



FOR IMMEDIATE RELEASE

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**SmartSearch® supports Green Recruiting with
upgrades to paperless document management**

*Recruiting business software improves capabilities for collecting, storing
and managing employment-related documentation online*

OCEANSIDE, CA July 25, 2011 – Advanced Personnel Systems, Inc. (APS) upgrades its paperless document management capabilities within the latest Version 15 of SmartSearch®, an industry leading talent acquisition and applicant tracking system. New Candidate Portal options allow candidates to upload documents with their online employment application, and specify desired documents when applying for a position or at any time during the hiring process. New hires may also be directed to the SmartSearch® Candidate Portal to begin the on-boarding process by updating their records with additional documentation, e-signatures, voluntarily provide EEOC data, and more.

Many studies have shown that organizations can significantly reduce their carbon footprint and lower hiring costs with paperless hiring processes. The Society for Human Resources Management (SHRM) survey on the Green Workplace reports that 75% of employees think it's important for employers to be environmentally responsible. Going green has become an important factor in employment branding to attract, engage, recruit and retain top talent.

“Green recruiting practices such as our paperless document management enable customers to enhance their employment brand and promote their environmental sustainability policy,” said Doug Coull, CEO at APS. “These enhancements to SmartSearch also improve the candidate’s experience by letting applicants conveniently upload, review, and update required documentation during the hiring process. Plus, recruiters save time with faster access to employment-related documents.”

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While previous versions of SmartSearch® have supported paperless document management for the collection, storage and electronic routing of recruiting and staffing information such as resumes, online employment applications and cover letters, candidate certifications, screening questions, assessment tests, offer letters and other correspondence, the new Version 15 now retains the original document formatting, and allows users to name and categorize docs in an easy to organize file-tree structure. Other enhancements include improved mail-merge, resume building, reformatting, and standardization tools that allow users to copy documents and convert to a desired format, or view/edit documents online or download a file, edit in the native program and then upload/replace. All documents can be emailed from within SmartSearch, and users may also view a history of when each document was emailed, to whom, and the subject of the email.

The SmartSearch® system dramatically reduces paperwork by automating staffing activity in a centralized, online database. SmartSearch® features a number of “green recruiting” resources to eliminate paper including seamless integration with internal applications such as email, Skype, plus a Payroll/HRIS gateway module with optional electronic time/expense collection for the paperless transfer of data via XML or Web Services to avoid overlap or duplication, and ensure data integrity. SmartSearch® also integrates with third party vendors for paperless background screening, assessment testing, and live virtual interviewing via GreenJobInterview.com that’s been shown to reduce “carbon footprint” and lower hiring costs by 50% or more.

On March 24, 2011, SmartSearch® partnered with GreenJobInterview.com and Lizz Pellet, Chief Culture Officer at EMERGE International, to present “It’s Good to be Green,” a free webinar on current trends in green recruiting. A recording of the program can be viewed at <http://aps2k.com/concierge/>

About SmartSearch®: Since 1986, Advanced Personnel Systems, Inc. leads the way in the development and deployment of quality talent management and recruiting solutions. Having pioneered the field of resume-scanning-based recruiting solutions, APS is a recognized innovator in on-demand technology and recruitment data management. Its signature product, SmartSearch®, currently in its fifteenth release, serves over 165,000 users and 4.7 million job seekers worldwide. SmartSearch® is also one of few recruiting solutions flexible enough to serve corporate employers, as well as executive search firms and staffing agencies. www.smartsearchonline.com

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