling an agency as a first step, we now conduct a search in The Powered Solution to identify whether or not we have the talent in our database" according to Rosborough.

Two other metrics suggest that hiring managers are receiving higher quality candidates and consuming less effort in the selection process. First, "Using the Powered Solution saves hours of opening envelopes, wading through emails with attachments and sourcing faxes," Caunitz says. "In the past it took hours to wade through resumes. Second, the ratio of offers accepted rose by 8%, to the point where virtually 90% of candidates who have received an offer from Benedictine accepted that offer. Again, this reduces the number of offer and negotiation cycles, saving time both for the recruiting teams and the HR managers

Powered Solution Account Managers Supports Healthcare HR

Approximately 400 hospital use Jobscience. Jobscience offers Benedictine bi-weekly Powered Solution training classes. Jobscience provides help desk support to assist internal HR staff, and one-on-one training is provided on an as-needed basis

"Overall, hiring managers and human resources staff like the Powered Solution," Rosborough says. "The move away from paper has streamlined the hiring process and provides a more efficient way to work. And, we're now able to respond to resumes in 24 to 48 hours."

The company has also reduced its external recruiting costs and has resulted in significant cost-savings in agency and search firm fees. Caunitz says that she knows of a number of specific instances where candidates submitted resumes through Powered Solution before being submitted by an employment agency thereby saving the company several hundred thousand dollars in agency costs.

"We are big fans of Jobscience," Rosborough says. "We have received excellent support and training. Everyone, from sales and support to account management and company stakeholders, has been responsive to our needs."

"For companies that don't have a technology infrastructure in place to respond to candidates, adopting Jobscience is a good decision," Rosborough says. "Since we all look for the same talent to help in various areas, companies that do not employ this type of technology are at a disadvantage," she says

ROI

Since Benedictine implemented Jobscience's Powered Solution last year, the company reports it is filling jobs faster, while decreasing hiring costs. Also, it has increased the recruiting staff's efficiency in tracking data. Moreover, the ability to rely on a dedicated Application Service Provider eliminates the need for additional in-house technical support.

This year, the professional staffing team anticipates approximately 75% hires to originate through the Jobscience Powered Solution, with additional hires obtained by the hospital's divisions, field staffing, and employee referrals. "For the professional staffing team alone, we anticipate net savings - when compared to the cost of an agency - to be nearly one million dollars. That translates to savings of about \$2500 per hire."

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Jobscience Time Analysis

The annual cost of Jobscience can be justified within 90 days of implementation. Use this worksheet to analyze and calculate how our program will pay for itself in cost savings.

<u>Monthly Time Savings</u>	<u>Average Hospital</u>	<u>Your Estimate</u>	<u>Jobscience</u>
Posting Jobs			
On the hospital website	10 Hours	_____	10 Hours
On bulletin board postings	10 Hours	_____	0 Hours
Cross Posting to other job boards	6 Hours	_____	0 Hours
Organizing Paper Applicants			
Online Applicants from 3rd Party Website	2 Hours	_____	0 Hours
Walk In Applicants	20 Hours	_____	0 Hours
Faxes	4 Hours	_____	0 Hours
Resumes by US Mail	4 Hours	_____	0 Hours
Responding to Applicants			
Inbound telephone calls	10 Hours	_____	5 Hours
Paper Response	20 Hours	_____	0 Hours
Email Response	1 Hours	_____	2 Hours
Applicant Tracking			
Maintaining a Database	40 Hours	_____	0 Hours
Emailing Applications to Hiring Managers	16 Hours	_____	16 Hours
Responding to Applicants	16 Hours	_____	2 Hours
Writing offer, hire, rejection letters.	20 Hours	_____	2 Hours
Report Building			
EEOC	2 Hours	_____	0 Hours
Open Positions	4 Hours	_____	0 Hours
Candidates by Recruiter	2 Hours	_____	0 Hours
Position Notes	2 Hours	_____	0 Hours
Hires Per Recruiter	2 Hours	_____	0 Hours
Time to Fill	2 Hours	_____	0 Hours
Total Time Usage	193 hours monthly	=====	37 Hours

Jobscience Ad Spend Analysis

<u>Yearly Cost Savings</u>	<u>Average Hospital</u>	<u>Your Estimate</u>	<u>Jobscience</u>
Advertising Spend			
General Job Boards			
America's Job Bank	FREE	_____	Unlimited Incl
Military.com or Equivalent Site	12 jobs times \$250 per Job	_____	Unlimited Incl
FlipDog.com or Equivalent Site	12 jobs times \$250 per Job	_____	Unlimited Incl
Specialty Healthcare Sites			
Med411	6 jobs times \$250 per Job	_____	Unlimited Incl
ResourceNurse	6 jobs times \$250 per Job	_____	Unlimited Incl
National Federation of Licensed Practical Nurses	3 jobs times \$250 per Job	_____	Unlimited Incl
60 Specialty Sites	3 jobs times \$250 per Job	_____	Unlimited Incl
Jobscience.com and the 250 Jobscience Network Sites	6 jobs times \$250 per Job	_____	Unlimited Incl
Association Websites	6 jobs times \$250 per Job	_____	Unlimited Incl
Total Online Ad Spend	\$14,250	=====	\$0.00

Annual Savings Analysis

Hours Usage	2316 Hours	_____	444 Hours
Hours Saved of Average Hospital	0 Hours	_____	1872 Hours
FTE Value	1.206 FTE	_____	.231 FTE
Cost at \$30 per hour	\$69,480.00	_____	\$13,320
Advertising Cost	\$14,250.00	_____	\$0
Total Cash Savings	(\$83,730.00)	=====	\$70,410

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