IBM

**Unlock the business value
in your enterprise.**
*Combining HRsmart software with
IBM e-business Hosting solutions*

A powerful combination

Executives recognize the tremendous benefits that can be achieved across the value chain with today's leading-edge e-business applications. To reduce the risks associated with migrating business processes to the Web, many are choosing software delivered with application hosting services. Application hosting solutions from a reliable provider can reduce costs and speed deployment, both of which are critical to successful e-business initiatives.

HRsmart (hrsmart.com) has teamed with IBM e-business Hosting™ to offer a powerful e-business solution. Enabled to run in an IBM hosting environment, the HRsmart Online Recruiting & Applicant Tracking Utility is an industry-leading application leveraging the technology and business resources of one of the world's top hosting providers. By choosing software delivered by IBM, you have access to:

A global network of security-enhanced, state-of-the-art data centers—IBM e-business Hosting Centers™ offer high-speed Internet connections, "burstable" bandwidth capacity and around-the-clock services.

In-depth business process expertise and industry-specific knowledge—IBM consultants and technicians are among the best in the business and draw on experience gained through thousands of IBM hosting engagements.
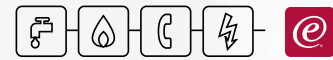
Open-standards-based technologies and integration capabilities—IBM e-business infrastructure supports multiple hardware platforms and operating systems, so you can deploy your solution fast and affordably, while leveraging your existing investments.

HRsmart and IBM offer a comprehensive e-business solution. It provides the functionality, performance, reliability and security features you need to potentially achieve a higher return on investment (ROI), faster deployment times, and reduced solution risk and complexity.

Achieve your goals using a flexible hosting solution

The HRsmart Online Recruiting & Applicant Tracking Utility runs with IBM Managed Hosting - Linux virtual services. This hosting solution, which supports the IBM e-business on demand™ initiative, allows you to tap into virtualized server and storage resources as needed. Your workload is consolidated on IBM @server™ zSeries® servers running the Linux operating system and hosted and managed by IBM, giving you all the power and performance of the zSeries without requiring large, up-front hardware investments. By taking advantage of pooled, standardized resources in a security-rich IBM hosting environment, your company can save costs through better capacity planning and utilization, cost-effectively handle surges in usage, reduce infrastructure complexity and focus on core strategic objectives. Managed Hosting - Linux virtual services also lets you get your e-business solution up and running today and scale your capabilities as needed tomorrow.

THE NEXT UTILITY™
E-BUSINESS FOR THE ON DEMAND ERA™

Transform your operations with leading e-business software

A business-to-business application service provider, HRsmart combines state-of-the-art technology with proven human resources (HR) practices to help companies reduce the administrative burdens associated with recruiting and managing employees. The HRsmart Online Recruiting & Applicant Tracking Utility is designed to improve the effectiveness of recruiting by accelerating the hiring process and reducing hiring costs.

The Online Recruiting & Applicant Tracking Utility is a Web-based solution that is designed to enable your company to:

- *Post jobs to your hosted corporate career center and hundreds of career boards in a single click*
- *Search through resumes that have been submitted online*

- *Filter out unqualified applicants automatically*
- *Track applicants through the entire screening and selection process*
- *Generate reports to improve processes and meet Equal Employment Opportunity (EEO) requirements.*

Some companies take 90 days to fill a position, performing activities ranging from soliciting resumes to assessing and interviewing candidates to selecting the right person. But with HRsmart's Online Recruiting & Applicant Tracking Utility, companies can accomplish the same tasks in only 30 days. With streamlined, automated workflows, your organization can significantly reduce its cost per hire by reducing administrative overhead as well as headhunter and advertising costs. Through its effective candidate-screening and skills-profiling features, the Online Recruiting & Applicant Tracking Utility helps recruiters identify the best fit for each job and improve overall employee productivity and retention.

The Online Recruiting & Applicant Tracking Utility is an IBM e-business on demand solution that helps companies avoid the expense and time required to implement other feature-rich HR systems. Delivered on the zSeries platform through IBM Managed Hosting - Linux virtual services, this solution helps HR managers complete their work quickly and within a security-enhanced environment. It is simple to use, requires little training and can be implemented in a matter of days.

Since 1994, HRsmart has provided effective and affordable HR technology solutions to organizations worldwide. HRsmart helps companies of all sizes and industries reduce the administrative tasks and costs associated with HR, allowing personnel to focus on strategic activities.

For a list of HRsmart references, please visit www.hrsmart.com.

Competing in an on demand world

Enterprises across industries find themselves questioning how to transform their operations to support a new way of interacting and transacting. Nowadays, customers expect products and services to be available immediately, supply chains need to operate in real time, and everyone from employees to students wants information available to them whenever and however they choose. To survive over the long run, enterprises of all types and sizes will need to become "on demand" businesses that can respond with speed to virtually any customer demand, market opportunity or external threat.

As a leader in e-business, IBM is providing its vision and solutions for this next phase of e-business. Based on the emerging utility computing model, IBM services in support of the e-business on demand initiative deliver standardized business processes, applications and infrastructure over the network as services. Using flexible pricing models, these open-platform solutions let you tap into business and information technology functionality as needed, helping to increase your competitive advantage in multiple ways without requiring large capital expenditures.

With IBM, you can take advantage of services that are designed to help you reduce costs, improve ROI and refocus your resources on your strategic business objectives. And by migrating your operations to a security-enhanced, scalable IBM hosting environment today, you can build a critical competitive advantage in an on demand world.

IBM

⊕ **For more information**

With HRsmart and IBM, you can proceed
confidently toward achieving your goals
for e-business.

To learn more about IBM Global Services
and IBM e-business Hosting, contact
your IBM sales representative, call us at
1 800 IBM-7080 (1 800 426-7080),
or visit:

ibm.com/services

ibm.com/e-business/hosting

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