

BOND talent

powered by Bond International Software

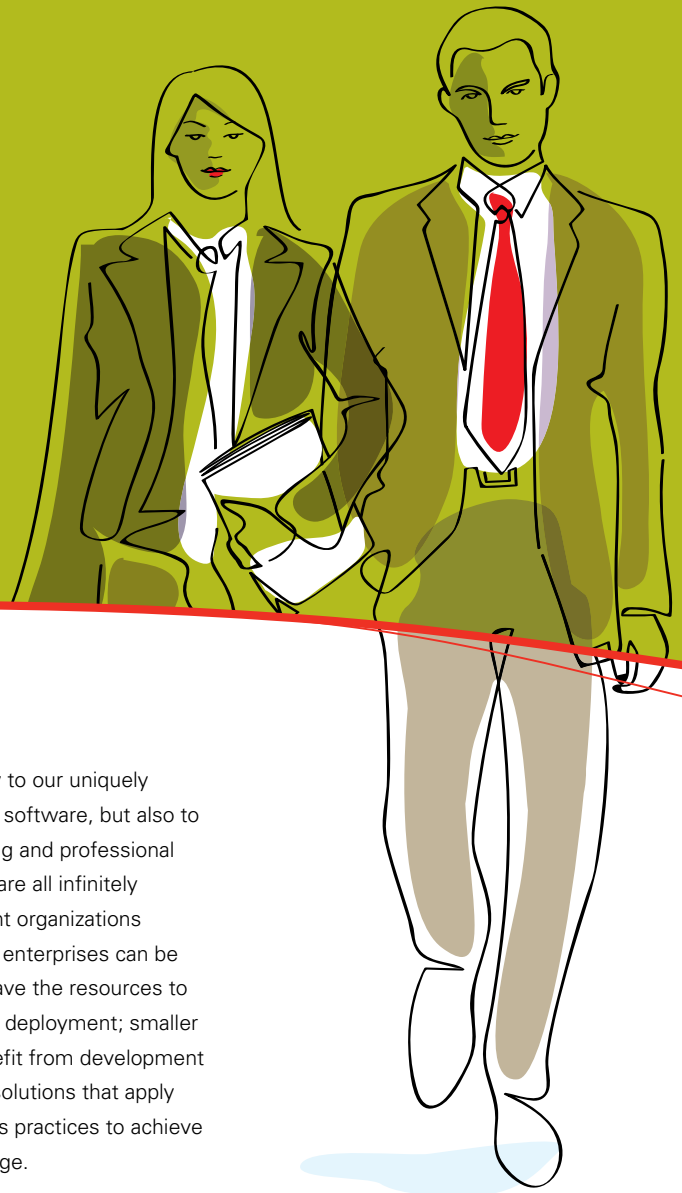


Capture global talent



BOND talent

Bond International Software provides Talent Management and e-Recruitment software solutions to companies across the globe.



For over 30 years we have pioneered the development of integrated software systems with total customer support providing universally practical solutions for corporate staffing departments and recruitment organizations of all sizes.

Headquartered in the United Kingdom, Bond also has offices in the United States, Australia, Hong Kong, Japan, Canada and South Africa. The global team of over 400 employees combines professional technical expertise with hands-on experience to ensure that every user around the world has complete peace of mind.

Bond is listed on the London Stock Exchange which is testimony to the financial stability of the Company. This solid platform funds the substantial investment in customer support, research and product development that underpins our business. We are committed to helping our customers succeed and we focus on providing them with the right tools to increase their profitability and productivity.

This applies not only to our uniquely scalable and flexible software, but also to our dedicated training and professional consultancy. These are all infinitely adaptable to different organizations and cultures. Larger enterprises can be confident that we have the resources to facilitate world-wide deployment; smaller companies can benefit from development tools and software solutions that apply progressive business practices to achieve competitive advantage.

**For more information about Bond Talent
visit our website: www.bondtalent.com**

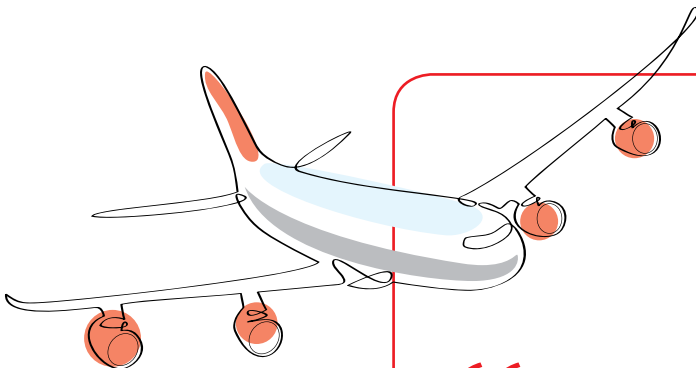
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How can Bond Talent transform your resourcing function into a strategic area within your organization?

Bond Talent improves business performance by streamlining the process of finding, building and managing top talent and aligning this with corporate goals. Managers can make informed decisions with comprehensive reporting and analysis while saving time and reducing administrative costs.

- Generate significant savings in annual hiring expenditures
- Track applicants through the selection process from application to decision
- Improve the candidate experience through the intuitive online application portal
- Attract high quality candidates through powerful employer branding
- Manage the vacancy requisition and authorization process with easy-to-use web forms
- Screen candidates quickly and efficiently to provide immediate feedback
- Reduce the number of unsuitable candidates through adaptable screening questions
- Allow online scheduling of screening interviews and assessment centers
- Provide comprehensive management reports to key hiring stakeholders
- Maximize the use of the candidate database with powerful search facility



easyJet.com
Come on, let's fly!

“ Our key achievements have included the ability to cost-effectively increase the volume of applications from 500 to 7,000 per month, 50% savings in administration costs and, most importantly, an improved ratio of candidate placement from 5% to over 35%. Bond Talent paid for itself within 4 months. ”

James Miller, Recruitment Manager, easyJet



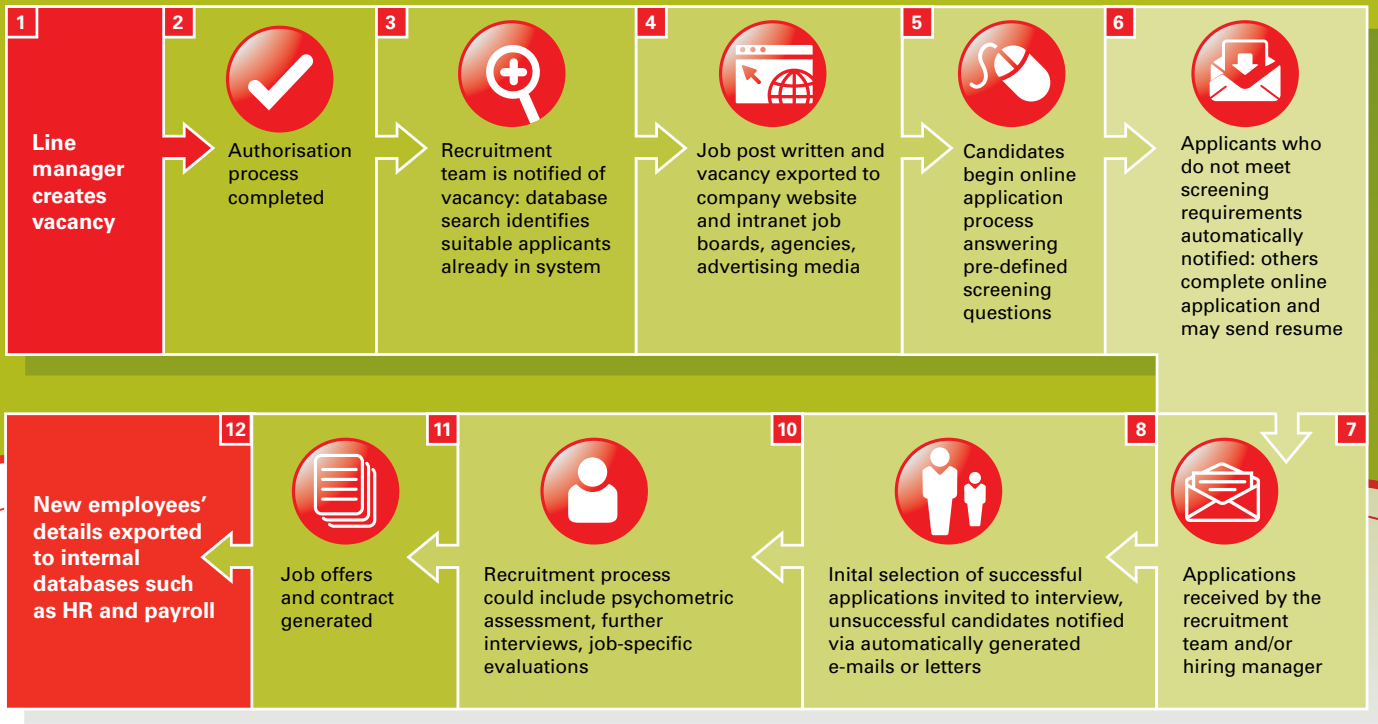
bmi

“ As in any large business, effective recruitment and retention is vital to our ongoing growth. Bond’s ability to configure the system to our exact needs for candidate tracking within a variety of departments was a major factor for us when selecting a system. What really makes Bond stand out is their vast experience in the recruitment industry, so it is no wonder that they are well on their way to becoming one of the leading recruitment technology suppliers in this sector. ”

Sam McKissock,
Cabin Services General Manager, bmi



Effective Talent Management Solutions – The Process



Total support for each talent management function: recruitment, employee development and succession planning.

The Bond Talent team helps the world's most competitive employers achieve superior business results by optimizing the way that they recruit, develop and continue to engage top talent. Chosen by leading businesses with demanding recruitment strategies across a range of industries including retail, aviation, finance and utilities; Bond Talent's on-demand web-based application significantly enhances the human capital management process.



Key Features

• **Online Application Portal**

An interactive online application process that invites job seekers into applicant pools through corporate websites. The portal also provides an intelligent vetting process that informs employers and applicants of their suitability through the use of screening questions.

• **Applicant Tracking Tool**

The system is supported by an application tracking process that manages candidates through the recruitment cycle from application to decision. A suitable interface can be delivered to all stakeholders involved in the hiring process; vacancies can be raised by line management through an online vacancy requisition function and thereafter authorized by key HR personnel.

• **Search Facility**

A comprehensive and intuitive search function that provides the user with the ability to search on documents and within candidate resource pools using pre-defined criteria.

• **Agency Portal**

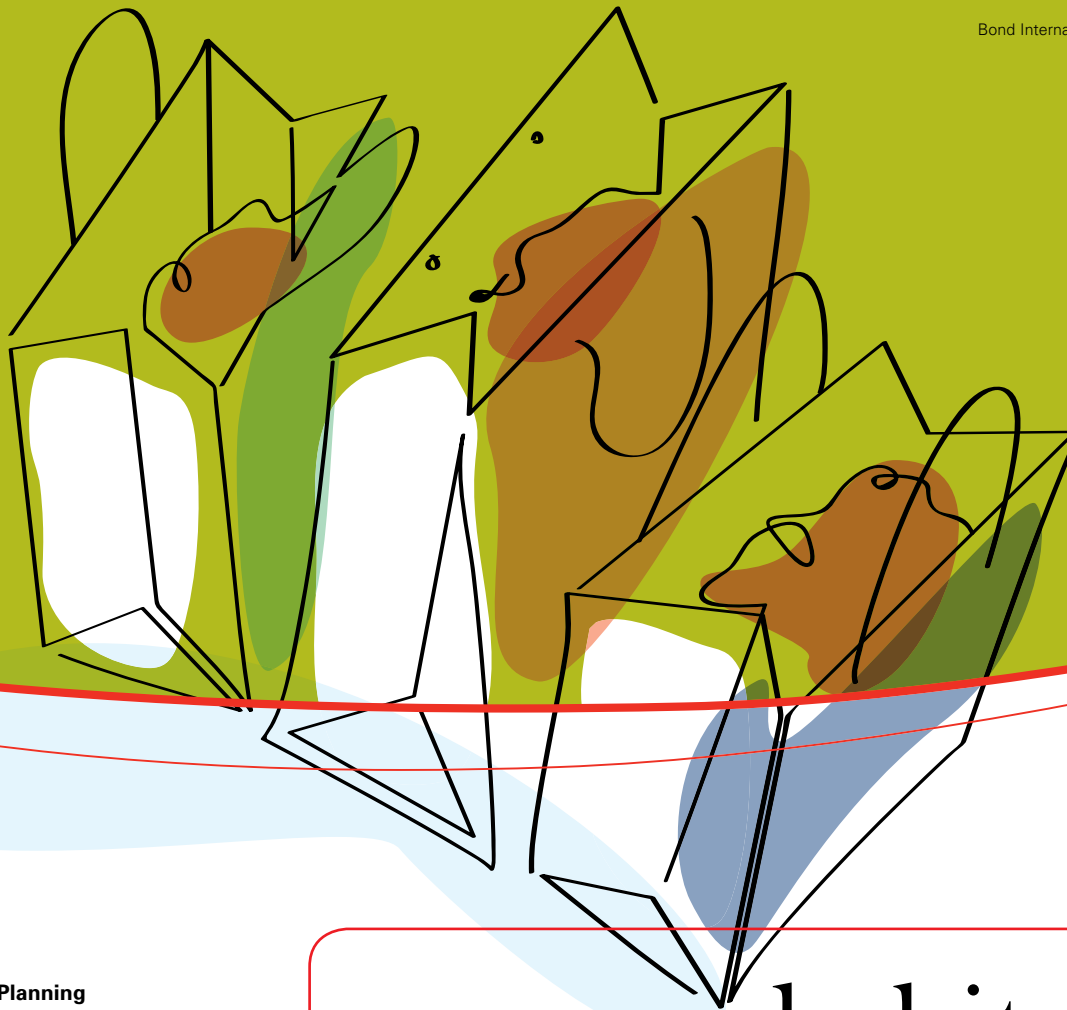
An interactive agency portal that provides secure visibility to third party suppliers enabling them to view vacancies and submit candidates online. The system will support the use of recruitment organizations and greatly reduce the associated overhead in time and resource required to communicate with the specific third parties.

• **Reports**

A reporting tool within the application delivering comprehensive visibility of all activity throughout the recruitment lifecycle with the added advantage of flexibility, allowing additional ad-hoc reporting requirements to be easily met.

• **Flexibility**

The underlying architecture within Bond Talent provides limitless flexibility to ensure that the system can be deployed to each client's precise specifications. Bond's operational team has an incisive knowledge of the talent management market and possesses the expertise to identify additional client requirements and configure the system accordingly.



- **Succession Planning**

Bond Talent's comprehensive talent and succession module helps organizations plan and prepare for career succession. This means reduced hiring costs as talent is identified and developed from within the business. Employees are fully engaged with defined career paths. The administration costs associated with detailed succession planning within a diverse workforce can also be reduced.

- **Graduate Recruitment**

An online system within Bond Talent can be configured to meet graduate recruitment requirements for organizations of all sizes. Graduates will benefit from a user-friendly system that will engage them positively with each company's 'brand' from start to finish. Candidate data and management information can be extracted efficiently and accurately – essential when competing for high-calibre graduates.

habitat

“Habitat has 38 stores in the UK and we attract around 4,500 applicants annually. We are seeing a substantial reduction in administrative time and vastly improved productivity since we implemented Bond Talent. Our brand is considered to be forward-looking and our processes did not live up to this. Now we present future employees with the recruitment routes they would expect from such a progressive company – we see this as a clear advantage for our business.”

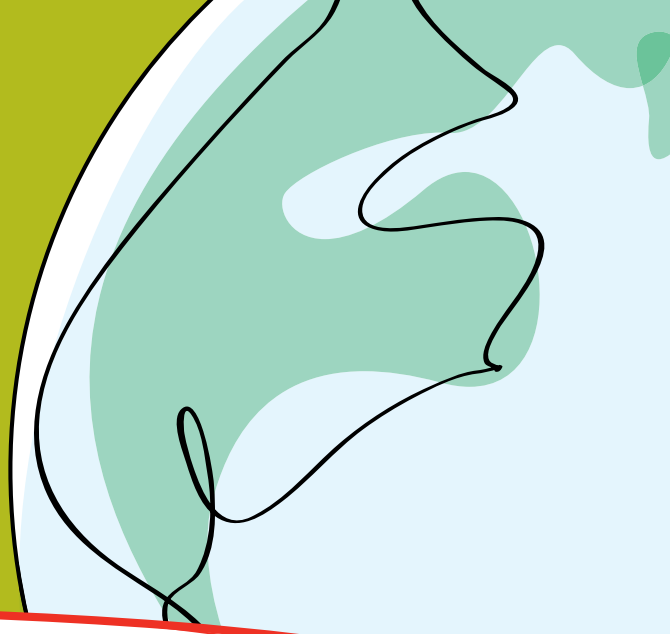
Sean Thomas, UK Head of HR & Development, Habitat

The **co-operative**

“Bond Talent allows organizations such as ours to manage our own talent and recruitment needs, generate up-to-date reports, manage and monitor key resourcing metrics and remove reliance on traditional paper records. Through Bond Talent, we are able to enhance our employer brand by making the application process slicker and more user-friendly.”

Genevieve Bradbury
Recruitment Project Manager, The Co-operative Group

Talent has gone global



Companies are facing global talent management issues and now require a cohesive solution that unites the entire recruitment process.

Aligning key business initiatives with talent management principles enables organizations to seize opportunities and meet challenges. Ultimately, they can develop and deploy the right people with the right skills and knowledge, in the right positions – and this delivers better business results including:

- lower staff turnover
- increased loyalty
- improved profitability
- lower operational costs
- higher customer satisfaction
- sustained organizational growth

A holistic approach that brings together people, processes and the right technology throughout an entire organization, multi-site and multi-lingual as required, can be spearheaded effectively to meet business challenges with Bond Talent.

Multi-lingual Global Deployment

Bond Talent has multi-lingual capabilities which facilitate effective international deployment for global organizations. This in-built functionality enables top talent to be captured and tracked on a global scale. The benefits for enterprise-wide human capital management can be fully realized across time zones, improving communication and controlling costs as candidates and internal users can access the system in their own language. The effectiveness of the application also leverages succession planning by supporting keyword searches in local languages.



Bond's Global Support

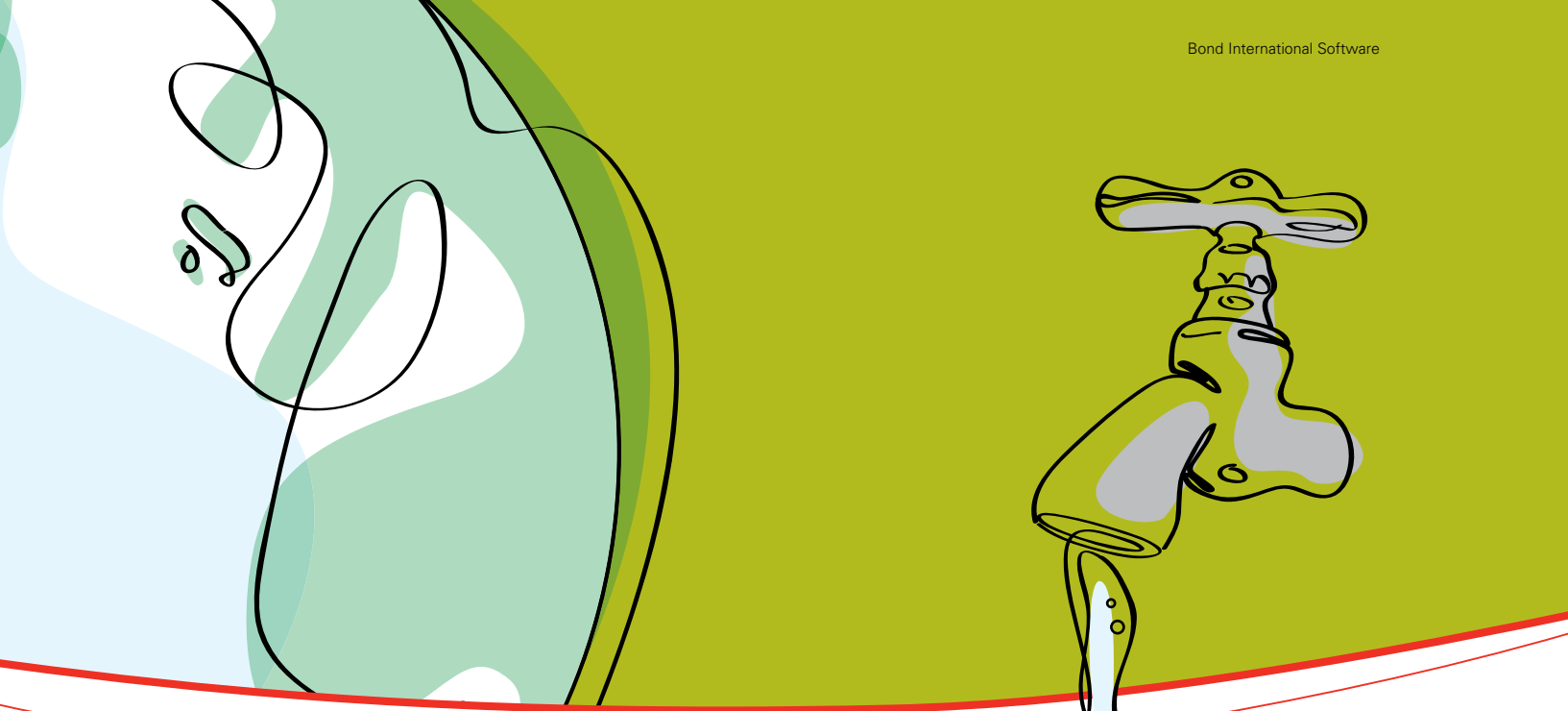
As companies increasingly expand their horizons and the talent management process becomes a global challenge, total support in the right time zones can be a critical factor. Although headquartered in the UK, Bond operates with strategic offices in the USA, Australia and Hong Kong which provide 24/7 back-up as needed.

Hosting and Integrated Services

Bond International Software provides clients with a range of integrated services to assist companies with the implementation of fundamental process changes. The Bond Talent system can be securely hosted, managed and maintained by a team of experts ensuring that clients can focus on more strategic recruitment issues.

Additional services include: Account Management, Project Management, Training, Application Design, Software Development and Data Transfer.





Our Partners

To fully support our technology, and enhance the functionality and capabilities of Bond Talent software solutions for our clients, we work with a range of leading partner companies including job boards and RPO providers.

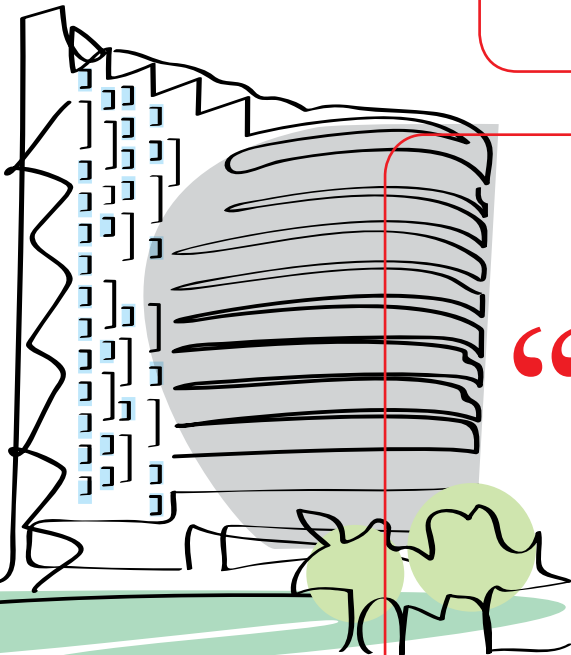
In addition, we continually review our strategic partnerships to identify any emerging technologies.



YorkshireWater

“ We were looking for a system that fitted with our aspiration to be the best water company in the UK. Using Bond Talent has allowed us more time to spend interviewing candidates rather than processing their applications. The overall flexibility has ensured that as our business expands at a very fast rate, we can remain confident that we are not just working with the most adaptable software, but also with a stable and experienced business partner. **”**

Richard Neville,
Employee Relations Manager, Yorkshire Water



“ We chose Bond Talent principally because of their excellent track record of implementing solutions within other similar global companies and the comprehensive functionality within their technology. Their ability to draw out our requirements and configure the solution around our business was another key factor. **”**

Sandy Pollard,
HR Director, Hamptons International

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Bond Talent software is a powerful and versatile web based application specifically designed to manage the complete recruitment lifecycle and significantly reduce cost per hire.

- Online Application Portal
- Applicant Tracking Tool
- Search Facility
- Graduate Recruitment
- Agency Portal
- Comprehensive Reports
- Flexible Configurability

Managing talent to drive business performance

Compelled by new management, corporate restructuring, greater global competition and other factors, many companies are under great pressure to deliver better business results.

These companies view superior talent management as a high priority for their management teams and vital to future business success.

To meet these objectives Bond Talent has been specifically designed to empower the resourcing function to deliver better results. It has broad and integrated functionality that can be rapidly deployed to enable companies to more effectively attract, develop, assess, reward and retain people with the requisite skills and competencies to meet an organization's current and future business needs.

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