



rRapidSuite

Connecting Profiles To Roles™

LIQWID KRYSTAL INDIA PVT. LTD.

Process.Test.Hire.Reskill.Retain

Transiting across the Human Capital

Today's hyper-marketplace demands that organizations recognize the business imperative of Human Capital in its entirety. By developing integrated solutions to address specific pain points right from pre-processing resumes to testing skills, personal evaluation and extended learning, Liqwid Krystal delivers significant business value to customers. Liqwid Krystal's rRapidSuite comprises three independent, interchangeable and component-based modules - rRapidMatch, rRapidTest and rRapidLearn. The rRapidSuite Roadmap has been strategized based on our observations, research, conversation, and experience across the Human Capital space in the industry. Today, enterprises are focused primarily on how technology and learning can be utilized to support business goals, such as reducing costs, increasing productivity, stimulating growth, managing attrition and building competitive advantage. rRapidSuite empowers Human Resources to recruit, conduct online tests, hire and re-skill the knowledge workforce all under one hood – remotely, rapidly, efficiently, and seamlessly! At Liqwid Krystal, we work closely with the industry through leadership associations with various HR and learning taskforces, surveys and thought leadership ideation.

Businesses demand measurable benefits with every technology investment. We believe rRapidSuite's ability to accelerate processes and offer integrated learning through a global ecosystem drives Return on Investments. Each rRapidSuite module focuses on an activity or capability: matching profiles to jobs, online testing and learning. Our value offerings like enabling recruiters conduct online tests in programming concepts using our award-winning, patent-pending CodeSaw platform contribute towards lower TCOs and improved productivity. Acquiring talent with speed and precision and keeping the knowledge worker happy and skilled is a challenge for organizations today. Building and managing talent is definitely about reskilling the workforce. It has a correlation in reducing attrition, thus ensuring a workforce with a longer enterprise life.

As a modular and component-based solution, rRapidSuite is available in its entirety or as stand-alone solutions (See Diagram 1):

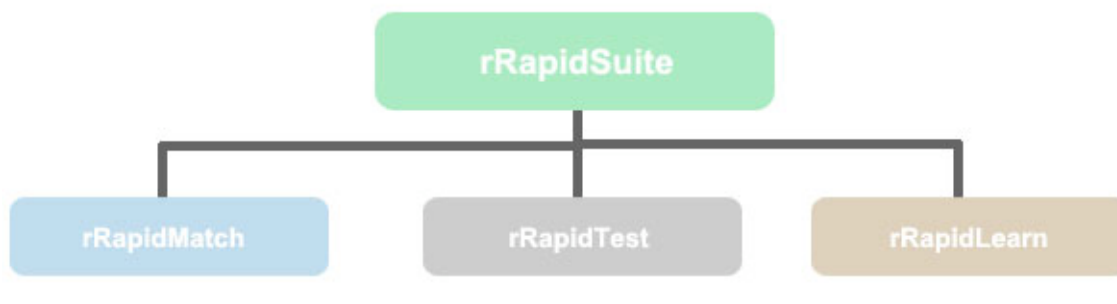


Diagram 1

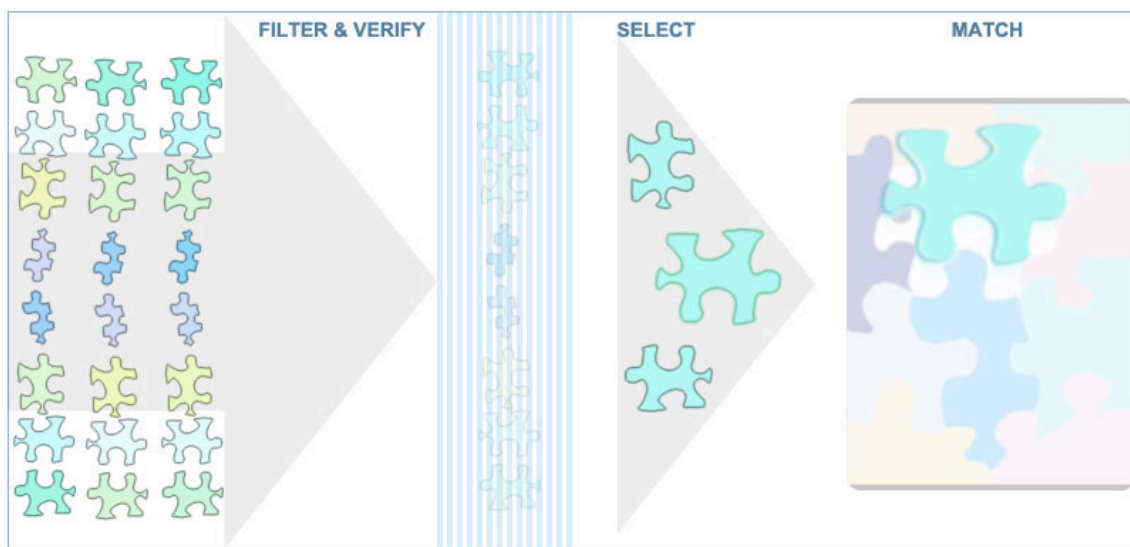
◎ rRapidMatch crisscrosses rapidly across unstructured resumes - either on a file system or within a database – [in fact anywhere in your network] and throws up the right match for the right role.

◎ rRapidTest, our online testbed helps recruiters test practical programming skills of candidates through online assessment tests. Unlike other test engines that only throw up objective questions, rRapidTests can include real programming questions that a candidate can respond to with a working program! Additionally, candidates can be tested for analytical ability through online puzzles etc. A candidate who is flagged off to the next level can be interviewed in a remote environment on our award-winning CodeSaw platform.

◎ rRapidLearn has a granular approach matching skills to projects. We infuse the learning cycle with content from a pre-existing catalog consisting of hundreds of books and courses covering IT and soft skills. The contributors to our catalog include global leaders such as O'Reilly, Addison-Wesley, Prentice Hall, Microsoft Press, Cisco Press, Course Technology and NETg. rRapidLearn focuses on the employee on the bench, helping her re-skill herself before she moves to her next project. This reduces her training lifecycle and helps her integrate well with the new environment.

rRapidMatch works on a simple principle. By identifying the right candidate from the hundreds of resumes that come in every day, the solution demonstrates its critical efficiencies. It works ground up with speed and precision beginning with a series of smart steps –

FILTER + VERIFY + SELECT = MATCH (See Workflow 1)



Workflow 1

and deep diving into an ocean of resumes or small pools even across unstructured formats. And, very importantly, it completes the cycle by matching the right skill sets to the right role within the organization. In doing so, it pitches for a role as an efficient and effective agent in evaluating large volumes of resumes quickly and fairly, connecting the right skill sets to the required role.

rRapidMatch directly helps recruiters achieve dramatic savings by eliminating the costs of preliminary candidate screening and other related entries. It can crisscross across a series of unstructured resumes stored in most of the commonly used file formats such as MS-Word, Rich Text Format, Ascii Text and Adobe's PDF, and create meaningful, abstracts which conforms to your interest, for instance Name, Address, Contact Information, Skills, Certification, Education, Previous Jobs, etc or even information like 'Do you have a H1 B Visa?' It can even identify a Database expert with skills in (MySQL) and (Oracle). Unlike general rules-based systems or keyword search tools, rRapidMatch can be navigated through rRapidNavigator, using context, sequence, and key word related terms to parse resumes with accuracy rates of over 90%.

It helps identify 'clone' candidates who submit multiple entries to increase their recruiting chances. rRapidNavigator allows users to search for skills, certification and unusual attributes not listed within the commonly predefined matrix. For

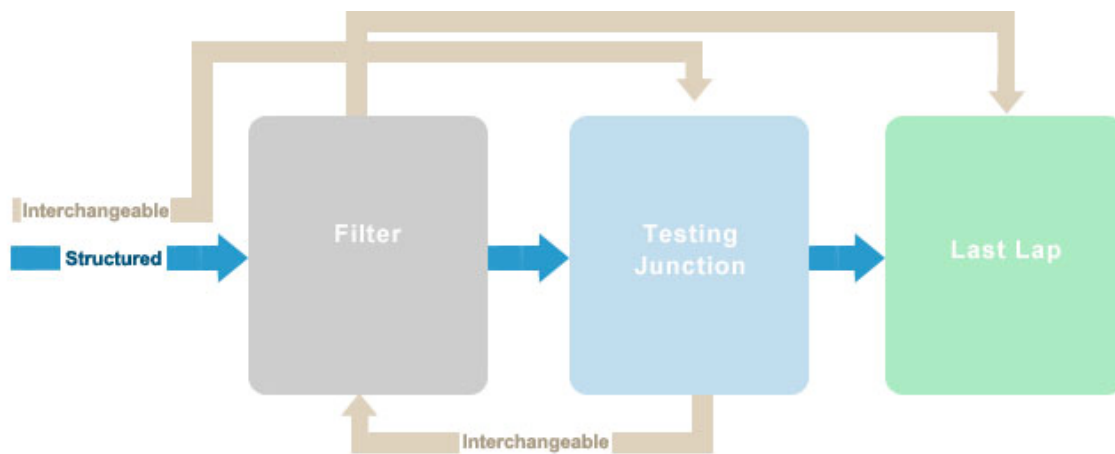
example, users can limit their search to those candidates who are proficient only in non-Microsoft Technologies for the last three years. rRapidMatch goes beyond the parameters of simple job descriptions and even looks for niche skills or additional information that may be pertinent to the job. It can read and understand resumes and job descriptions, in a manner that can assist recruiters to focus on the most relevant candidates for a job, based not only on specific skills and experiences but also on other elements, proficiencies, soft skills and aptitude. Parsing through a bunch of candidates described by text resumes or suitable profiles (even those created by application forms), rRapidMatch rapidly searches for candidates most suited to a specific role. It can even throw a list of resumes that can map to a particular role based on the 'probability' context. Most solutions provide search for matching documents simply on the basis of words or correlated words (what they refer to as concepts). rRapidMatch throws up relevant matches, drawing inferences and reads resumes the same way real people do. We've embedded artificial intelligence expressly for the purpose of matching people with jobs with intuitive and effective tools. In addition, our resume parsing technologies reduce the time and cost of processing inbound applications so that recruiters can focus on activities with higher value decibels.

The idea is to consider skill sets, experiences and education holistically and not just as a bunch of keywords. Once this process takes place, the resumes are returned to the user in a pre-defined format along with a 'Quick Take' summary. rRapidMatch eliminates the usual delays caused by paper-based application processing. As rRapidMatch can reformat candidate's resumes in a custom template, they become more easily identifiable. These templates can be custom-built and made compliant with industry standard HRMS. Parsing also improves the resume in terms of portrayal. Recruiters can pre-populate candidate application forms or free candidates from completing forms altogether. rRapidMatch uses its 'FILTER' technology to shortlist candidates most compatible with the available role, based on an evaluation of skills, experiences, and career path. Using predictive technology like Artificial Intelligence and National Language Processing, rRapidMatch zeroes in on candidates most compatible with the required job description.

rRapidMatch extends the 'FILTER' process to aid 'Talent Acquisition'. Together, this forms a Three Stage Process – FILTER | TESTING JUNCTION | LAST LAP. All elements in rRapidMatch are highly customizable. Hence, the customer is at liberty to define their paradigms based on the company's profile and business requirements, for instance set the requirements to:

- ⦿ Minimum academic scores
- ⦿ Minimum years of experience

rRapidMatch gets down to work - rapidly identifying and filtering the best of human capital, and then shipping them to the next stages. The solution can test practical programming skills of candidates through online assessment tests and conduct remote interviews on our award-winning CodeSaw platform. The custom-built assessment stage throws up a set of short-listed candidates who can then be shipped to the final decisive stage, LAST LAP (See Workflow 2).



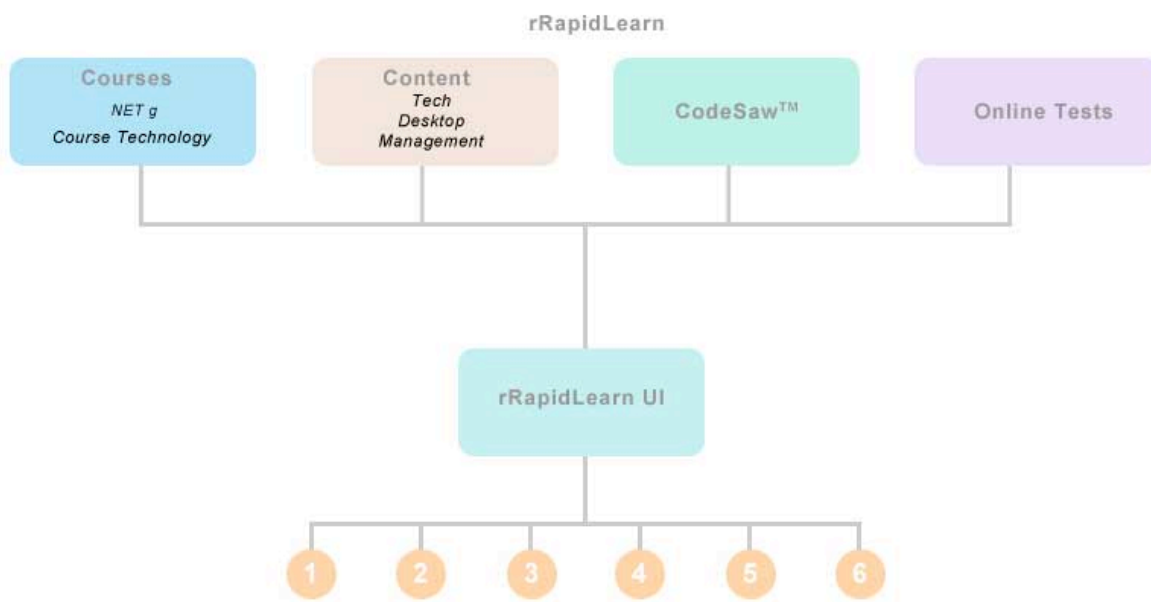
Workflow 2

rRapidTest is our online Web-based Testing Junction. Tying up with rRapidTest's strategic partners - Thomson Learning and O'Reilly, we offer question banks and tools that can be used to author, administrate and schedule tests, and obtain test reports. More importantly, we offer companies the flexibility of choosing from a wide berth of short tests, assignments, quizzes and puzzles from the question banks of NETg and Course Technology. Candidates can be tested real time on programming across 26 languages, objective and analytical skills through our CodeSaw platform, evaluated for the time taken in doing them, tracked for their route or the path or the number of attempts before they got it right and so on. We also allow for progressive or relative grading. For instance, our authoring tools allow us to extract the answers from a candidates 'Answer Bank' and assess her even if she has almost got the question right, ensuring that she gets neither a total 'zero' or 'full marks'.

In brief, companies have a wide flexibility bandwidth, which can be tweaked to their advantage. They can deploy these tests for campus recruitment or onsite recruitment tests accessed through their Web site or use them to keep track of skills within the company. To ensure proficiency of the highest order and scale according to merit, rRapidTest flags off only candidates who get through these stringent quality levels to the Last Lap or the Interview stage.

Essentially, these three stages are interchangeable. A candidate can appear for tests directly at the TESTING JUNCTION, revert to FILTER for resume processing and appear for the 'Interview' at the LAST LAP. Our aim is to help HR prioritize their engagements, and find ways of streamlining processes through a comprehensive roadmap that does not overlap, and at the same time takes care of all the gaps in the workflow. The choice of an integrated approach will enable substantial reduction in hiring and other support costs.

rRapidLearn initiates corporate learning and enjoys a wide integration berth. It enables learning on demand, knowledge on the fly. For instance, companies can choose from a growing catalog of 3500 plus books, 700 plus courses and over 800 certifications from global leaders at specially negotiated prices for our markets. Consider a small sampling: we integrate courseware and books from NETg, Course Technology, O'Reilly Media, Pearson Education, Microsoft Press, Cisco Press, Prentice Hall and other global providers onto a single platform. Users can learn programming concepts by using courses across pre-defined learning paths or use the courses and library of books as a source of reference. They can compile and run programs, collaborate with peers or a mentor and receive a feedback on the same platform. All these activities can happen as a parallel process. In fact, rRapidLearn replicates 'hands on' learning, which is a rightful mix of both theoretical and practical learning.



rRapidNavigator allows users to traverse specific knowledge paths and discover information across both linear and non-linear learning. Learners can follow the non-linear learning path, which is almost like following the 'Indices Search' in books. Using either keyword search or contextual search, users can navigate from node to node to discover references to specific areas of interest through the non-linear pattern. What we do here is simply replicate referencing from the indices in physical books. Today's learning environment requires rapid ramp up of learning, both at the academic and industry levels. By offering this option, we enable learning either through the conventional linear manner through TOCs or through the non-linear pattern. Candidates also have the option of learning through a mix of both patterns. Other value adds include generating items of interest to be printed and customized for a company according to or for a project. It all depends on their requirements. Users of rRapidLearn do not necessarily have to go with

our content and courses. Our platform offers companies the flexibility of pushing their own internal learning content onto the platform.

Our compelling value additions also comprise CodeSaw Collaborate, where users can quickly progress from running simple programs to compiling, running, and debugging simultaneously, from within the same environment. This exchange allows users from geographically diverse locations to work under the same entity within the CodeSaw environment. Learners on the rRapidLearn platform can utilize CodeSaw server's persistence and compartmentalized storage space. The identity of the user and accessibility details can be verified prior to any operation related to storage and retrieval information. Users can share workspace on the fly, chat and work as in a closed working group. CodeSaw Collaborate can even track how much time a learner takes to learn a particular program. Any user on the CodeSaw platform can act as mentor to the group. Users can discuss or coordinate on soliciting advice to their issues by exporting their workspace to other users on the fly. Communication – be it point-to-point or 'broadcast' in nature helps facilitate the process of discussions and problem-solving conversations amongst users and between users and their mentors.

In Conclusion

Delving deep, one can conclude that continued resourcing of human capital is necessary for translating its wealth into development. A buoyant human capital index needs a skilled workforce. Also, when it is required to translate a company's strategy into results, it is imperative to connect with a skilled workforce, replenish them and keep them skilled and knowledgeable. As the relationship between the company's vision and the workforce grows closer, the company's ability to catalyze human capital becomes stronger.

Liquid Krystal developed rRapidSuite to address an industry pain point in resume parsing, screening, flexible search, online testing and learning. All the individual modules of rRapidSuite are immediately relevant in developing economies like India, China and other countries in the South Asia region, where companies often have to deal with large volumes of resumes. Even in a change management scenario, there is an imperative to manage internal and external expectations. Organizations need to manage restructuring and growth at the same time. It is recognized today that thriving capital markets and strong economic growth are related. Organizations can do more than just reduce costs if they integrate the process of pre-processing, hiring and training, rather than view them as isolated actions.