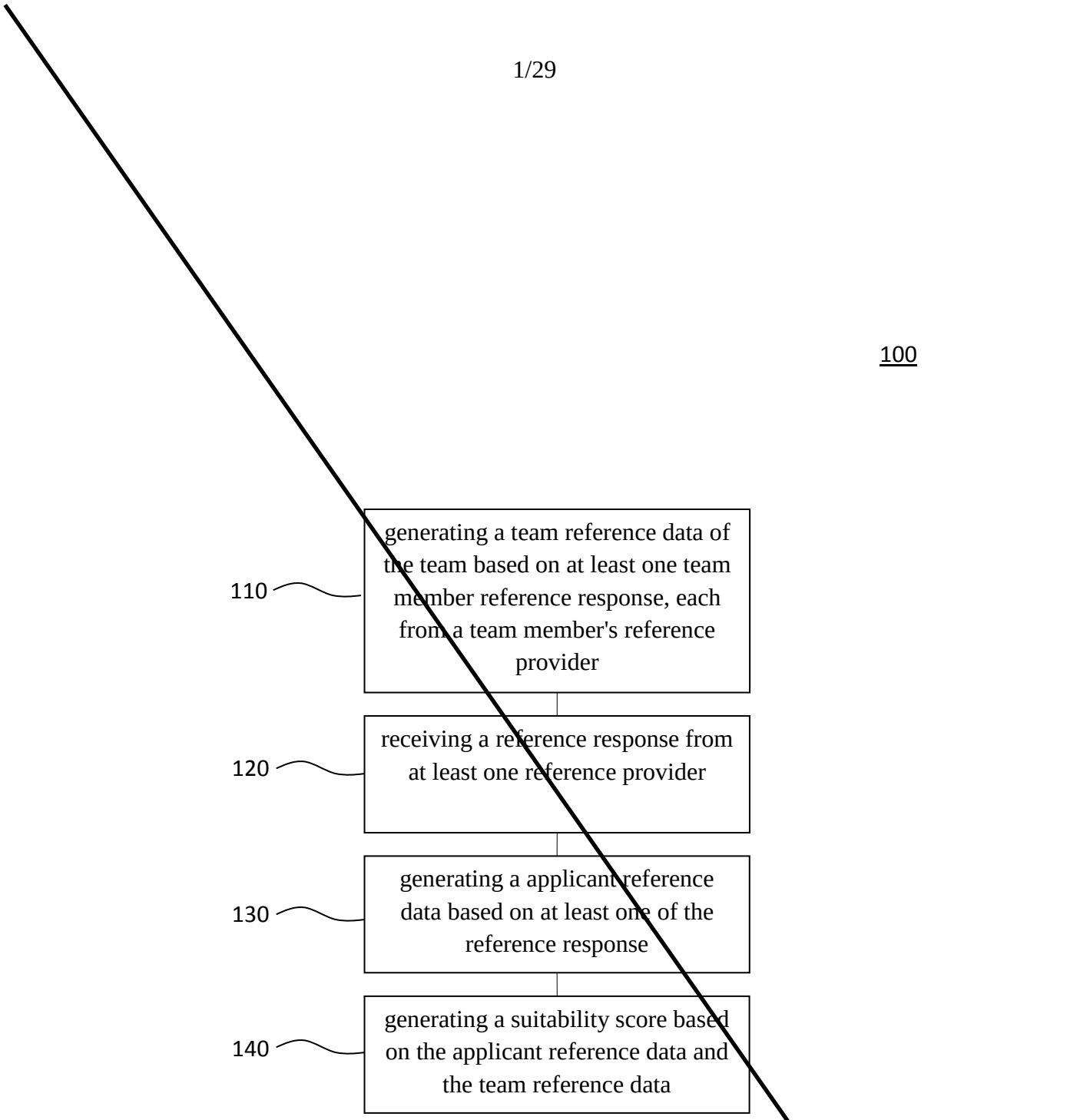

100
generating a team reference data of the team based on at least one team member reference response, each from a team member's reference provider
110
receiving a reference response from at least one reference provider
120
generating a applicant reference data based on at least one of the reference response
130
generating a suitability score based on the applicant reference data and the team reference data
140

Fig. 1

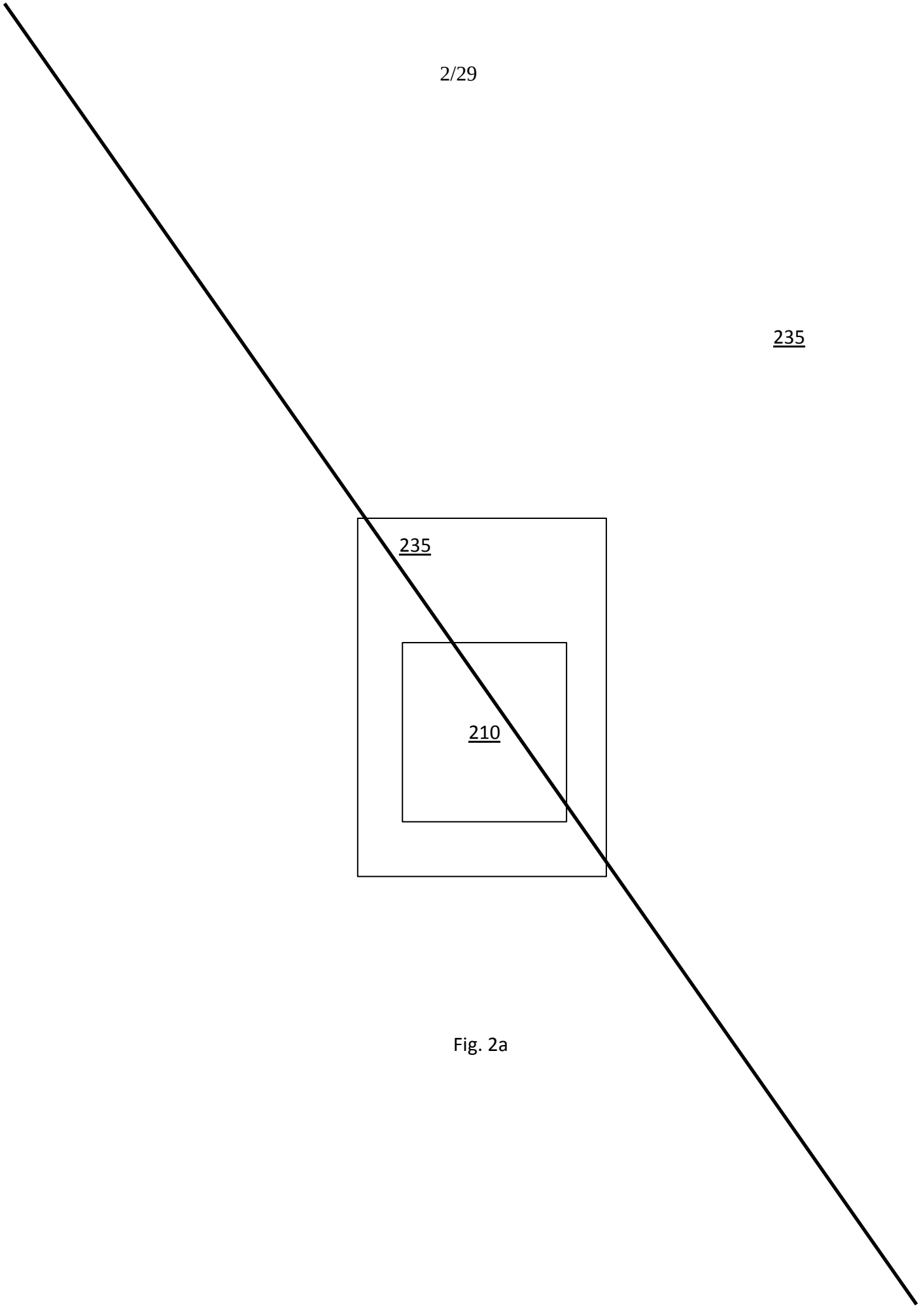


Fig. 2a

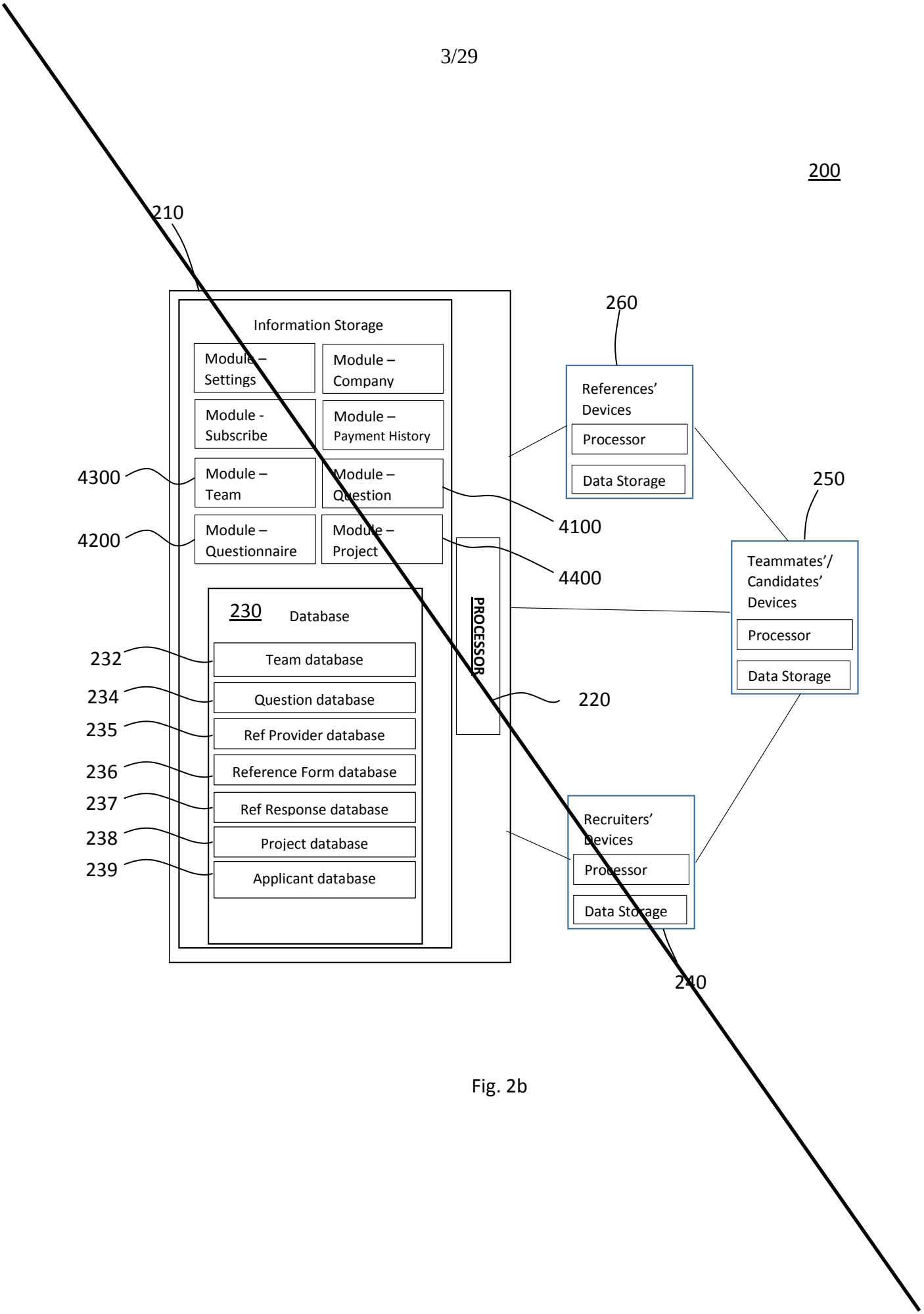

200
210
Information Storage
Module – Settings
Module – Company
Module - Subscribe
Module – Payment History
Module – Team
Module – Question
Module – Questionnaire
Module – Project
4300
4200
4100
4400
230 Database
Team database
Question database
Ref Provider database
Reference Form database
Ref Response database
Project database
Applicant database
232
234
235
236
237
238
239
PROCESSOR
220
260
References' Devices
Processor
Data Storage
250
Teammates'/ Candidates' Devices
Processor
Data Storage
Recruiters' Devices
Processor
Data Storage
240

Fig. 2b

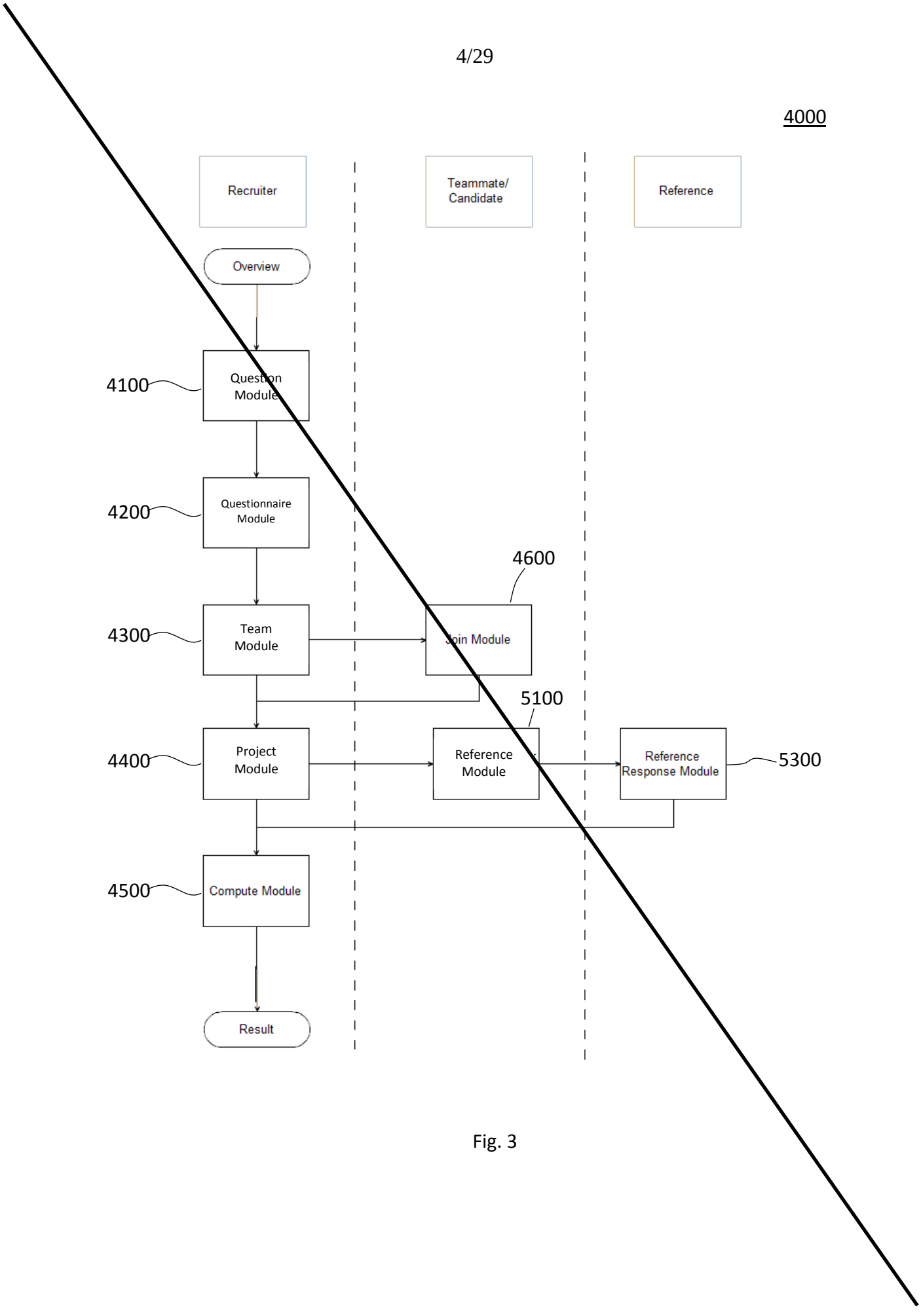

4000
Recruiter
Teammate/
Candidate
Reference
Overview
4100
Question
Module
4200
Questionnaire
Module
4600
4300
Team
Module
Join Module
5100
4400
Project
Module
Reference
Module
Reference
Response Module
5300
4500
Compute Module
Result

Fig. 3

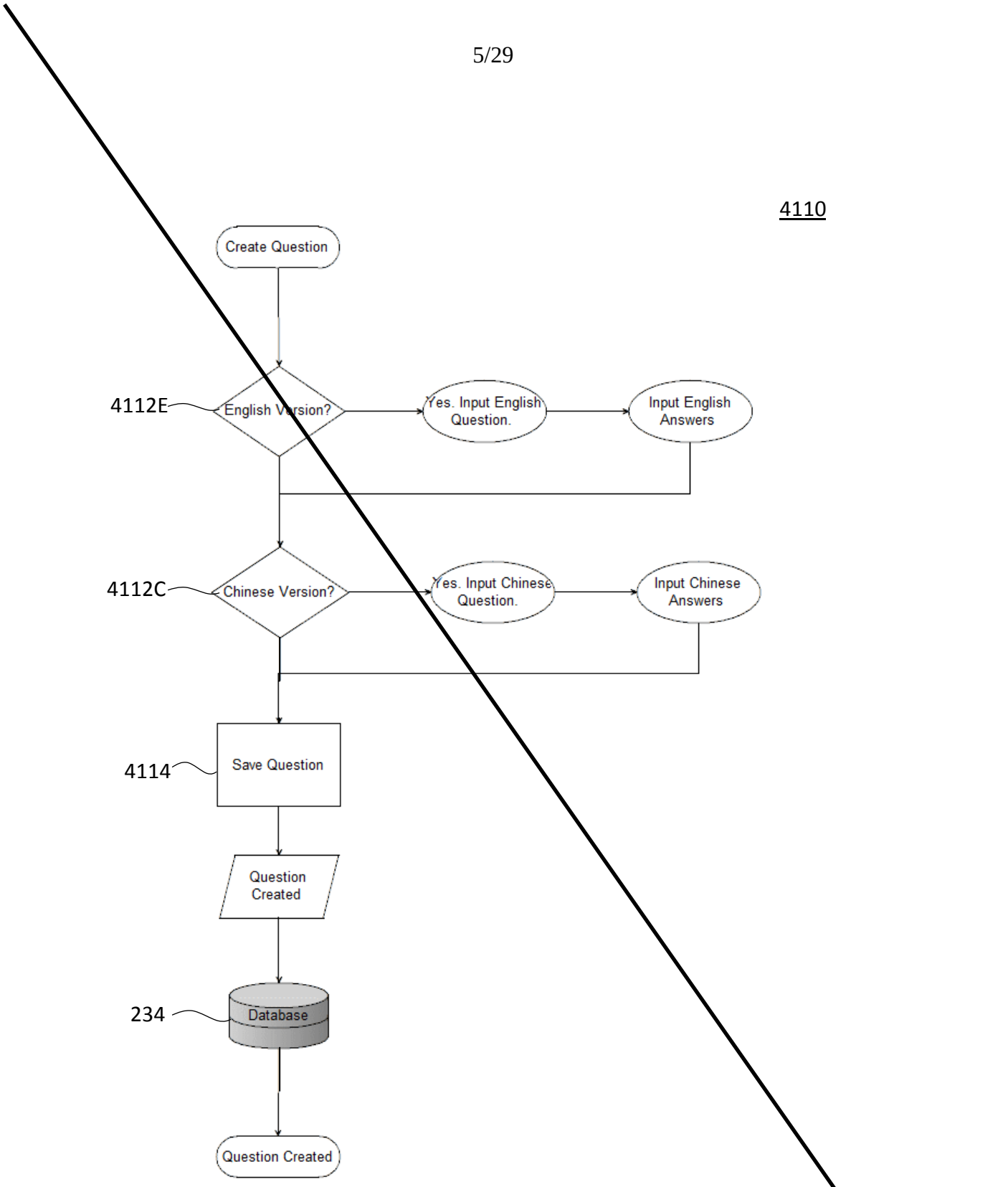

4110
Create Question
4112E
English Version?
Yes. Input English Question.
Input English Answers
4112C
Chinese Version?
Yes. Input Chinese Question.
Input Chinese Answers
4114
Save Question
Question Created
234
Database
Question Created

Fig. 4a

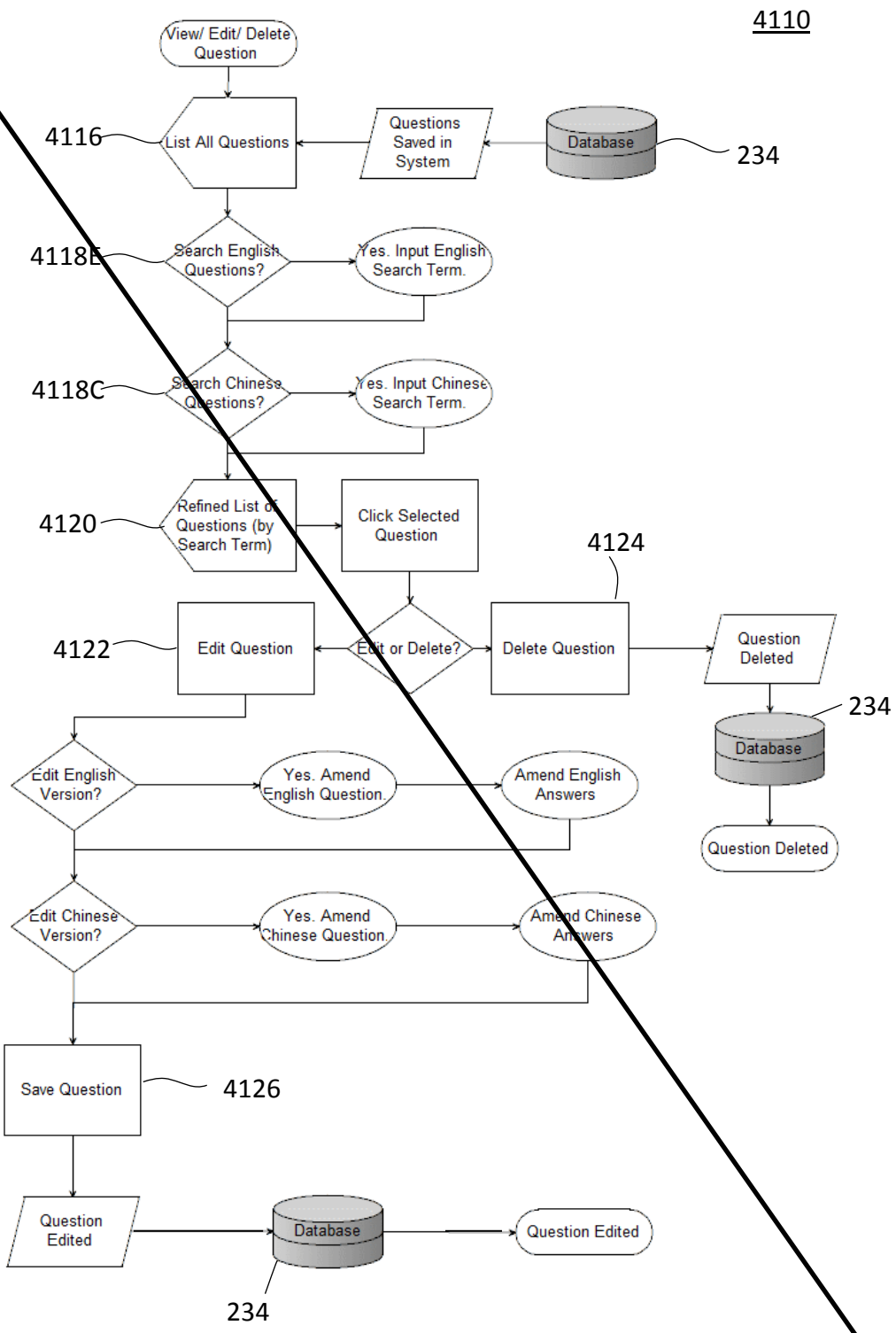

4110
View/ Edit/ Delete Question
4116
List All Questions
Questions Saved in System
Database
234
4118E
Search English Questions?
Yes. Input English Search Term.
4118C
Search Chinese Questions?
Yes. Input Chinese Search Term.
4120
Refined List of Questions (by Search Term)
Click Selected Question
4124
4122
Edit Question
Edit or Delete?
Delete Question
Question Deleted
234
Database
Edit English Version?
Yes. Amend English Question.
Amend English Answers
Question Deleted
Edit Chinese Version?
Yes. Amend Chinese Question.
Amend Chinese Answers
Save Question
4126
Question Edited
Database
Question Edited
234

Fig. 4b


4150
Create Question
English Question
English Option A
English Option B
English Option C
Chinese Question
Chinese Option A
Chinese Option B
Chinese Option C
Save
4152
4154
4154
4154

Fig. 5

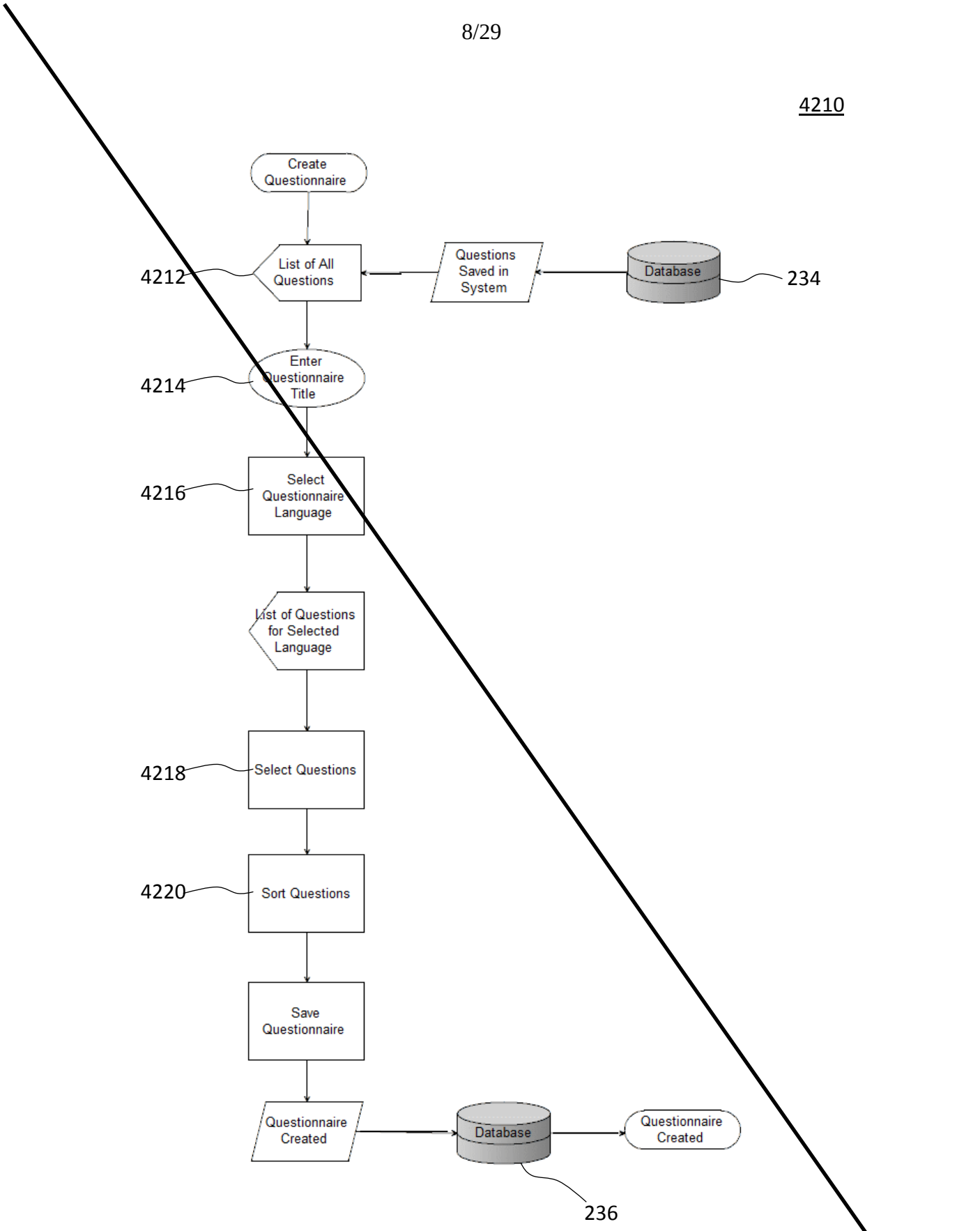

4210
Create Questionnaire
List of All Questions
Questions Saved in System
Database
234
4212
Enter Questionnaire Title
4214
Select Questionnaire Language
4216
List of Questions for Selected Language
Select Questions
4218
Sort Questions
4220
Save Questionnaire
Questionnaire Created
Database
Questionnaire Created
236

Fig. 6a

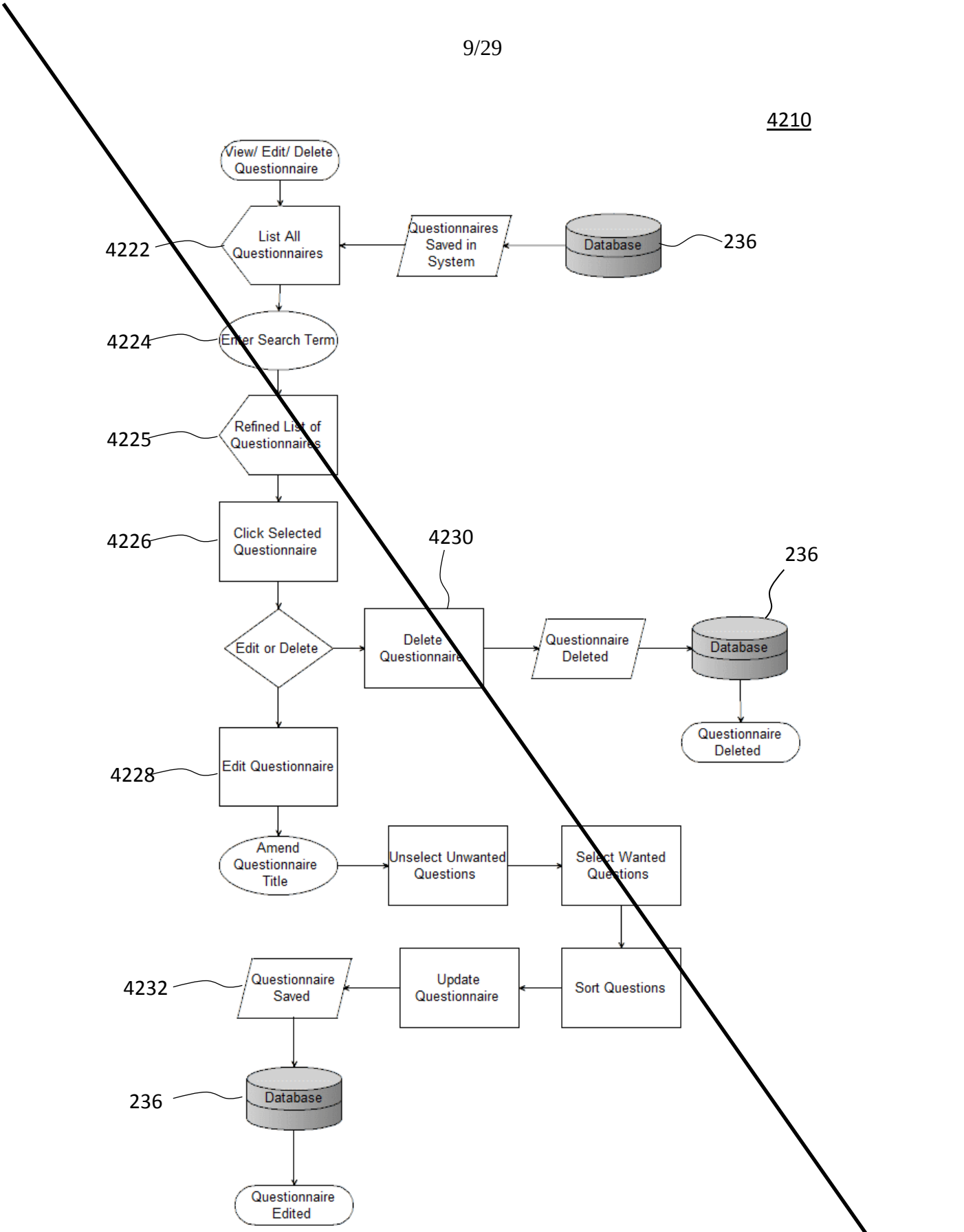

4210
View/ Edit/ Delete Questionnaire
List All Questionnaires
4222
Questionnaires Saved in System
Database
236
Enter Search Term
4224
Refined List of Questionnaires
4225
Click Selected Questionnaire
4226
4230
236
Edit or Delete
Delete Questionnaire
Questionnaire Deleted
Database
Questionnaire Deleted
Edit Questionnaire
4228
Amend Questionnaire Title
Unselect Unwanted Questions
Select Wanted Questions
Sort Questions
Update Questionnaire
Questionnaire Saved
4232
Database
236
Questionnaire Edited

Fig. 6b

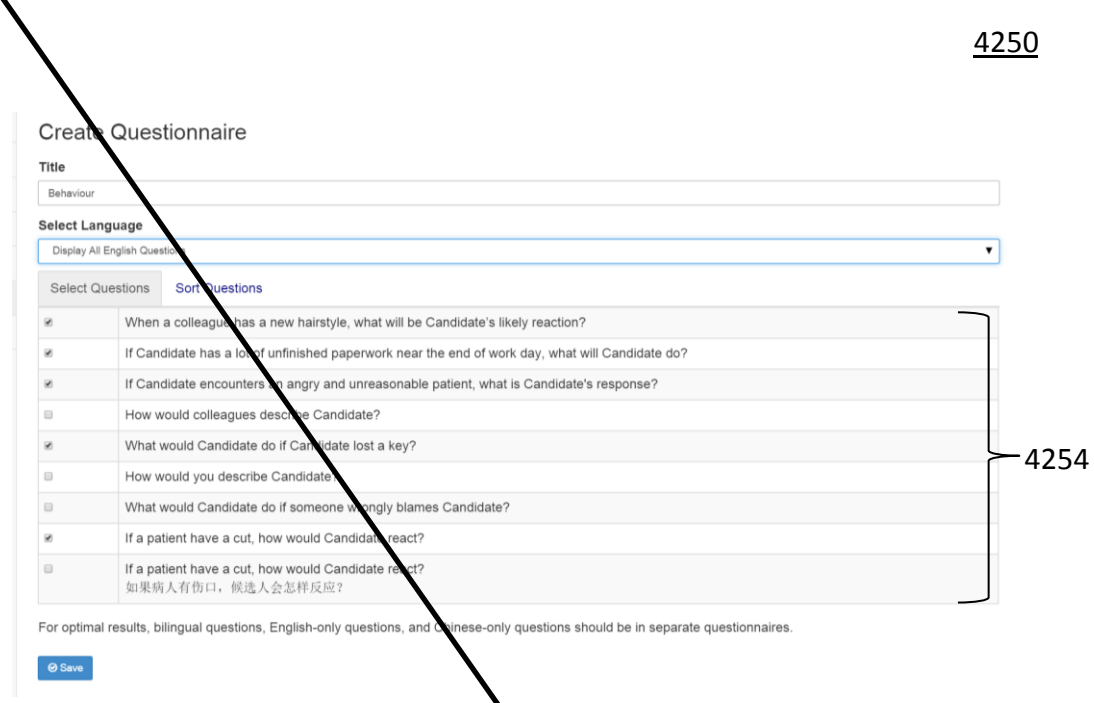

4250
Create Questionnaire
Title
Behaviour
Select Language
Select Questions
Sort Questions
When a colleague has a new hairstyle, what will be Candidate's likely reaction?
If Candidate has a lot of unfinished paperwork near the end of work day, what will Candidate do?
If Candidate encounters an angry and unreasonable patient, what is Candidate's response?
How would colleagues describe Candidate?
What would Candidate do if Candidate lost a key?
How would you describe Candidate?
What would Candidate do if someone wrongly blames Candidate?
If a patient have a cut, how would Candidate react?
If a patient have a cut, how would Candidate react?
如果病人有伤口，候选人会怎样反应？
For optimal results, bilingual questions, English-only questions, and Chinese-only questions should be in separate questionnaires.
Save
4254

Fig. 7

810

Skillset: Automated external defibrillation.
Question: Does Candidate know how to operate the Automated External Defibrillation equipment?
Answer 1: Yes.
Answer 2: No.
Answer 3: Not sure.

Skillset: Sterilise equipment.
Question: How does the Candidate sterilise equipment?
Answer 1: Thoroughly.
Answer 2: Not serious.
Answer 3: Contaminated.

Skillset: Perform health assessment.
Question: How is Candidate's health assessments of patients?
Answer 1: Mostly Accurate.
Answer 2: Mostly Inaccurate.
Answer 3: Not sure.

Skillset: Monitor vital signs.
Question: Does Candidate know how to check temperature?
Answer 1: Yes.
Answer 2: No.
Answer 3: Not sure.
Question: How is Candidate's ability in measuring patients' pulses?
Answer 1: Accurate.
Answer 2: Inaccurate.
Answer 3: Poor.
Question: Is Candidate able to observe patients' respiration level?
Answer 1: Yes.
Answer 2: No.
Answer 3: Not sure.
Question: Is Candidate able to measure blood pressure?
Answer 1: Yes.
Answer 2: No.
Answer 3: Not sure.

Fig. 8a

810

Question: What is Candidate's skill level in recording patient's pain score?
Answer 1: High.
Answer 2: Low.
Answer 3: Nil.

Skillset: Perform enteral tube feeding.
Question: Is Candidate able to perform enteral tube feeding?
Answer 1: Yes.
Answer 2: No.
Answer 3: Not sure.

Skillset: Oropharyngeal airway.
Question: Does Candidate know how to insert oropharyngeal airway?
Answer 1: Yes.
Answer 2: No.
Answer 3: Not sure.
Question: Is Candidate able to perform oropharyngeal suctioning?
Answer 1: Yes.
Answer 2: No.
Answer 3: Not sure.

Skillset: Manage controlled drugs.
Question: What is Candidate's level of care in managing controlled drugs?
Answer 1: Careful.
Answer 2: Careless.
Answer 3: No experience.

Fig. 8b

4950

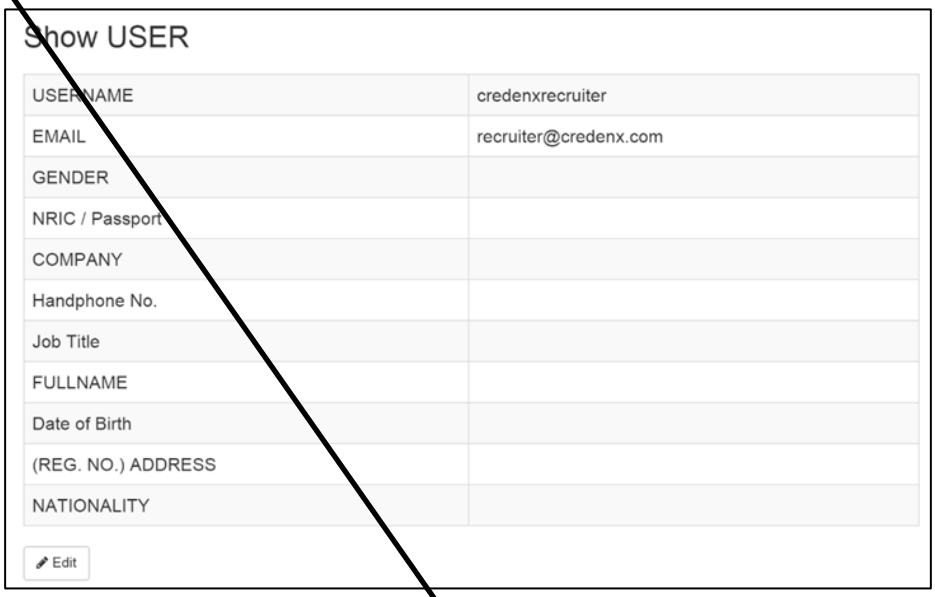


Fig. 9

5050



Fig. 10

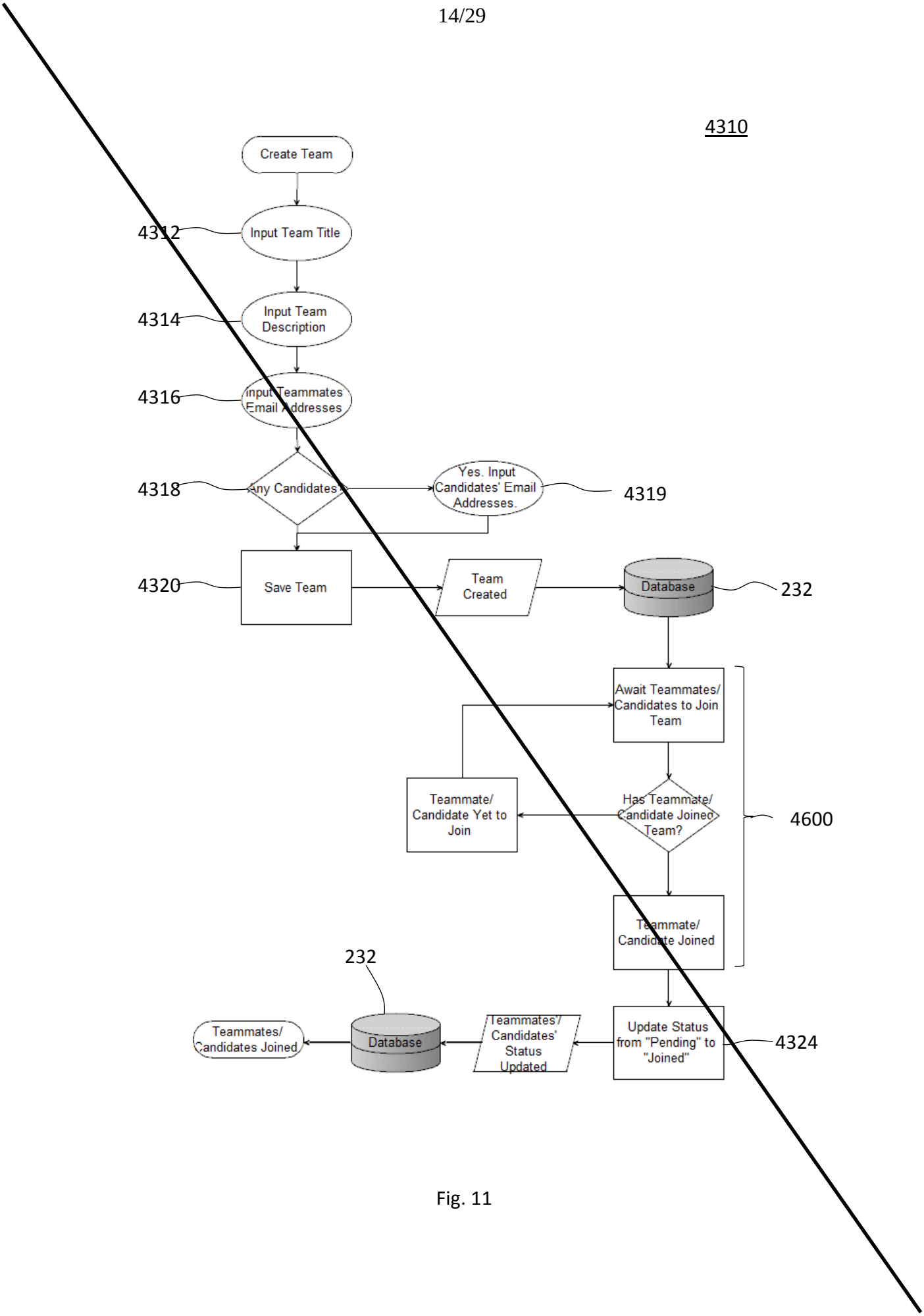

4310
Create Team
4312
Input Team Title
4314
Input Team Description
4316
Input Teammates Email Addresses
4318
Any Candidates
Yes. Input Candidates' Email Addresses.
4319
4320
Save Team
Team Created
Database
232
Await Teammates/ Candidates to Join Team
Teammate/ Candidate Yet to Join
Has Teammate/ Candidate Joined Team?
4600
Teammate/ Candidate Joined
232
Teammates/ Candidates Joined
Database
Teammates/ Candidates' Status Updated
Update Status from "Pending" to "Joined"
4324

Fig. 11

4350

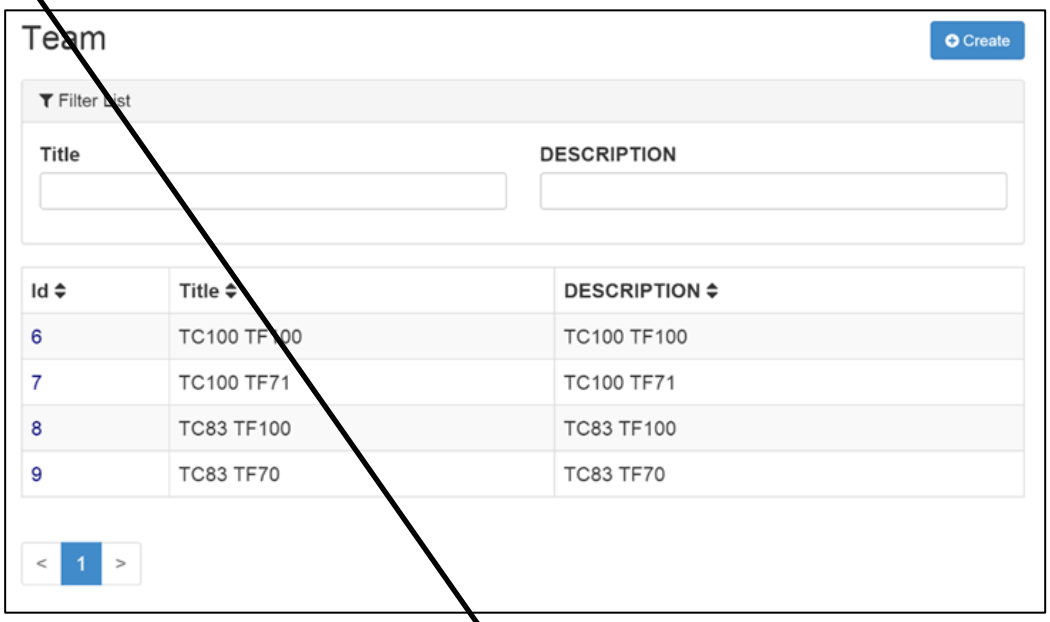


Fig. 12a

4360

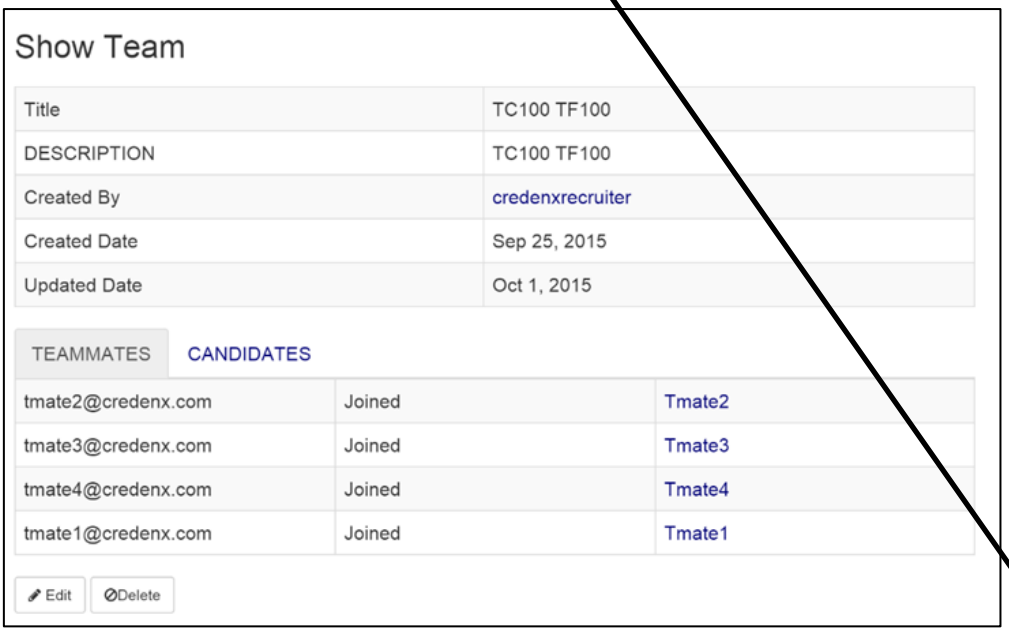


Fig. 12b

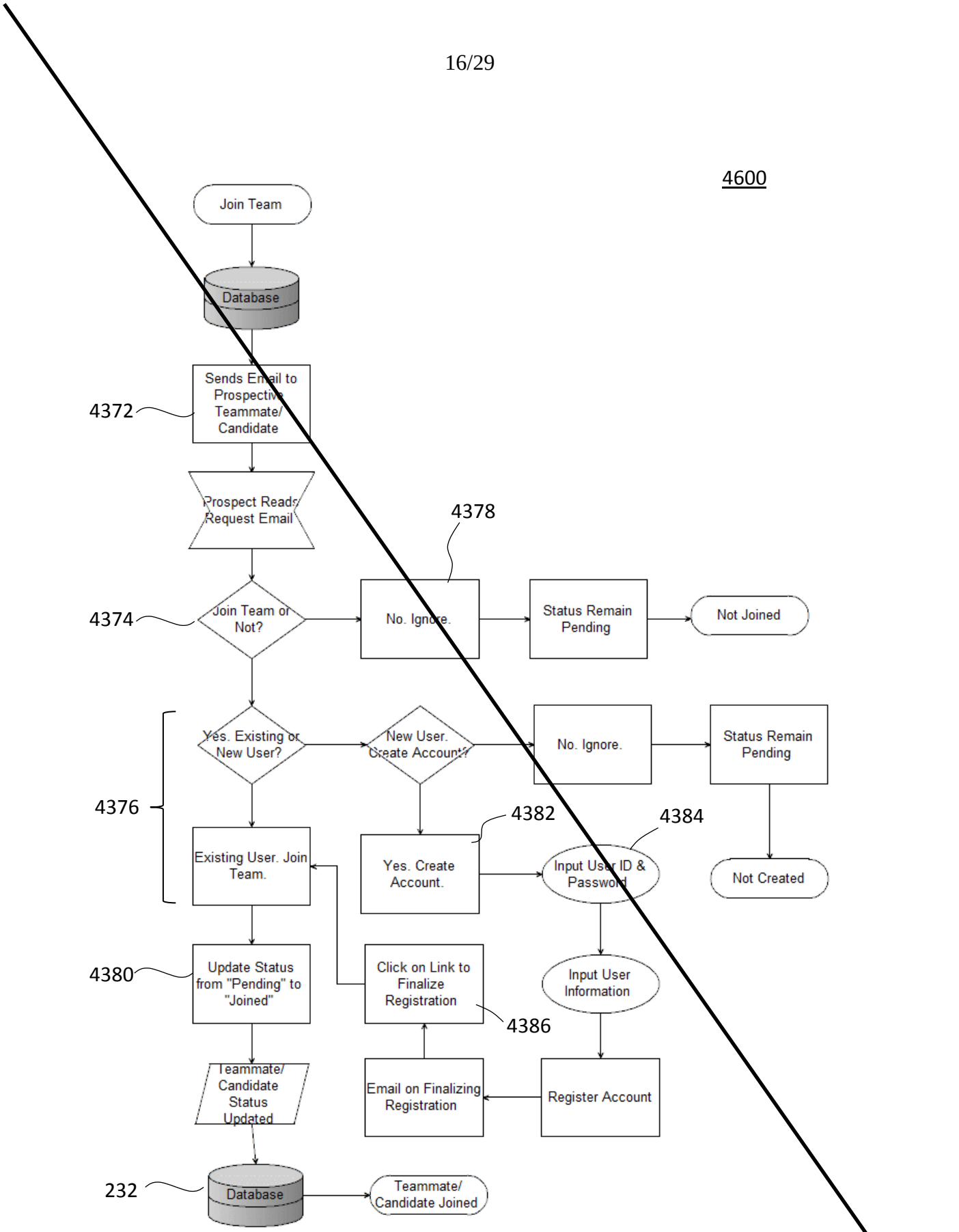

4600
Join Team
Database
Sends Email to Prospective Teammate/ Candidate
4372
Prospect Reads Request Email
4378
Join Team or Not?
4374
No. Ignore.
Status Remain Pending
Not Joined
Yes. Existing or New User?
New User. Create Account?
No. Ignore.
Status Remain Pending
4376
Existing User. Join Team.
Yes. Create Account.
4382
Input User ID & Password
4384
Not Created
Update Status from "Pending" to "Joined"
4380
Click on Link to Finalize Registration
Input User Information
4386
Teammate/ Candidate Status Updated
Email on Finalizing Registration
Register Account
232
Database
Teammate/ Candidate Joined

Fig. 13

1400

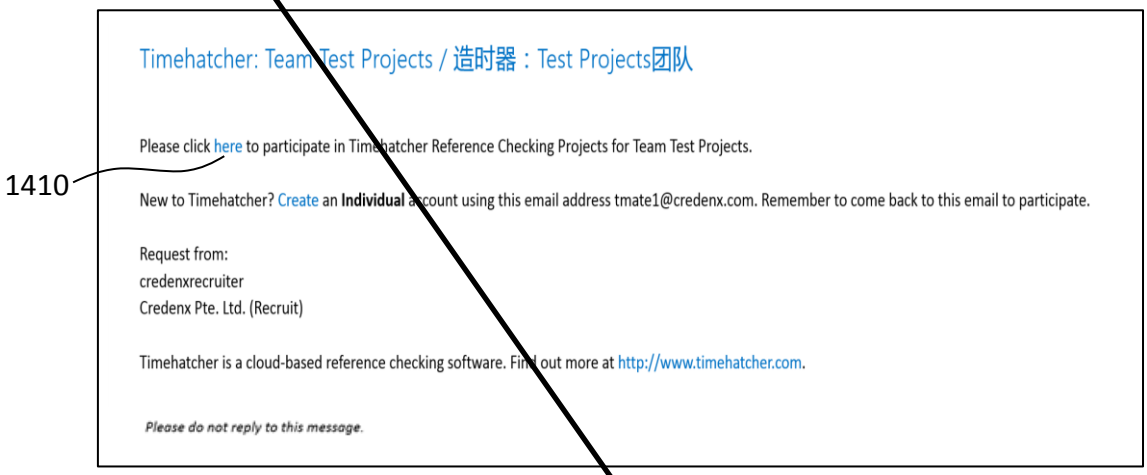

Timehatcher: Team Test Projects / 造时器：Test Projects团队
Please click here to participate in Timehatcher Reference Checking Projects for Team Test Projects.
New to Timehatcher? Create an Individual account using this email address tmate1@credenx.com. Remember to come back to this email to participate.
Request from:
credenxrecruiter
Credenx Pte. Ltd. (Recruit)
Timehatcher is a cloud-based reference checking software. Find out more at http://www.timehatcher.com.
Please do not reply to this message.
1410

Fig. 14

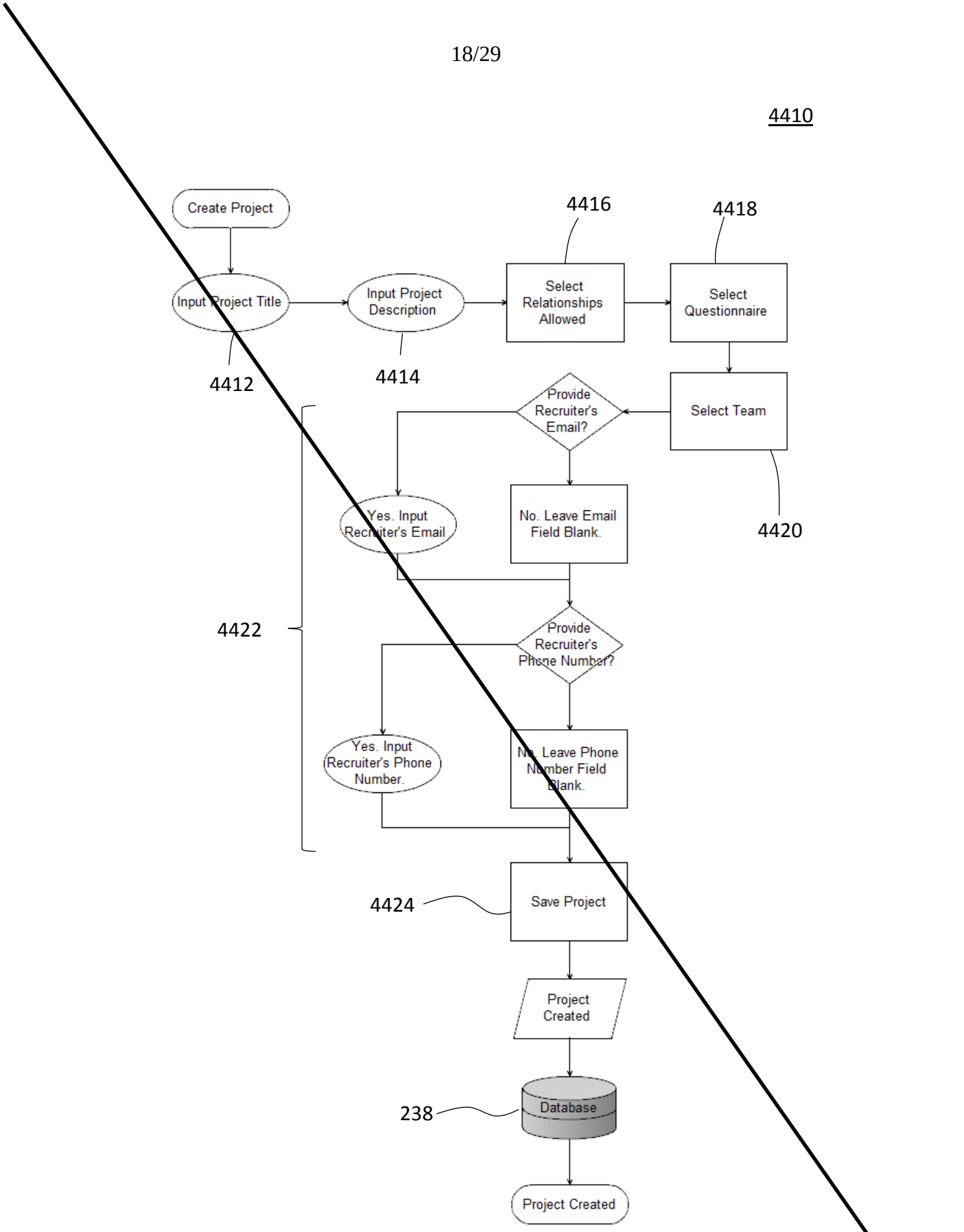

4410
Create Project
Input Project Title
Input Project Description
Select Relationships Allowed
Select Questionnaire
Select Team
Provide Recruiter's Email?
Yes. Input Recruiter's Email
No. Leave Email Field Blank.
Provide Recruiter's Phone Number?
Yes. Input Recruiter's Phone Number.
No. Leave Phone Number Field Blank.
Save Project
Project Created
Database
Project Created
4412
4414
4416
4418
4420
4422
4424
238

Fig. 15a

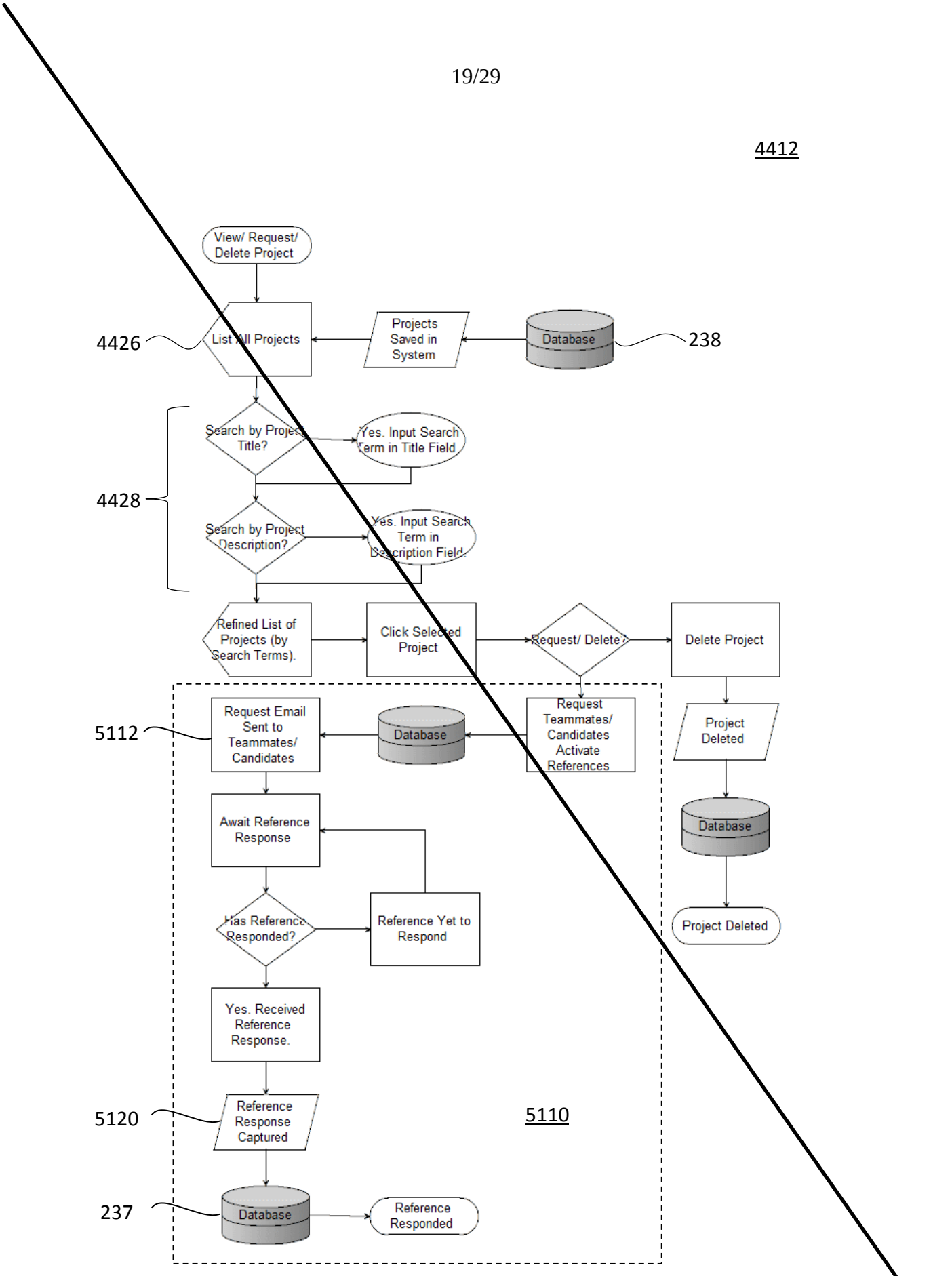

4412
View/ Request/ Delete Project
4426
List All Projects
Projects Saved in System
Database
238
4428
Search by Project Title?
Yes. Input Search Term in Title Field
Search by Project Description?
Yes. Input Search Term in Description Field.
Refined List of Projects (by Search Terms).
Click Selected Project
Request/ Delete?
Delete Project
5112
Request Email Sent to Teammates/ Candidates
Database
Request Teammates/ Candidates Activate References
Project Deleted
Database
Project Deleted
Await Reference Response
Has Reference Responded?
Reference Yet to Respond
Yes. Received Reference Response.
5120
Reference Response Captured
5110
237
Database
Reference Responded

Fig. 15b

4450

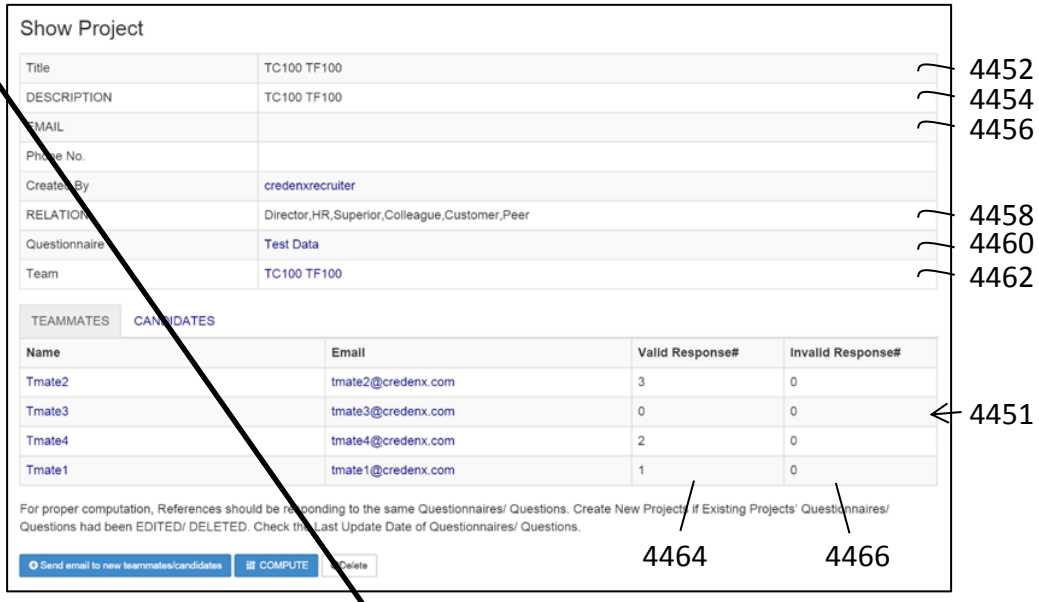

Show Project
Title
TC100 TF100
DESCRIPTION
TC100 TF100
EMAIL
Phone No.
Created By
credenxrecruiter
RELATION
Director,HR,Superior,Colleague,Customer,Peer
Questionnaire
Test Data
Team
TC100 TF100
TEAMMATES
CANDIDATES
Name
Email
Valid Response#
Invalid Response#
Tmate2
tmate2@credenx.com
3
0
Tmate3
tmate3@credenx.com
0
0
Tmate4
tmate4@credenx.com
2
0
Tmate1
tmate1@credenx.com
1
0
For proper computation, References should be responding to the same Questionnaires/ Questions. Create New Projects if Existing Projects' Questionnaires/ Questions had been EDITED/ DELETED. Check the Last Update Date of Questionnaires/ Questions.
Send email to new teammates/candidates
COMPUTE
Delete
4452
4454
4456
4458
4460
4462
4451
4464
4466

Fig. 16

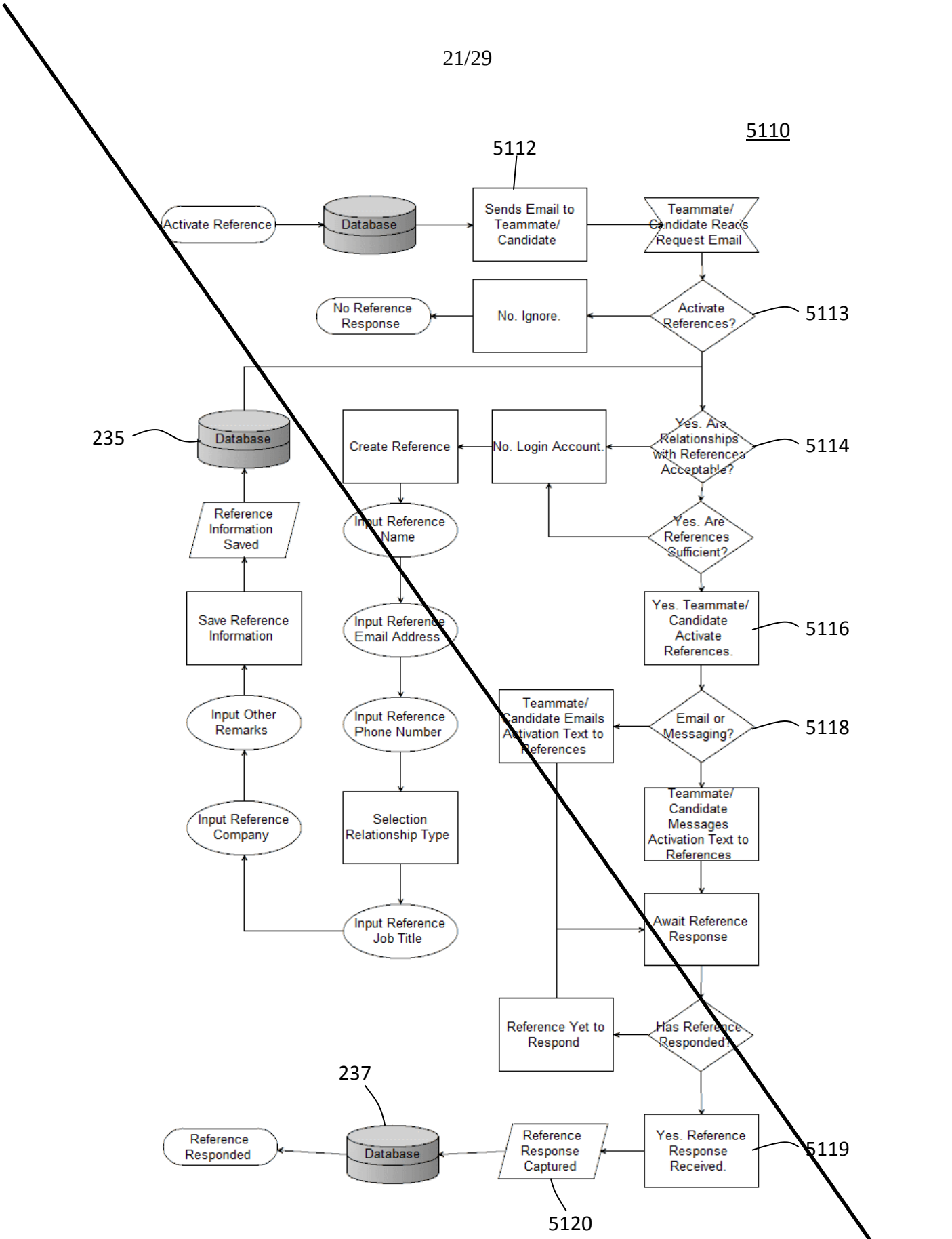

5110
5112
Activate Reference
Database
Sends Email to Teammate/ Candidate
Teammate/ Candidate Reacts Request Email
Activate References?
5113
No. Ignore.
No Reference Response
235
Database
Create Reference
No. Login Account.
Yes. Are Relationships with References Acceptable?
5114
Reference Information Saved
Input Reference Name
Yes. Are References Sufficient?
Save Reference Information
Input Reference Email Address
Yes. Teammate/ Candidate Activate References.
5116
Input Other Remarks
Input Reference Phone Number
Teammate/ Candidate Emails Activation Text to References
Email or Messaging?
5118
Input Reference Company
Selection Relationship Type
Teammate/ Candidate Messages Activation Text to References
Input Reference Job Title
Await Reference Response
Reference Yet to Respond
Has Reference Responded?
237
Reference Responded
Database
Reference Response Captured
Yes. Reference Response Received.
5119
5120

Fig. 17

Timehatcher Reference Activation Request from Credenx Pte. Ltd. / 要求动员就业推荐人 - 造时器

请下翻阅读中文

credenxrecruiter (Credenx Pte. Ltd.) is requesting your co-operation in a Reference Checking Project. Please activate your References.

Project: TC100
Acceptable References: Director,HR

Have you provided Acceptable References?
Have you provided Enough References?
Please add/update References.
More Acceptable References may aid the Reference Checking to complete faster.

Please copy and paste following text to send to Acceptable References.
Please ensure Acceptable References have been add/update to be counted as valid. Then Recruiter can verify response authenticity.

Sending by SMS/App
Please access 10.0.1.5:8080/credenx/response/98ee008e22c04fe8b9b6a5612f0b1e9d?lang=en_US to be my Reference. Recruiter: credenxrecruiter (Credenx Pte. Ltd.) , recruiter@credenx.com , +65-62950120 .
http://www.timehatcher.com.

Sending by Email
Subject:
Timehatcher Reference Checking by Credenx Pte. Ltd.

Text:
Please access 10.0.1.5:8080/credenx/response/98ee008e22c04fe8b9b6a5612f0b1e9d?lang=en_US to be my Reference for Credenx Pte. Ltd. in a Reference Checking project.
Reference Checking Request from:
credenxrecruiter
Credenx Pte. Ltd.
recruiter@credenx.com
+65-62950120
Timehatcher is a cloud-based reference checking software. Find out more at http://www.timehatcher.com.

Please do not reply to this message.

Fig. 17a

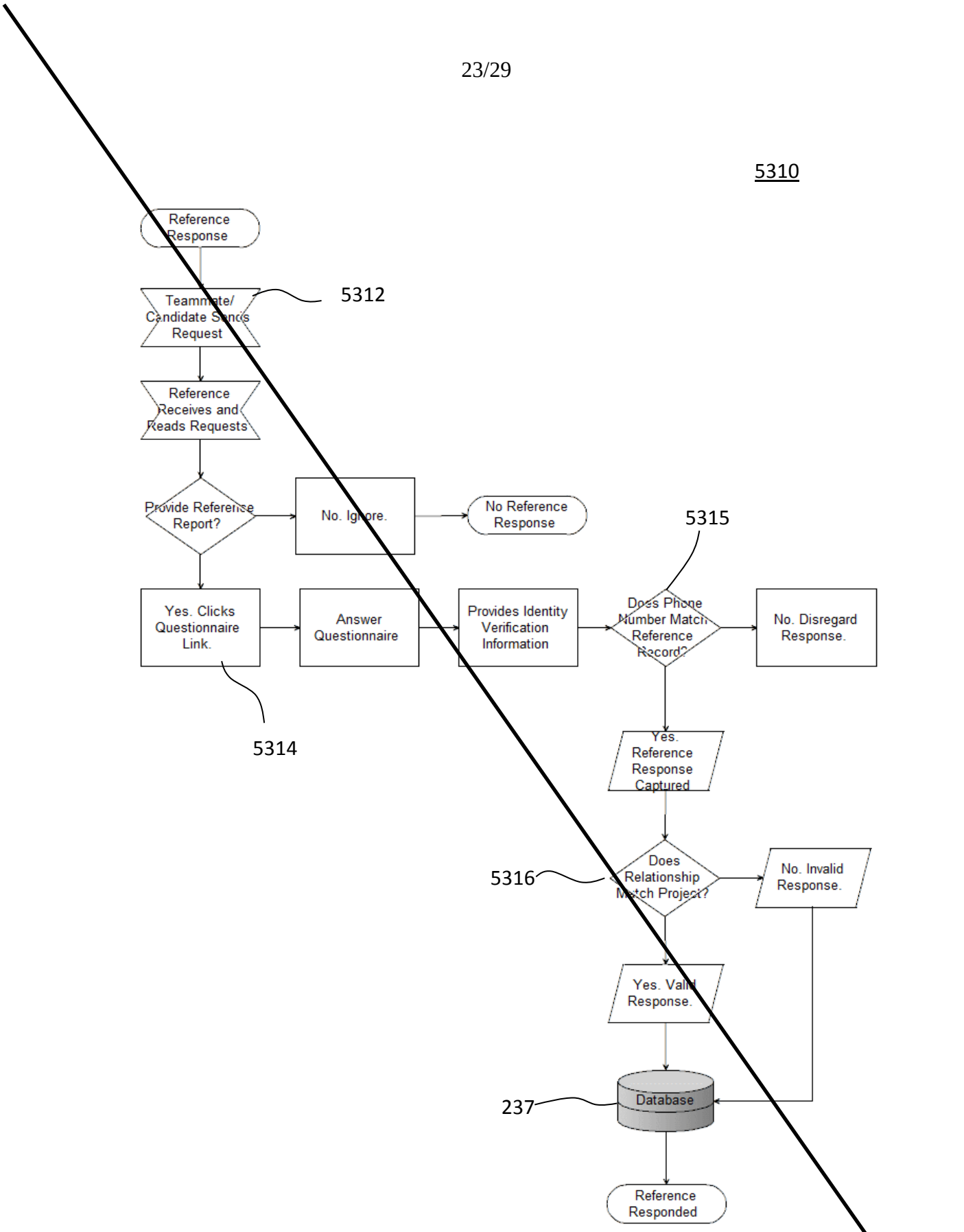

5310
Reference Response
5312
Teammate/ Candidate Sends Request
Reference Receives and Reads Requests
Provide Reference Report?
No. Ignore.
No Reference Response
5315
Yes. Clicks Questionnaire Link.
Answer Questionnaire
Provides Identity Verification Information
Does Phone Number Match Reference Record?
No. Disregard Response.
5314
Yes. Reference Response Captured
5316
Does Relationship Match Project?
No. Invalid Response.
Yes. Valid Response.
237
Database
Reference Responded

Fig. 18

1900

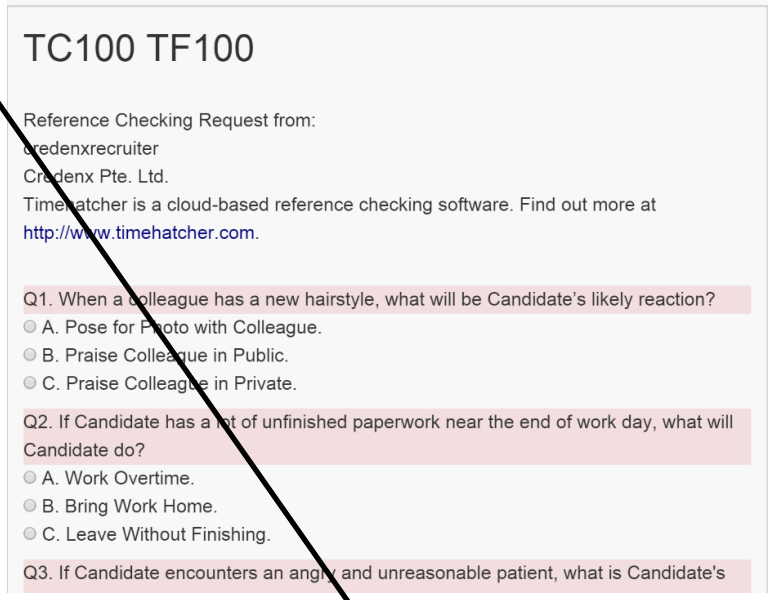
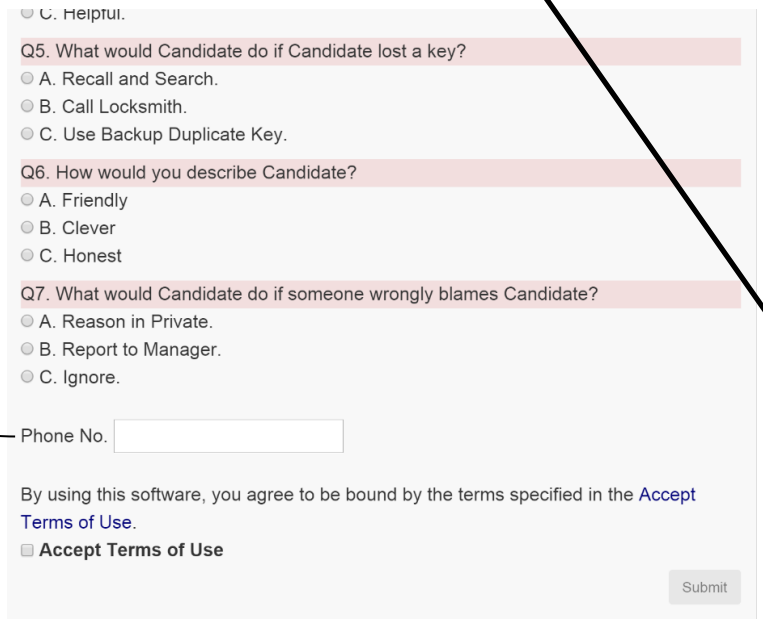


Fig. 19a

1900



1902

Fig. 19b

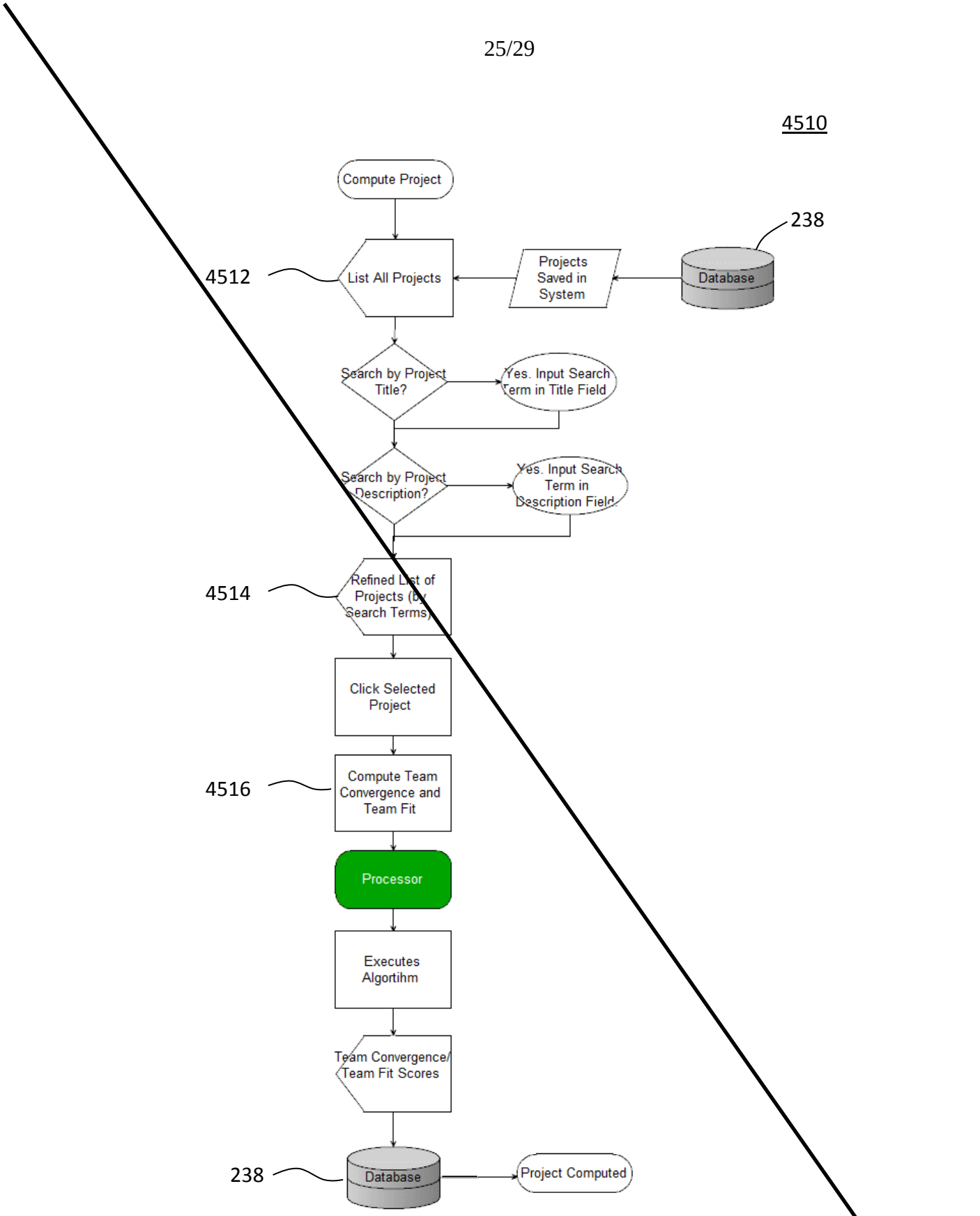

4510
Compute Project
238
4512
List All Projects
Projects Saved in System
Database
Search by Project Title?
Yes. Input Search Term in Title Field
Search by Project Description?
Yes. Input Search Term in Description Field
4514
Refined List of Projects (by Search Terms)
Click Selected Project
4516
Compute Team Convergence and Team Fit
Processor
Executes Algortihm
Team Convergence/ Team Fit Scores
238
Database
Project Computed

Fig. 20

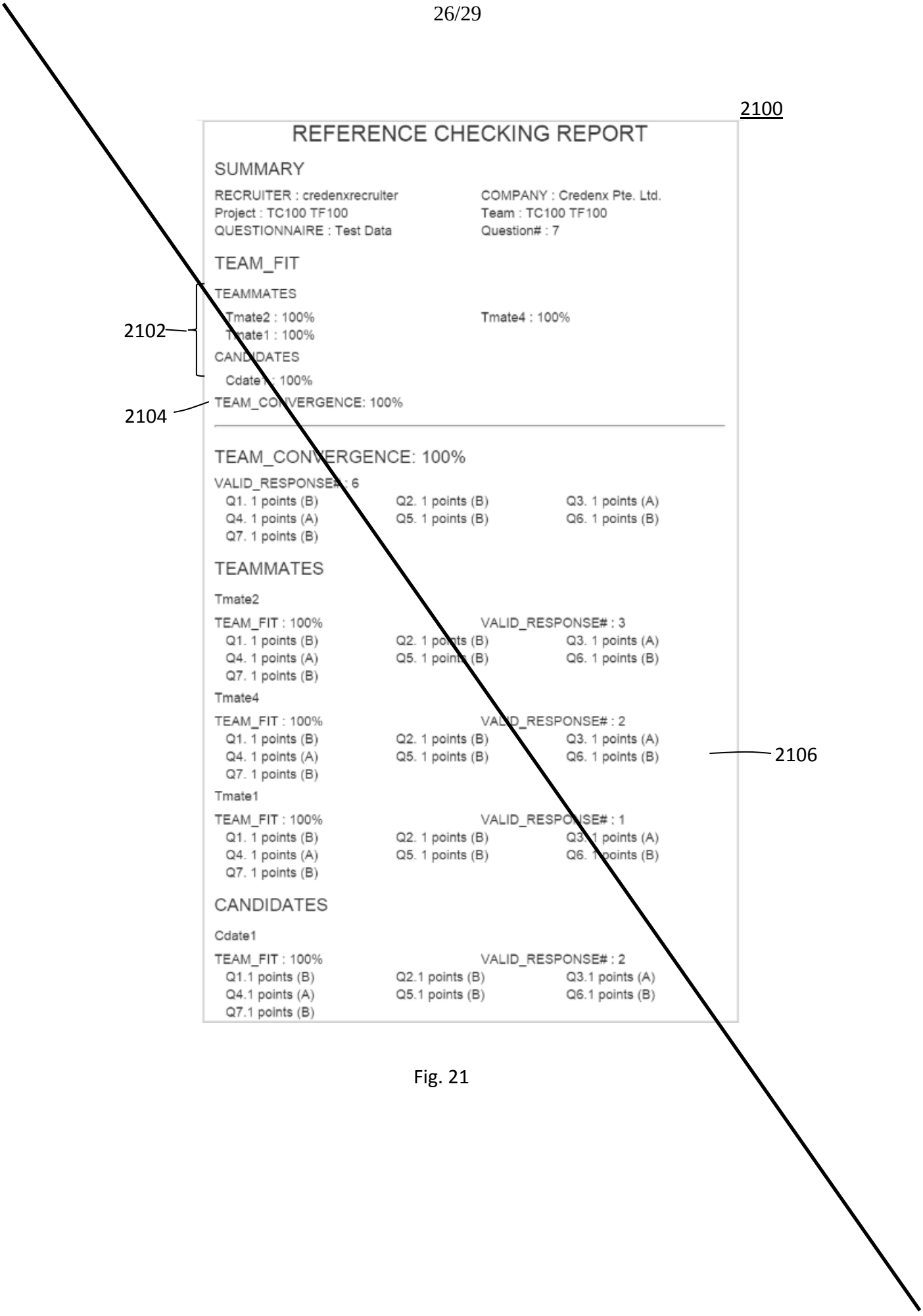

2100
REFERENCE CHECKING REPORT
SUMMARY
RECRUITER : credenxrecruiter
COMPANY : Credenx Pte. Ltd.
Project : TC100 TF100
Team : TC100 TF100
QUESTIONNAIRE : Test Data
Question# : 7
TEAM_FIT
TEAMMATES
Tmate2 : 100%
Tmate4 : 100%
Tmate1 : 100%
CANDIDATES
Cdate1 : 100%
TEAM_CONVERGENCE: 100%
2102
2104
TEAM_CONVERGENCE: 100%
VALID_RESPONSE# : 6
Q1. 1 points (B)
Q2. 1 points (B)
Q3. 1 points (A)
Q4. 1 points (A)
Q5. 1 points (B)
Q6. 1 points (B)
Q7. 1 points (B)
TEAMMATES
Tmate2
TEAM_FIT : 100%
VALID_RESPONSE# : 3
Q1. 1 points (B)
Q2. 1 points (B)
Q3. 1 points (A)
Q4. 1 points (A)
Q5. 1 points (B)
Q6. 1 points (B)
Q7. 1 points (B)
Tmate4
TEAM_FIT : 100%
VALID_RESPONSE# : 2
Q1. 1 points (B)
Q2. 1 points (B)
Q3. 1 points (A)
Q4. 1 points (A)
Q5. 1 points (B)
Q6. 1 points (B)
Q7. 1 points (B)
2106
Tmate1
TEAM_FIT : 100%
VALID_RESPONSE# : 1
Q1. 1 points (B)
Q2. 1 points (B)
Q3. 1 points (A)
Q4. 1 points (A)
Q5. 1 points (B)
Q6. 1 points (B)
Q7. 1 points (B)
CANDIDATES
Cdate1
TEAM_FIT : 100%
VALID_RESPONSE# : 2
Q1.1 points (B)
Q2.1 points (B)
Q3.1 points (A)
Q4.1 points (A)
Q5.1 points (B)
Q6.1 points (B)
Q7.1 points (B)

Fig. 21

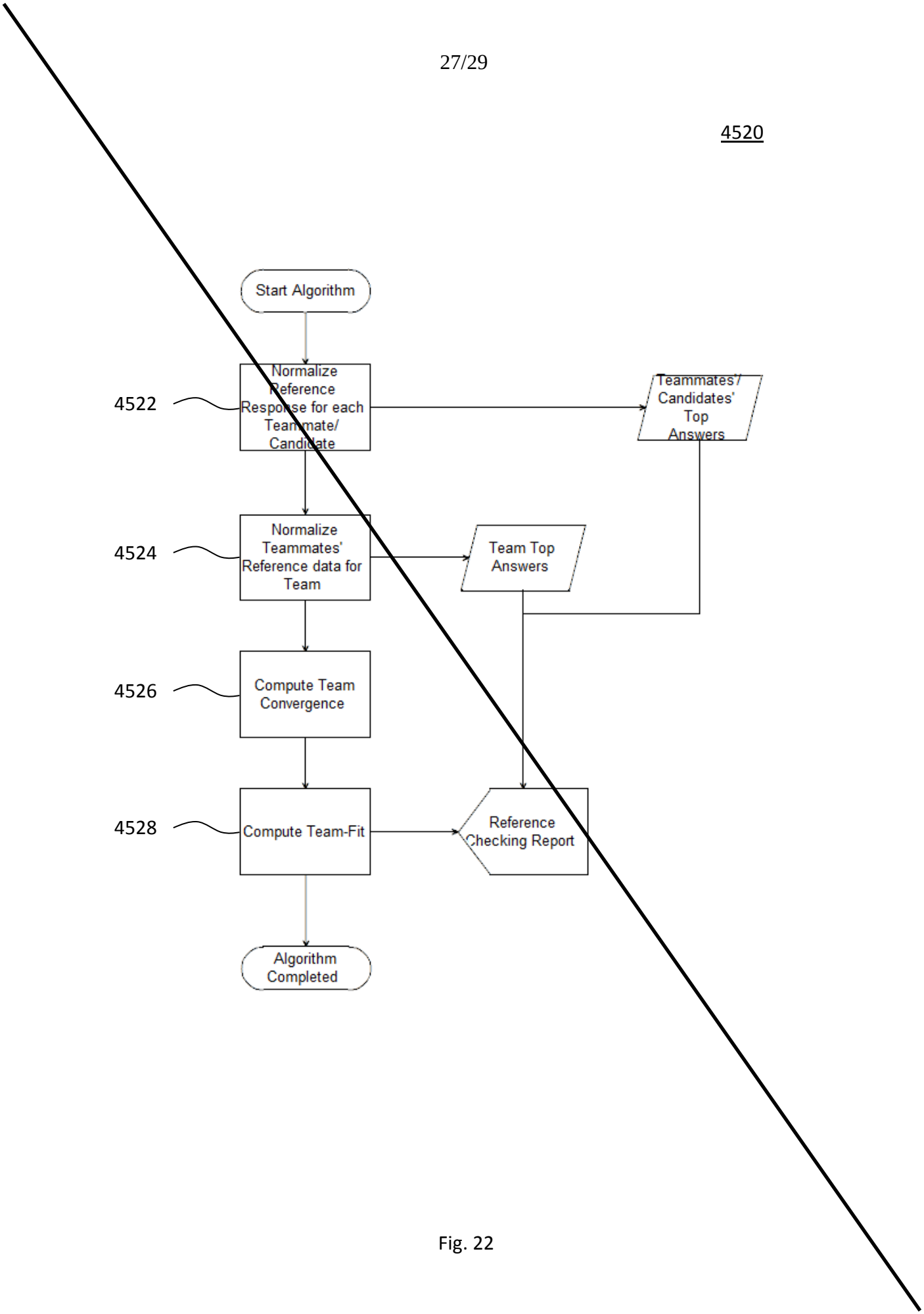

4520
Start Algorithm
4522
Normalize Reference Response for each Teammate/ Candidate
Teammates'/ Candidates' Top Answers
4524
Normalize Teammates' Reference data for Team
Team Top Answers
4526
Compute Team Convergence
4528
Compute Team-Fit
Reference Checking Report
Algorithm Completed

Fig. 22

2300

Behavioural Quality: Attention to Detail.
Question: Is Candidate able to spot minor symptoms on patients?
Answer 1: Yes.
Answer 2: No.
Answer 3: Sometimes.
Question: How does Candidate read through the patient case files?
Answer 1: Thoroughly.
Answer 2: Focus on Critical Sections.
Answer 3: Glance Through.
Question: When a colleague has a new hairstyle, what will be Candidate's likely reaction?
Answer 1: Notice Immediately.
Answer 2: Praise Colleague.
Answer 3: Never Observe.

Behavioural Quality: Diligence.
Question: If Candidate has a lot of unfinished paperwork near the end of work day, what will she do?
Answer 1: Work Overtime.
Answer 2: Rush Job.
Answer 3: Leave Without Finishing.

Behavioural Quality: Patience.
Question: If Candidate encounters an angry and unreasonable patient, what is her response?
Answer 1: Listen Attentively.
Answer 2: Ignore.
Answer 3: Quarrel.

Behavioural Quality: Sociable.
Question: How would colleagues describe Candidate?
Answer 1: Friendly.
Answer 2: Introvert.
Answer 3: Unreasonable.

Fig.23a

2300

Behavioural Quality: Able to Handle Emergencies.
Question: If a patient has a cut, how would Candidate react?
Answer 1: Apply First Aid.
Answer 2: Scream.
Answer 3: Ignore.
Question: If patient choke on a fish ball, what would Candidate do?
Answer 1: Apply Heimlich Manoeuvre.
Answer 2: Call Manager.
Answer 3: Scream.
Question: How would Candidate handle a three-patient emergency?
Answer 1: Triage and Prioritize.
Answer 2: Help Everyone Simultaneously.
Answer 3: Freeze.
Question: What would Candidate do if she lost a key?
Answer 1: Recall and Search.
Answer 2: Scold Other People.
Answer 3: Use Backup Duplicate Key.

Fig.23b

100

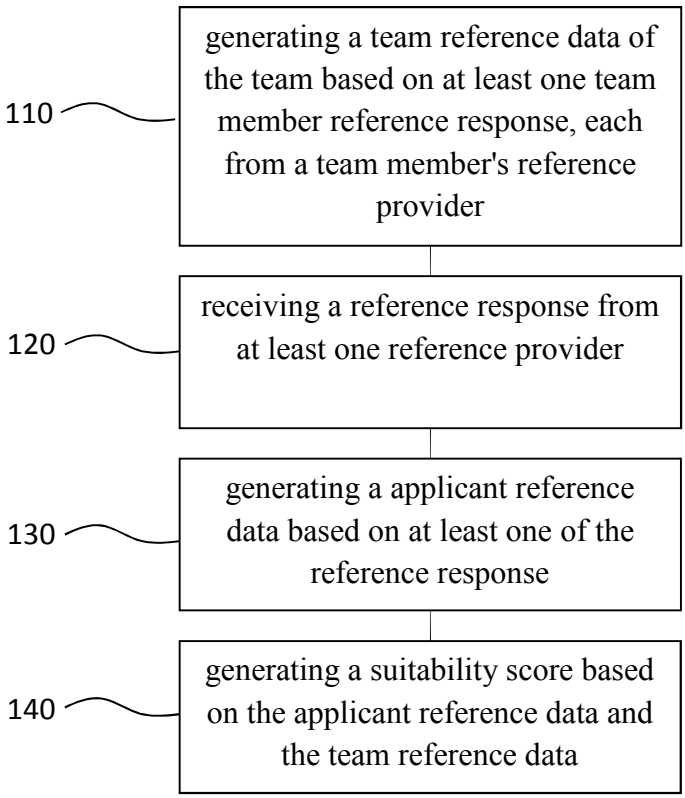

110
generating a team reference data of the team based on at least one team member reference response, each from a team member's reference provider
120
receiving a reference response from at least one reference provider
130
generating a applicant reference data based on at least one of the reference response
140
generating a suitability score based on the applicant reference data and the team reference data

Fig. 1

235

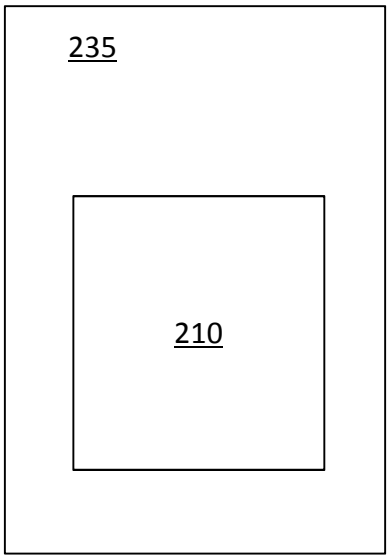


Fig. 2a

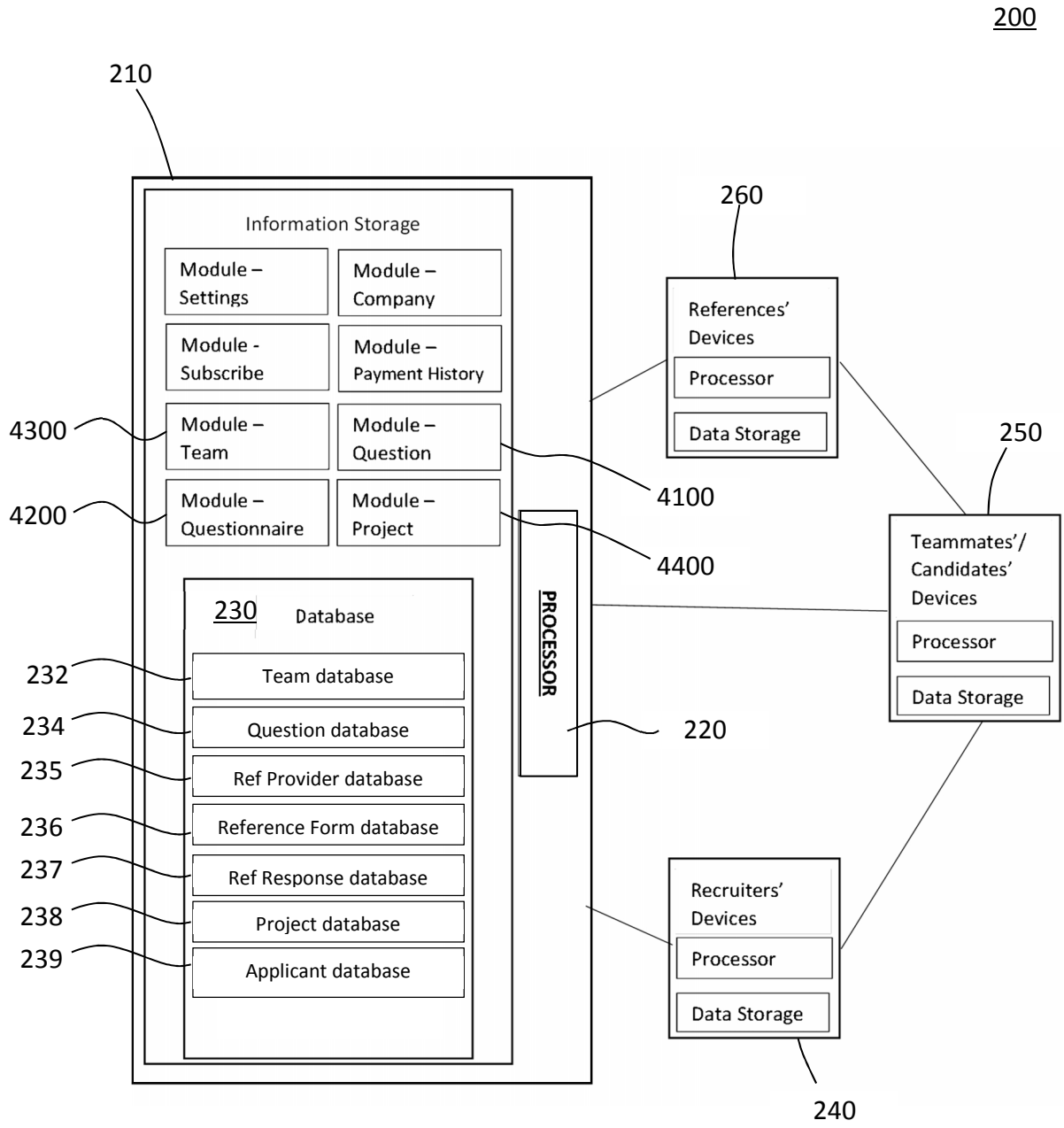

200
210
Information Storage
Module – Settings
Module – Company
Module - Subscribe
Module – Payment History
Module – Team
Module – Question
Module – Questionnaire
Module – Project
4300
4200
4100
4400
230 Database
Team database
Question database
Ref Provider database
Reference Form database
Ref Response database
Project database
Applicant database
232
234
235
236
237
238
239
PROCESSOR
220
260
References' Devices
Processor
Data Storage
250
Teammates'/ Candidates' Devices
Processor
Data Storage
Recruiters' Devices
Processor
Data Storage
240

Fig. 2b

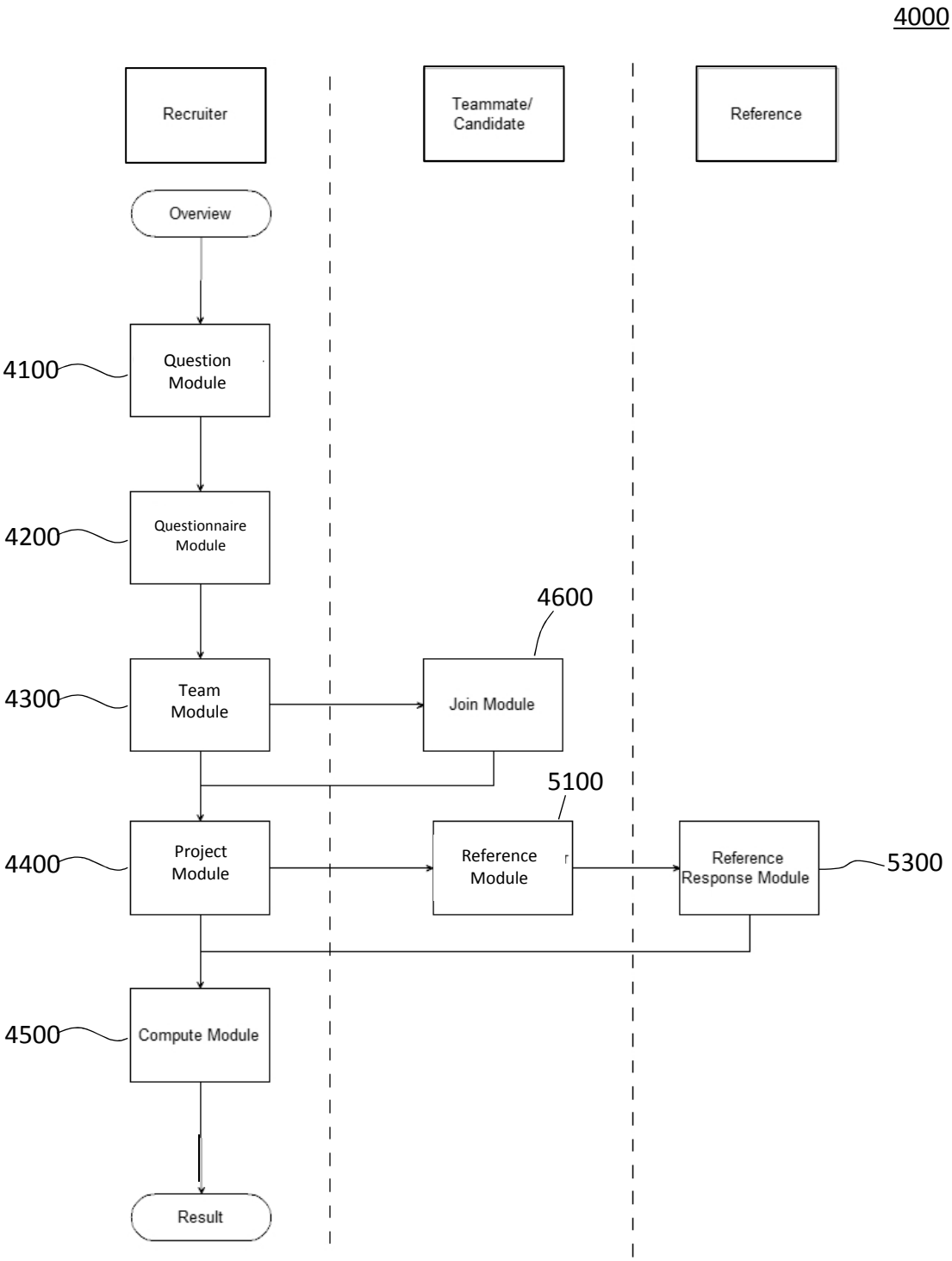

4000
Recruiter
Teammate/
Candidate
Reference
Overview
4100
Question
Module
4200
Questionnaire
Module
4600
4300
Team
Module
Join Module
5100
4400
Project
Module
Reference
Module
Reference
Response Module
5300
4500
Compute Module
Result

Fig. 3

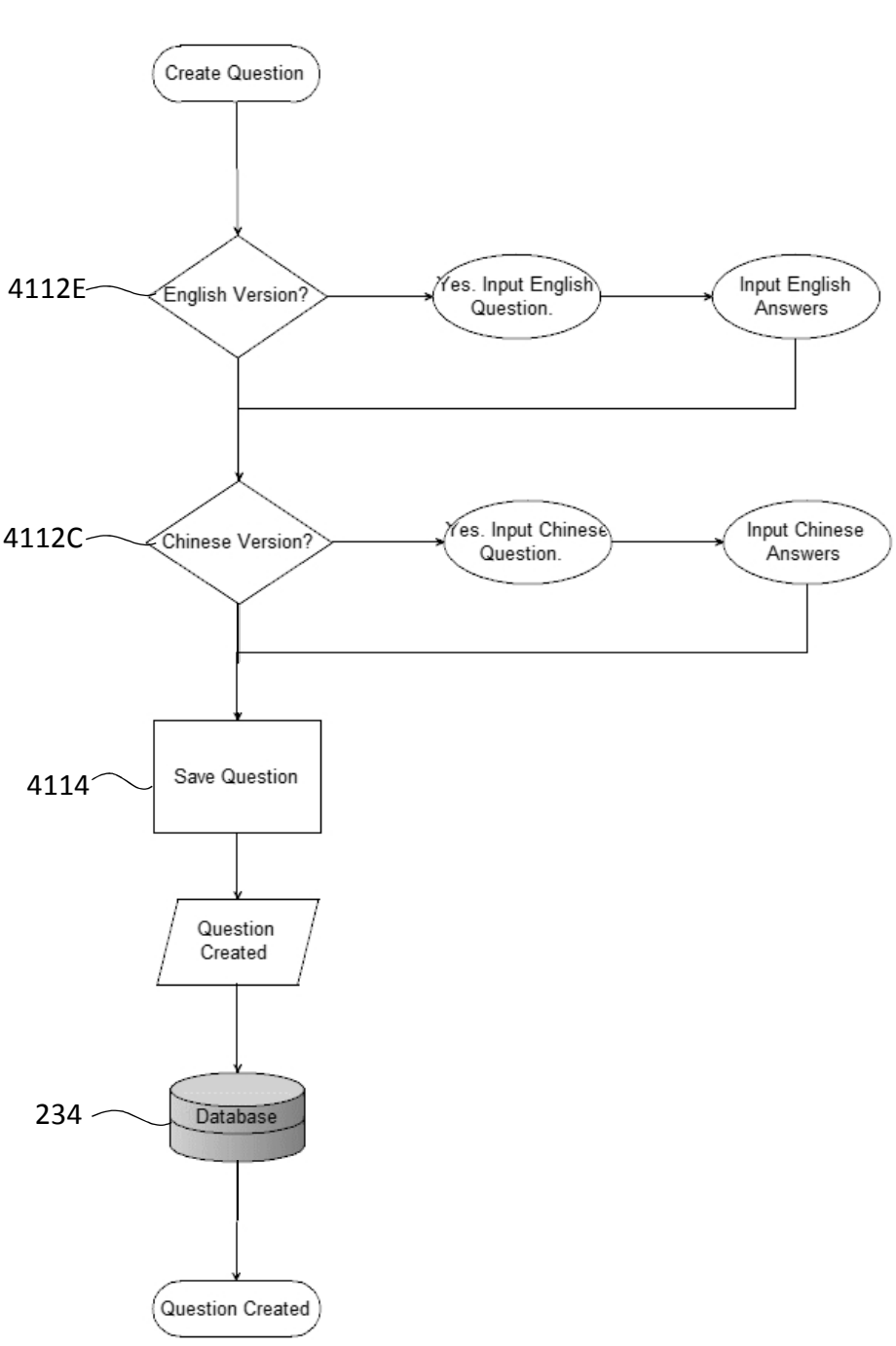

4110
Create Question
4112E
English Version?
Yes. Input English Question.
Input English Answers
4112C
Chinese Version?
Yes. Input Chinese Question.
Input Chinese Answers
4114
Save Question
Question Created
234
Database
Question Created

Fig. 4a

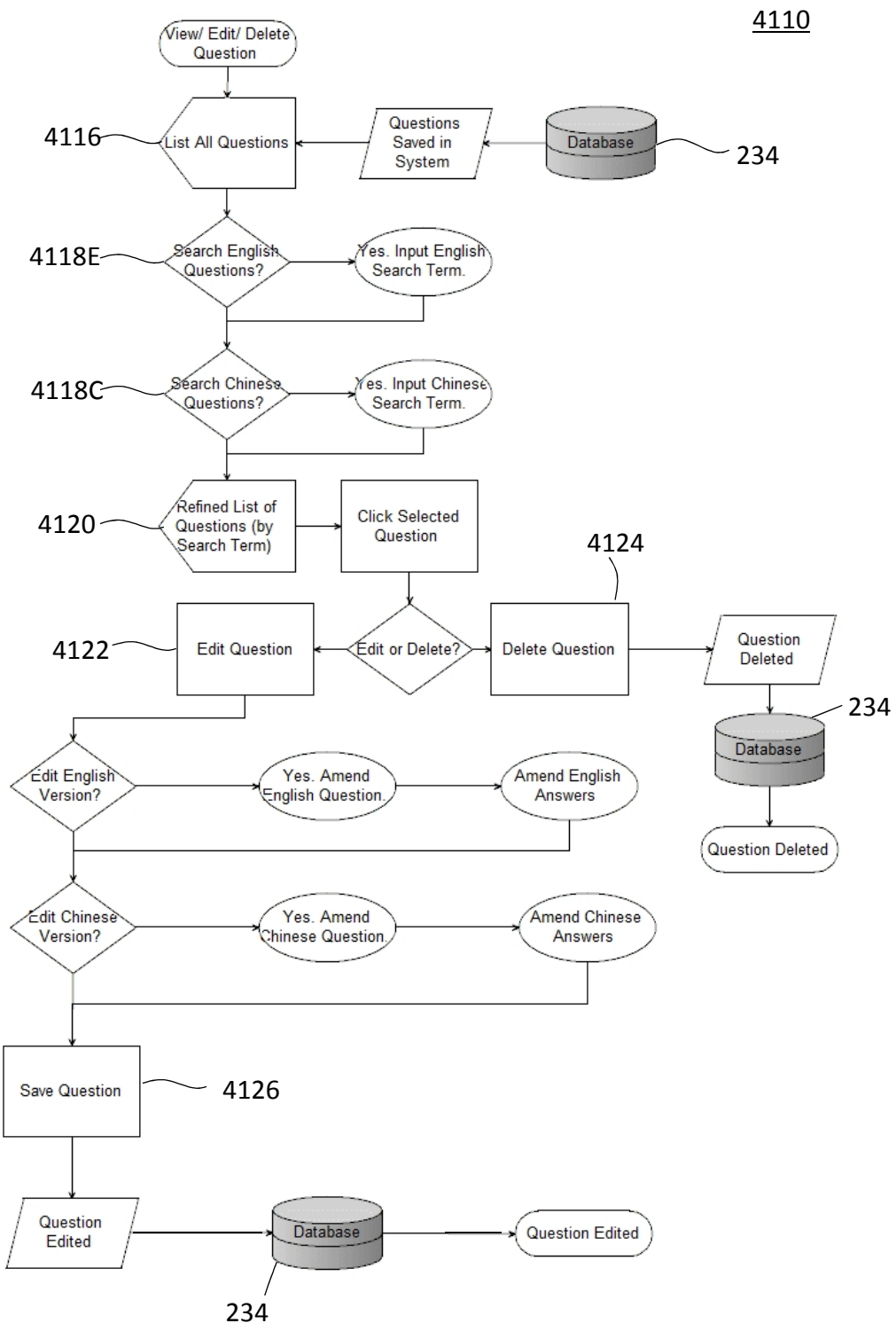

4110
View/ Edit/ Delete Question
4116
List All Questions
Questions Saved in System
Database
234
4118E
Search English Questions?
Yes. Input English Search Term.
4118C
Search Chinese Questions?
Yes. Input Chinese Search Term.
4120
Refined List of Questions (by Search Term)
Click Selected Question
4124
4122
Edit Question
Edit or Delete?
Delete Question
Question Deleted
234
Database
Question Deleted
Edit English Version?
Yes. Amend English Question.
Amend English Answers
Edit Chinese Version?
Yes. Amend Chinese Question.
Amend Chinese Answers
Save Question
4126
Question Edited
Database
Question Edited
234

Fig. 4b

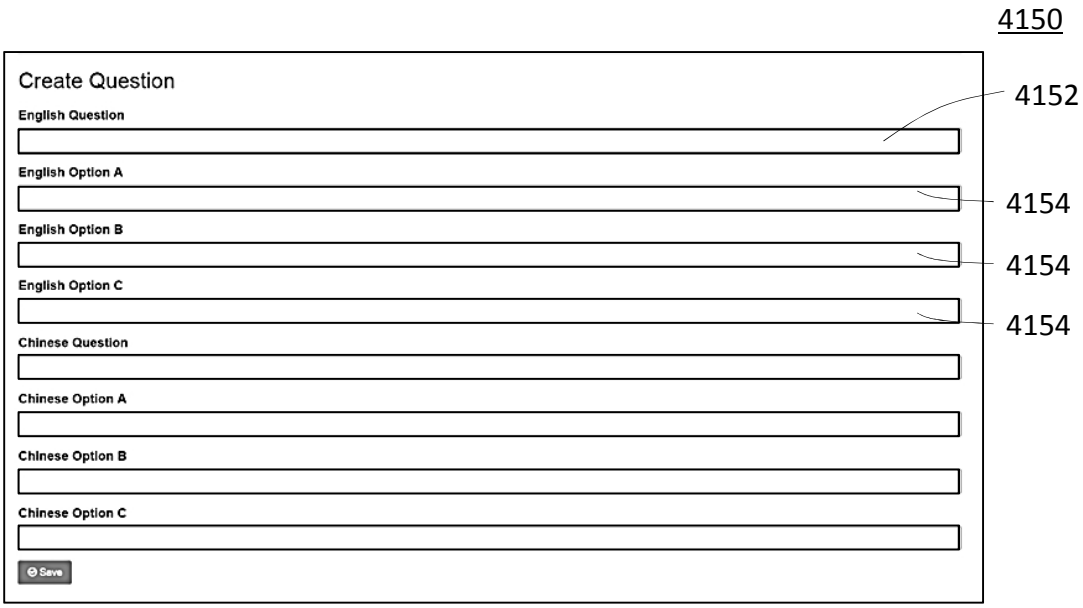

4150
Create Question
English Question
English Option A
English Option B
English Option C
Chinese Question
Chinese Option A
Chinese Option B
Chinese Option C
Save
4152
4154
4154
4154

Fig. 5

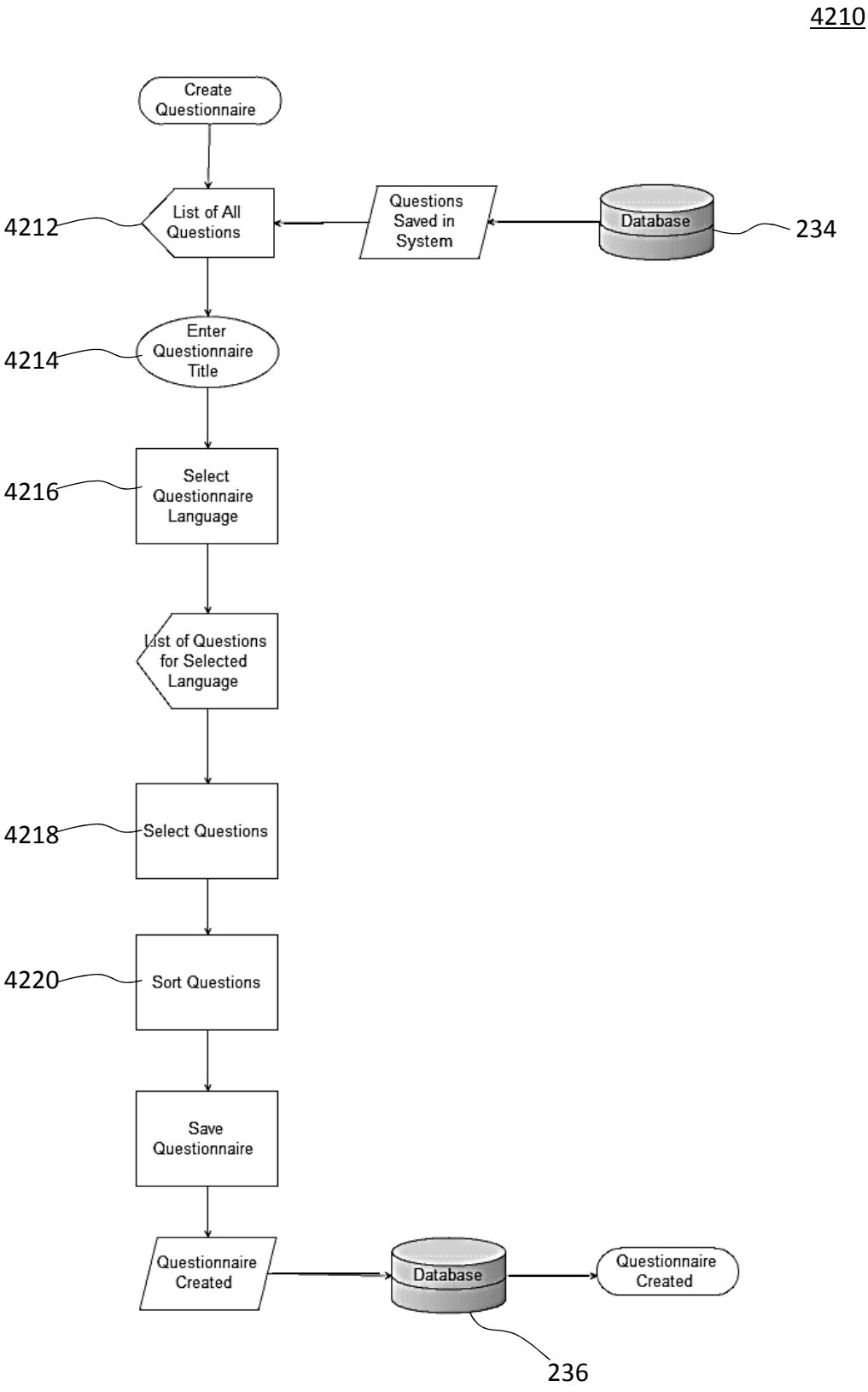

4210
Create Questionnaire
List of All Questions
4212
Questions Saved in System
Database
234
Enter Questionnaire Title
4214
Select Questionnaire Language
4216
List of Questions for Selected Language
Select Questions
4218
Sort Questions
4220
Save Questionnaire
Questionnaire Created
Database
Questionnaire Created
236

Fig. 6a

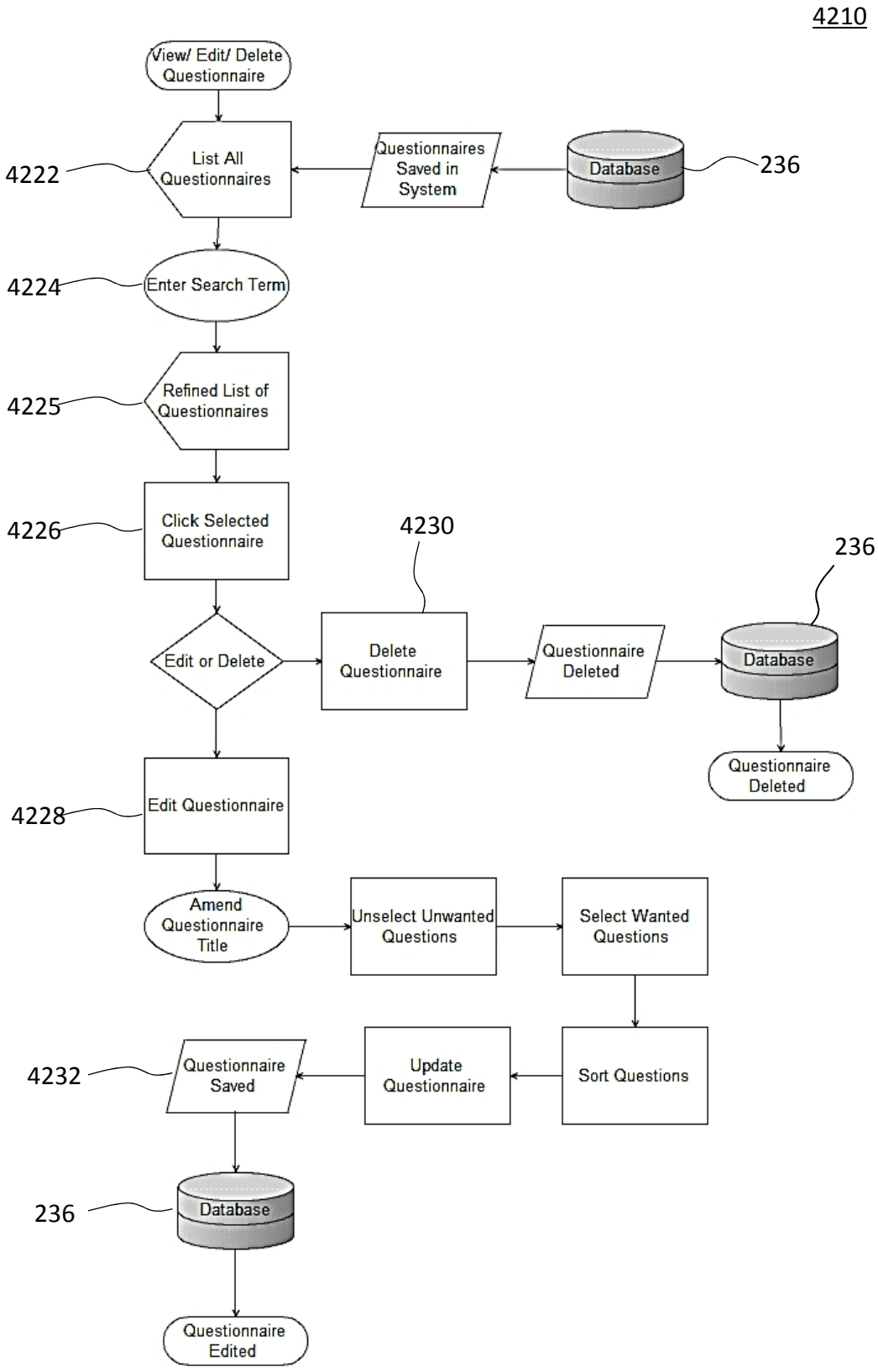

4210
View/ Edit/ Delete Questionnaire
List All Questionnaires
4222
Questionnaires Saved in System
Database
236
Enter Search Term
4224
Refined List of Questionnaires
4225
Click Selected Questionnaire
4226
4230
236
Edit or Delete
Delete Questionnaire
Questionnaire Deleted
Database
Questionnaire Deleted
Edit Questionnaire
4228
Amend Questionnaire Title
Unselect Unwanted Questions
Select Wanted Questions
Sort Questions
Update Questionnaire
Questionnaire Saved
4232
Database
236
Questionnaire Edited

Fig. 6b

4250

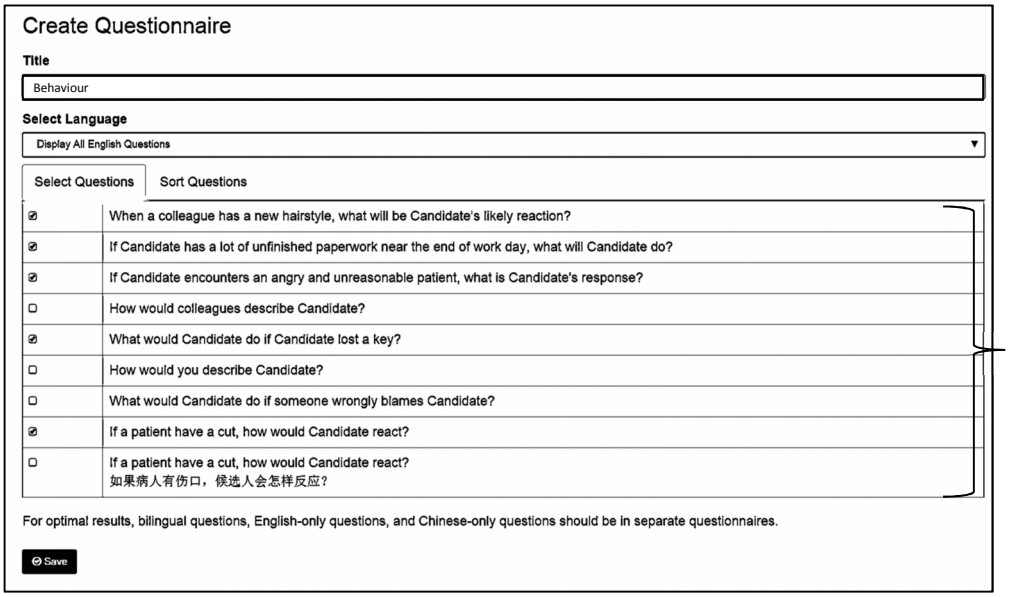

Create Questionnaire
Title
Behaviour
Select Language
Display All English Questions
Select Questions
Sort Questions
When a colleague has a new hairstyle, what will be Candidate's likely reaction?
If Candidate has a lot of unfinished paperwork near the end of work day, what will Candidate do?
If Candidate encounters an angry and unreasonable patient, what is Candidate's response?
How would colleagues describe Candidate?
What would Candidate do if Candidate lost a key?
How would you describe Candidate?
What would Candidate do if someone wrongly blames Candidate?
If a patient have a cut, how would Candidate react?
If a patient have a cut, how would Candidate react?
如果病人有伤口，候选人会怎样反应？
For optimal results, bilingual questions, English-only questions, and Chinese-only questions should be in separate questionnaires.
Save
4254

Fig. 7

810

Skillset: Automated external defibrillation.
Question: Does Candidate know how to operate the Automated External Defibrillation equipment?
Answer 1: Yes.
Answer 2: No.
Answer 3: Not sure.

Skillset: Sterilise equipment.
Question: How does the Candidate sterilise equipment?
Answer 1: Thoroughly.
Answer 2: Not serious.
Answer 3: Contaminated.

Skillset: Perform health assessment.
Question: How is Candidate's health assessments of patients?
Answer 1: Mostly Accurate.
Answer 2: Mostly Inaccurate.
Answer 3: Not sure.

Skillset: Monitor vital signs.
Question: Does Candidate know how to check temperature?
Answer 1: Yes.
Answer 2: No.
Answer 3: Not sure.
Question: How is Candidate's ability in measuring patients' pulses?
Answer 1: Accurate.
Answer 2: Inaccurate.
Answer 3: Poor.
Question: Is Candidate able to observe patients' respiration level?
Answer 1: Yes.
Answer 2: No.
Answer 3: Not sure.
Question: Is Candidate able to measure blood pressure?
Answer 1: Yes.
Answer 2: No.
Answer 3: Not sure.

Fig. 8a

810

Question: What is Candidate's skill level in recording patient's pain score?
Answer 1: High.
Answer 2: Low.
Answer 3: Nil.

Skillset: Perform enteral tube feeding.
Question: Is Candidate able to perform enteral tube feeding?
Answer 1: Yes.
Answer 2: No.
Answer 3: Not sure.

Skillset: Oropharyngeal airway.
Question: Does Candidate know how to insert oropharyngeal airway?
Answer 1: Yes.
Answer 2: No.
Answer 3: Not sure.
Question: Is Candidate able to perform oropharyngeal suctioning?
Answer 1: Yes.
Answer 2: No.
Answer 3: Not sure.

Skillset: Manage controlled drugs.
Question: What is Candidate's level of care in managing controlled drugs?
Answer 1: Careful.
Answer 2: Careless.
Answer 3: No experience.

Fig. 8b

4950

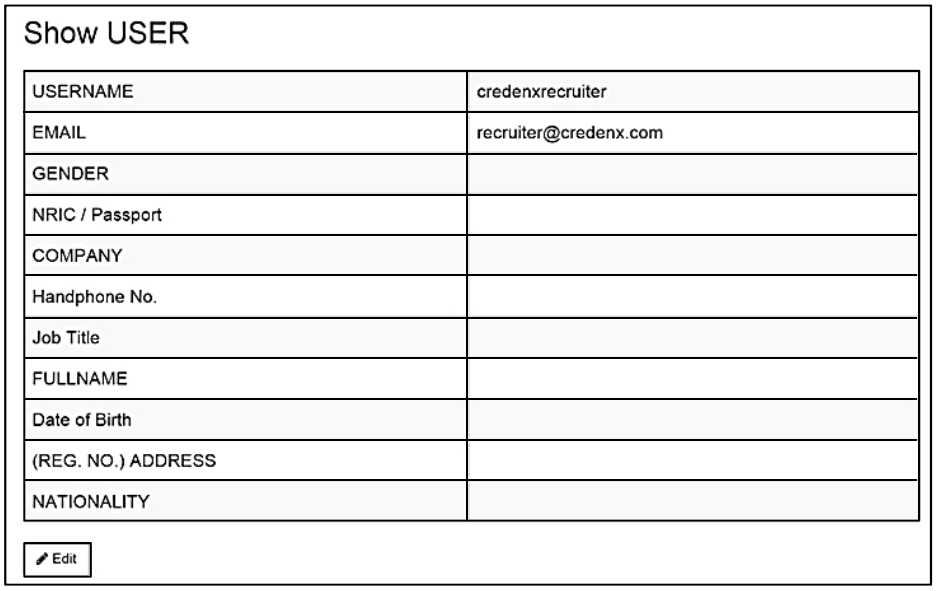


Fig. 9

5050

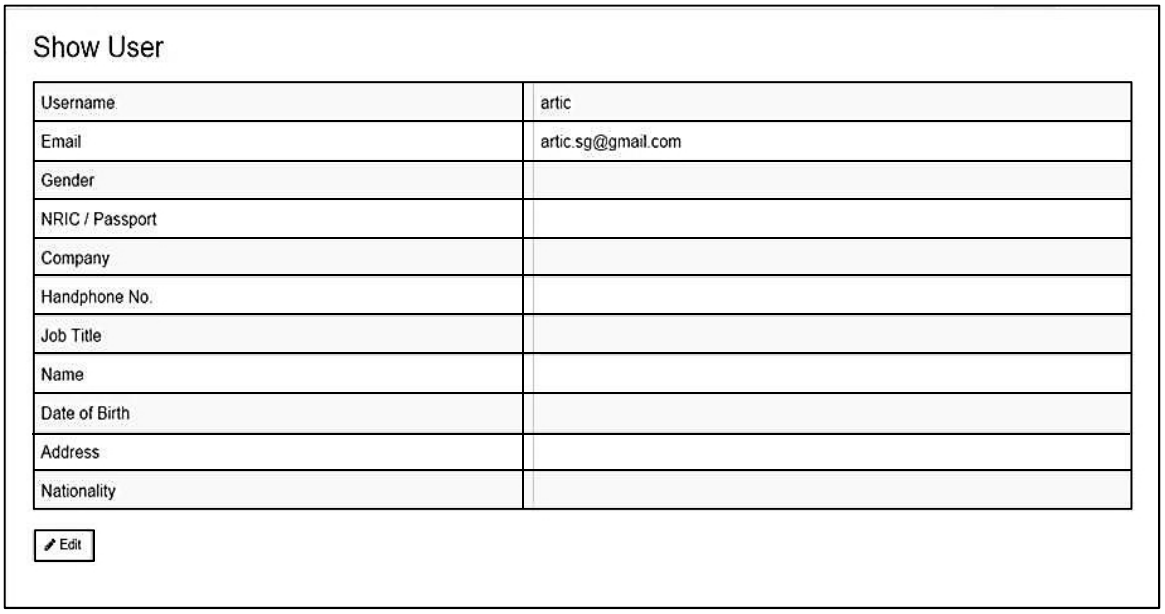


Fig. 10

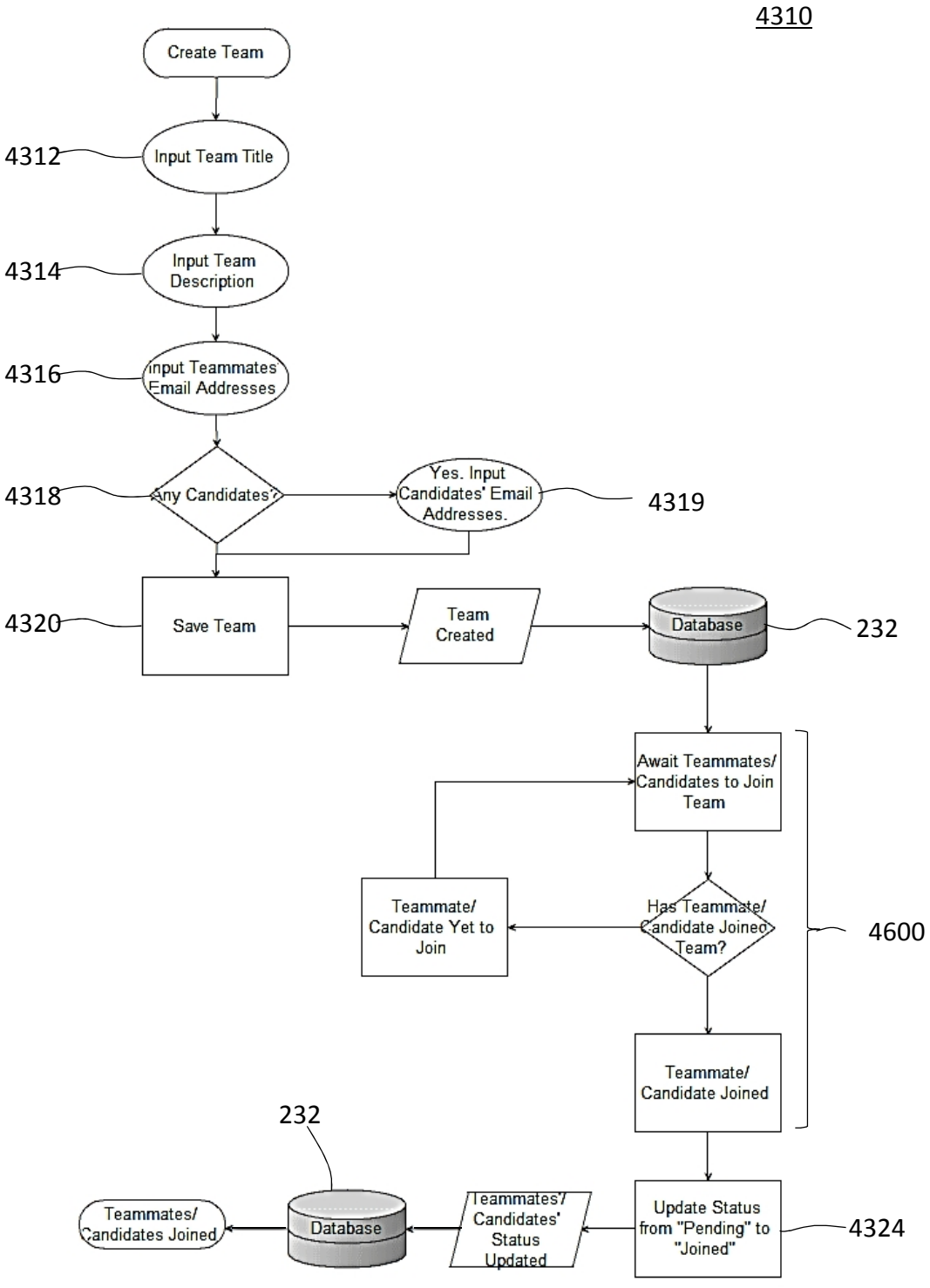

4310
Create Team
4312
Input Team Title
4314
Input Team Description
4316
Input Teammates' Email Addresses
4318
Any Candidates?
Yes. Input Candidates' Email Addresses.
4319
4320
Save Team
Team Created
Database
232
Await Teammates/ Candidates to Join Team
Teammate/ Candidate Yet to Join
Has Teammate/ Candidate Joined Team?
4600
Teammate/ Candidate Joined
232
Teammates/ Candidates Joined
Database
Teammates'/ Candidates' Status Updated
Update Status from "Pending" to "Joined"
4324

Fig. 11

4350

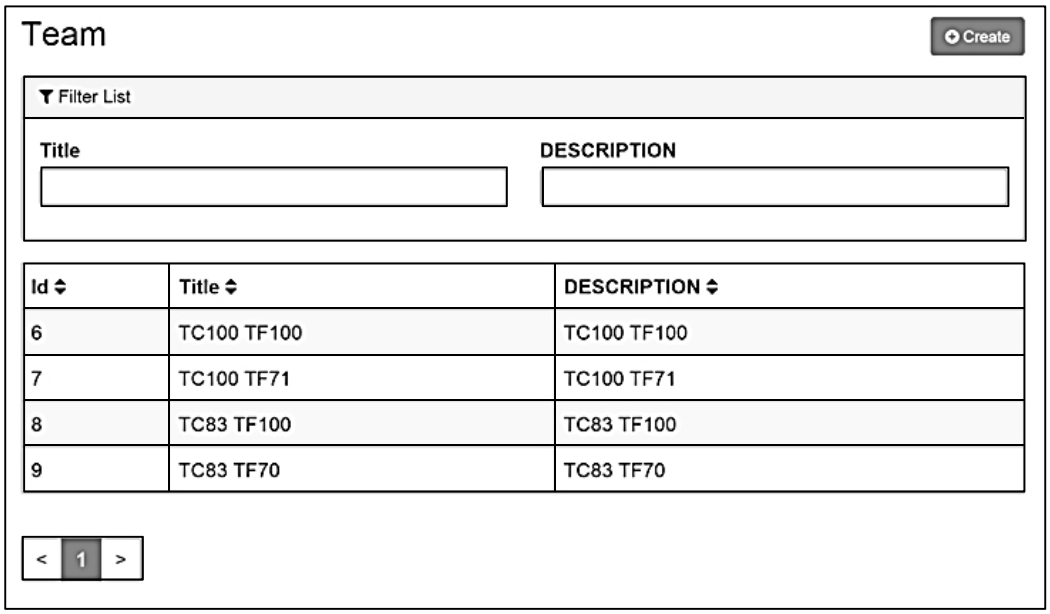


Fig. 12a

4360

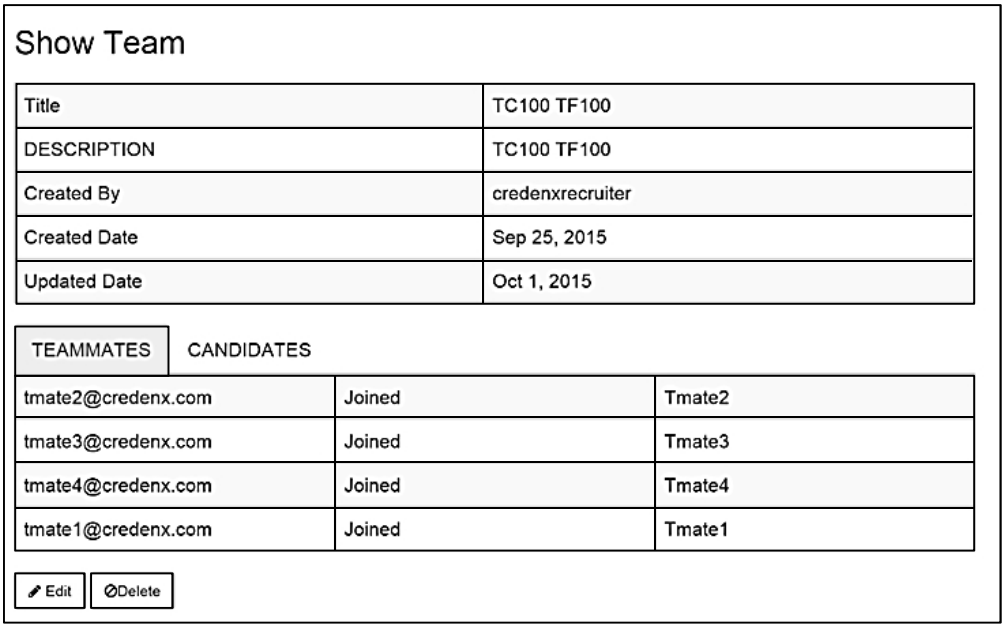


Fig. 12b

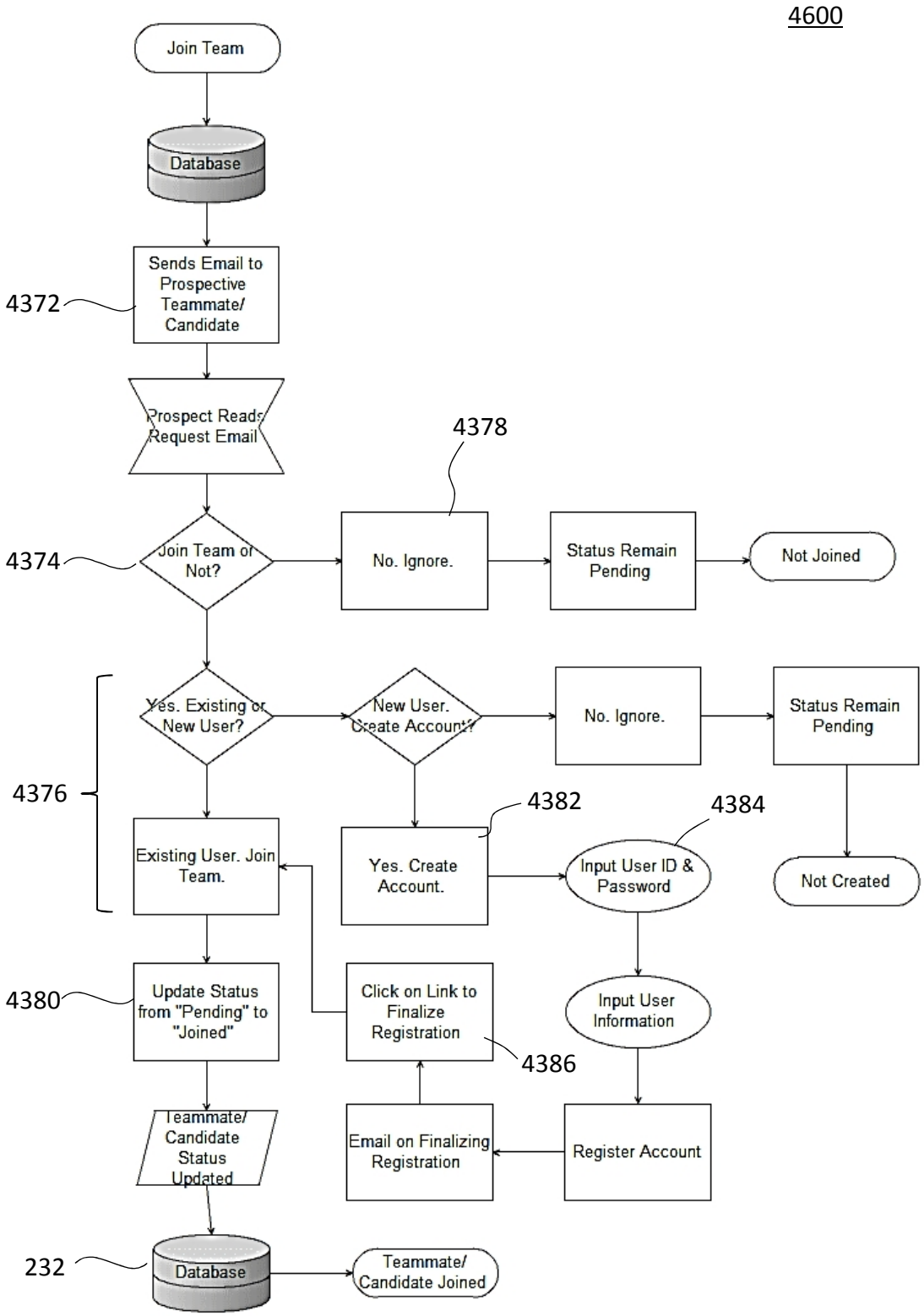

4600
Join Team
Database
Sends Email to Prospective Teammate/ Candidate
4372
Prospect Reads Request Email
4378
Join Team or Not?
4374
No. Ignore.
Status Remain Pending
Not Joined
Yes. Existing or New User?
New User. Create Account?
No. Ignore.
Status Remain Pending
4376
Existing User. Join Team.
Yes. Create Account.
4382
Input User ID & Password
4384
Not Created
Update Status from "Pending" to "Joined"
4380
Click on Link to Finalize Registration
Input User Information
4386
Teammate/ Candidate Status Updated
Email on Finalizing Registration
Register Account
232
Database
Teammate/ Candidate Joined

Fig. 13

1400


Timehatcher: Team Test Projects / 造时器：Test Projects团队
Please click here to participate in Timehatcher Reference Checking Projects for Team Test Projects.
New to Timehatcher? Create an Individual account using this email address tmate1@credenx.com. Remember to come back to this email to participate.
Request from:
credenxrecruiter
Credenx Pte. Ltd. (Recruit)
Timehatcher is a cloud-based reference checking software. Find out more at http://www.timehatcher.com.
Please do not reply to this message.
1410

Fig. 14

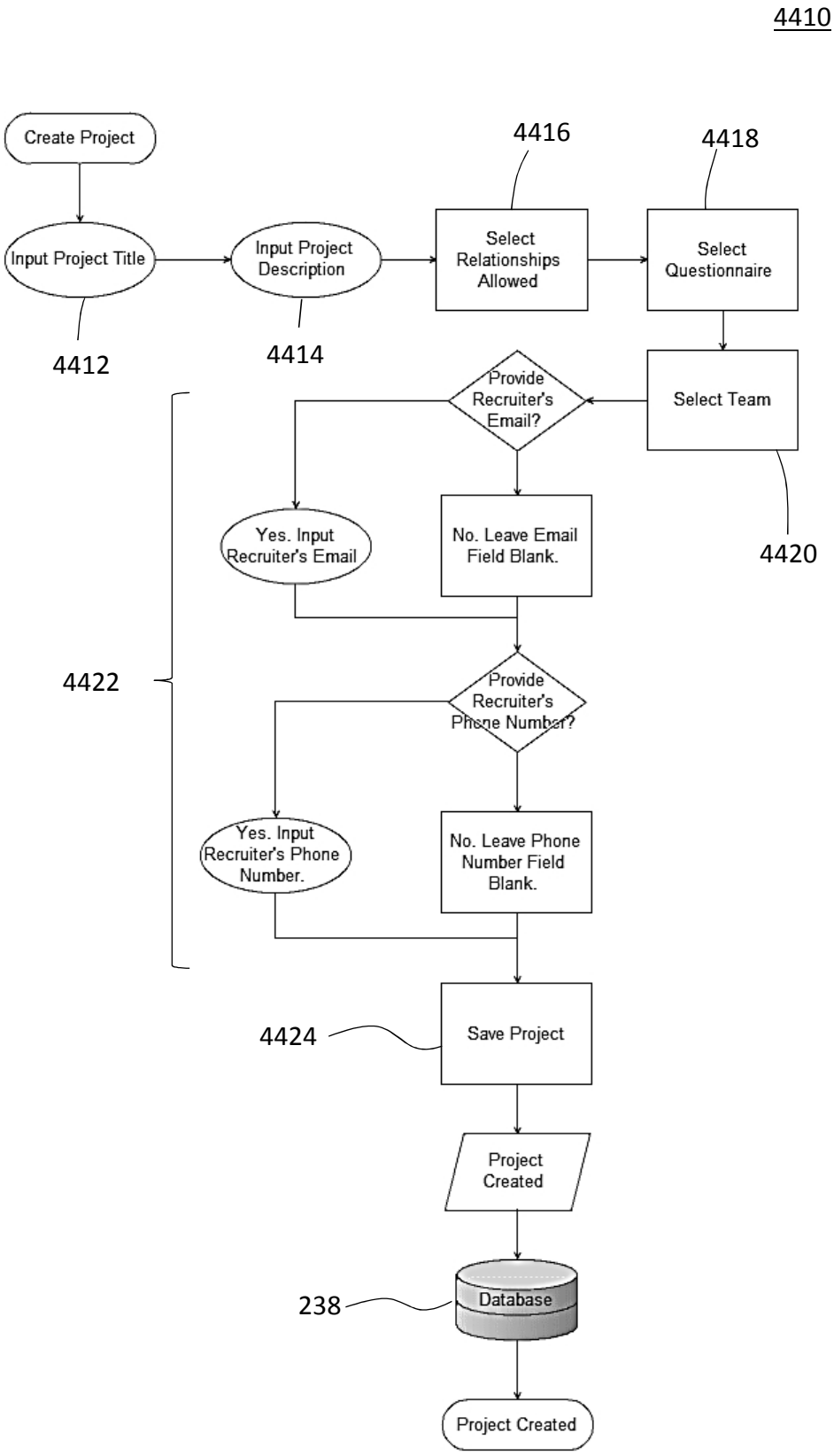

4410
Create Project
Input Project Title
4412
Input Project Description
4414
4416
Select Relationships Allowed
4418
Select Questionnaire
Select Team
4420
Provide Recruiter's Email?
Yes. Input Recruiter's Email
No. Leave Email Field Blank.
4422
Provide Recruiter's Phone Number?
Yes. Input Recruiter's Phone Number.
No. Leave Phone Number Field Blank.
4424
Save Project
Project Created
238
Database
Project Created

Fig. 15a

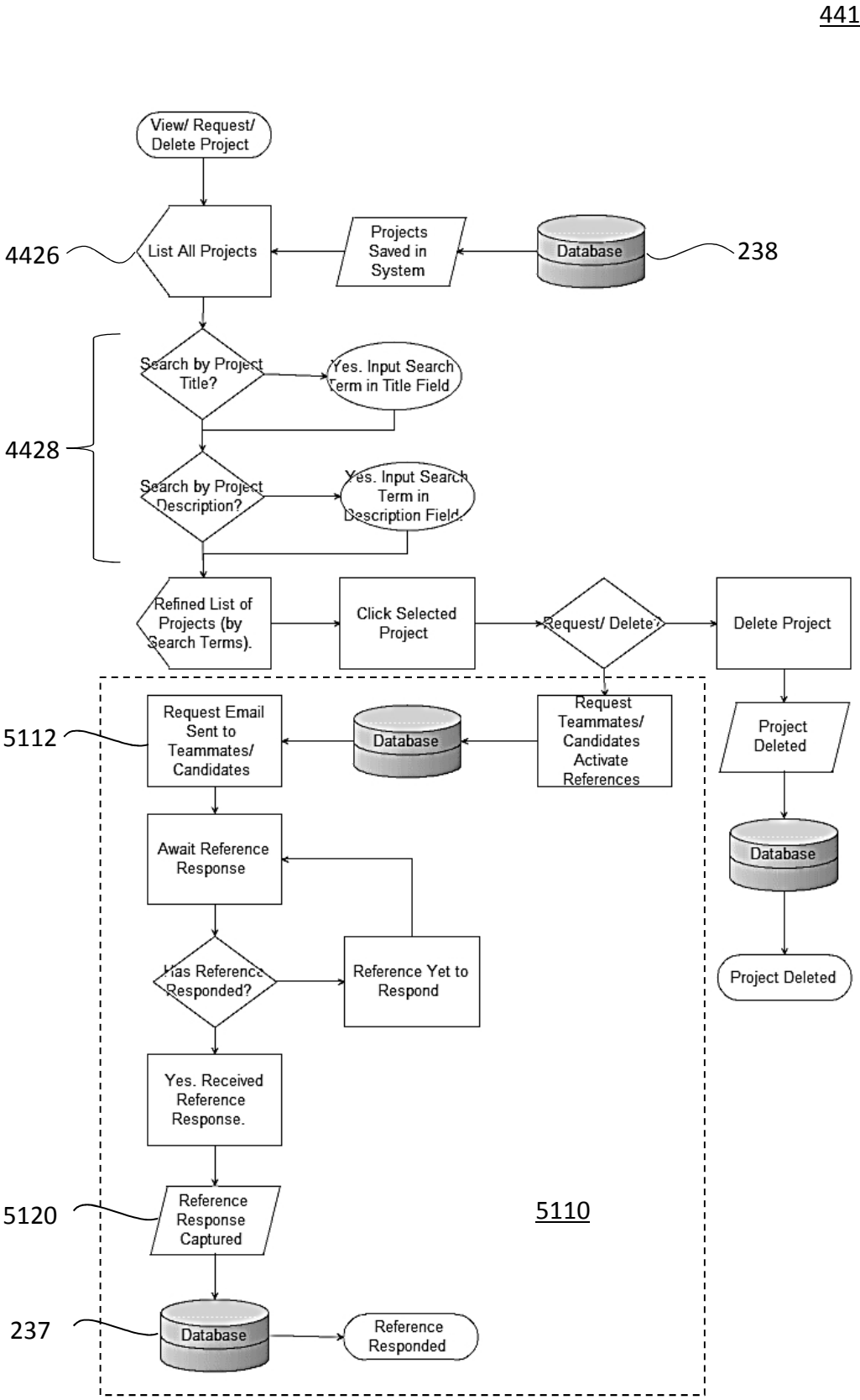

4412
View/ Request/ Delete Project
4426
List All Projects
Projects Saved in System
Database
238
4428
Search by Project Title?
Yes. Input Search Term in Title Field
Search by Project Description?
Yes. Input Search Term in Description Field.
Refined List of Projects (by Search Terms).
Click Selected Project
Request/ Delete?
Delete Project
5112
Request Email Sent to Teammates/ Candidates
Database
Request Teammates/ Candidates Activate References
Project Deleted
Database
Await Reference Response
Has Reference Responded?
Reference Yet to Respond
Project Deleted
Yes. Received Reference Response.
5120
Reference Response Captured
5110
237
Database
Reference Responded

Fig. 15b

4450

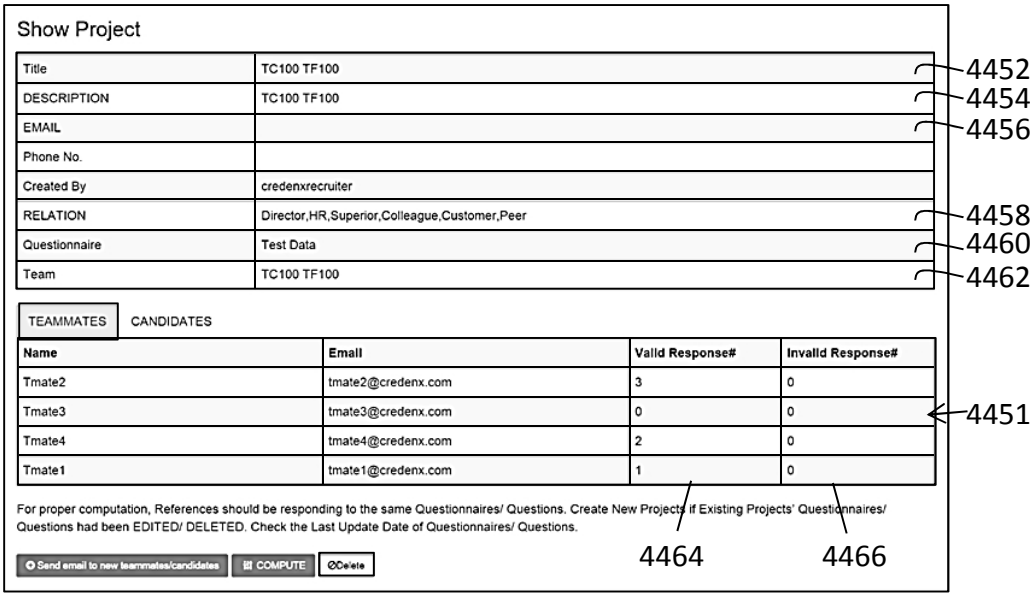

Show Project
Title
TC100 TF100
DESCRIPTION
TC100 TF100
EMAIL
Phone No.
Created By
credenxrecruiter
RELATION
Director,HR,Superior,Colleague,Customer,Peer
Questionnaire
Test Data
Team
TC100 TF100
TEAMMATES
CANDIDATES
Name
Email
Valid Response#
Invalid Response#
Tmate2
tmate2@credenx.com
3
0
Tmate3
tmate3@credenx.com
0
0
Tmate4
tmate4@credenx.com
2
0
Tmate1
tmate1@credenx.com
1
0
For proper computation, References should be responding to the same Questionnaires/ Questions. Create New Projects if Existing Projects' Questionnaires/ Questions had been EDITED/ DELETED. Check the Last Update Date of Questionnaires/ Questions.
Send email to new teammates/candidates
COMPUTE
Delete
4452
4454
4456
4458
4460
4462
4451
4464
4466

Fig. 16

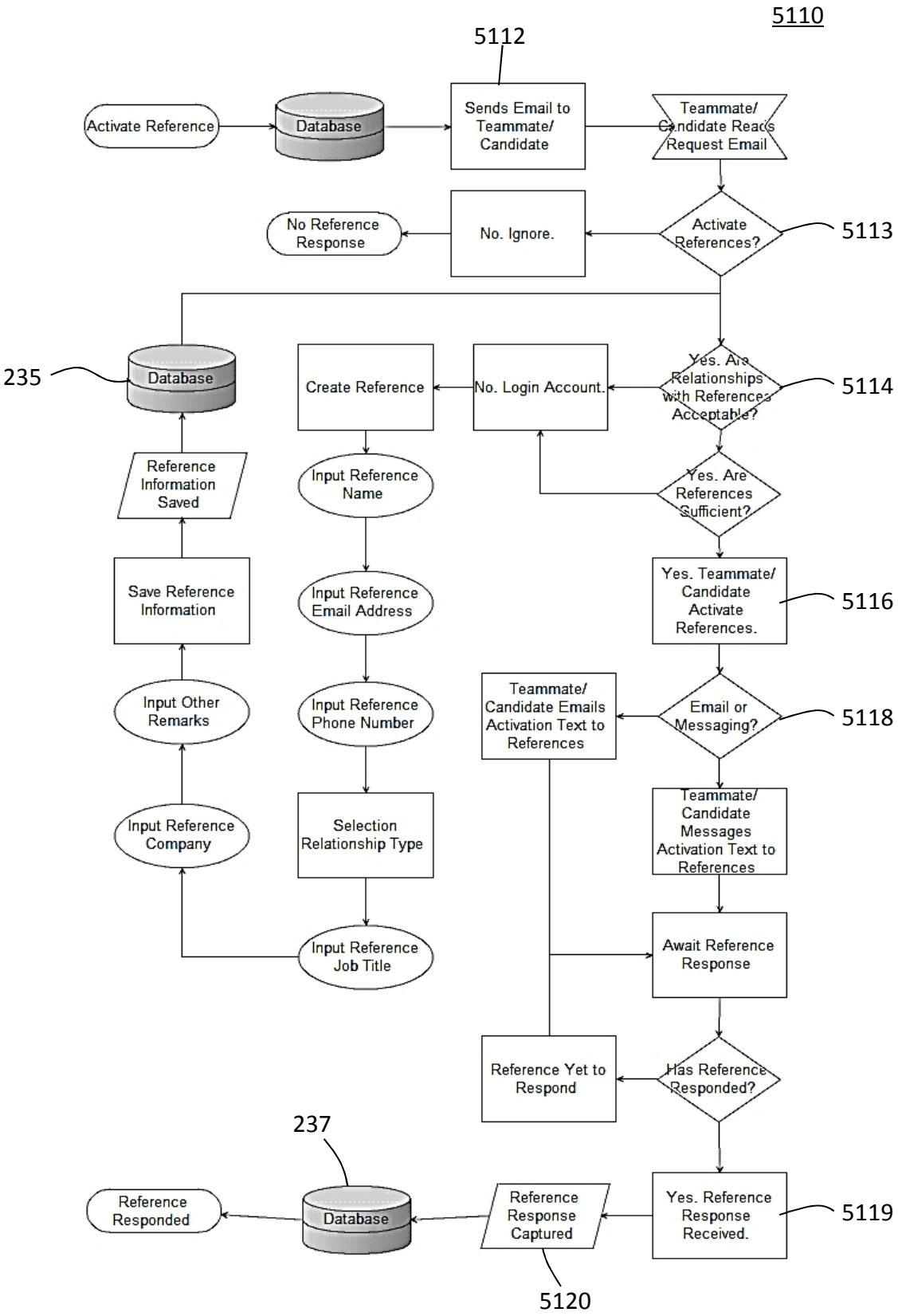

5110
5112
Activate Reference
Database
Sends Email to Teammate/ Candidate
Teammate/ Candidate Reads Request Email
Activate References?
5113
No. Ignore.
No Reference Response
235
Database
Create Reference
No. Login Account.
Yes. Are Relationships with References Acceptable?
5114
Reference Information Saved
Input Reference Name
Yes. Are References Sufficient?
Save Reference Information
Input Reference Email Address
Yes. Teammate/ Candidate Activate References.
5116
Input Other Remarks
Input Reference Phone Number
Teammate/ Candidate Emails Activation Text to References
Email or Messaging?
5118
Input Reference Company
Selection Relationship Type
Teammate/ Candidate Messages Activation Text to References
Input Reference Job Title
Await Reference Response
Reference Yet to Respond
Has Reference Responded?
237
Reference Responded
Database
Reference Response Captured
Yes. Reference Response Received.
5119
5120

Fig. 17

Timehatcher Reference Activation Request from Credenx Pte. Ltd. / 要求动员就业推荐人 - 造时器

请下翻阅读中文

credenxrecruiter (Credenx Pte. Ltd.) is requesting your co-operation in a Reference Checking Project. Please activate your References.

Project: TC100
Acceptable References: Director,HR

Have you provided Acceptable References?
Have you provided Enough References?
Please add/update References.
More Acceptable References may aid the Reference Checking to complete faster.

Please copy and paste following text to send to Acceptable References.
Please ensure Acceptable References have been add/update to be counted as valid. Then Recruiter can verify response authenticity.

Sending by SMS/App
Please access 10.0.1.5:8080/credenx/response/98ee008e22c04fe8b9b6a5612f0b1e9d?lang=en_US to be my Reference. Recruiter: credenxrecruiter (Credenx Pte. Ltd.) , recruiter@credenx.com , +65-62950120 .
http://www.timehatcher.com.

Sending by Email
Subject:
Timehatcher Reference Checking by Credenx Pte. Ltd.

Text:
Please access 10.0.1.5:8080/credenx/response/98ee008e22c04fe8b9b6a5612f0b1e9d?lang=en_US to be my Reference for Credenx Pte. Ltd. in a Reference Checking project.
Reference Checking Request from:
credenxrecruiter
Credenx Pte. Ltd.
recruiter@credenx.com
+65-62950120
Timehatcher is a cloud-based reference checking software. Find out more at http://www.timehatcher.com.

Please do not reply to this message.

Fig. 17a

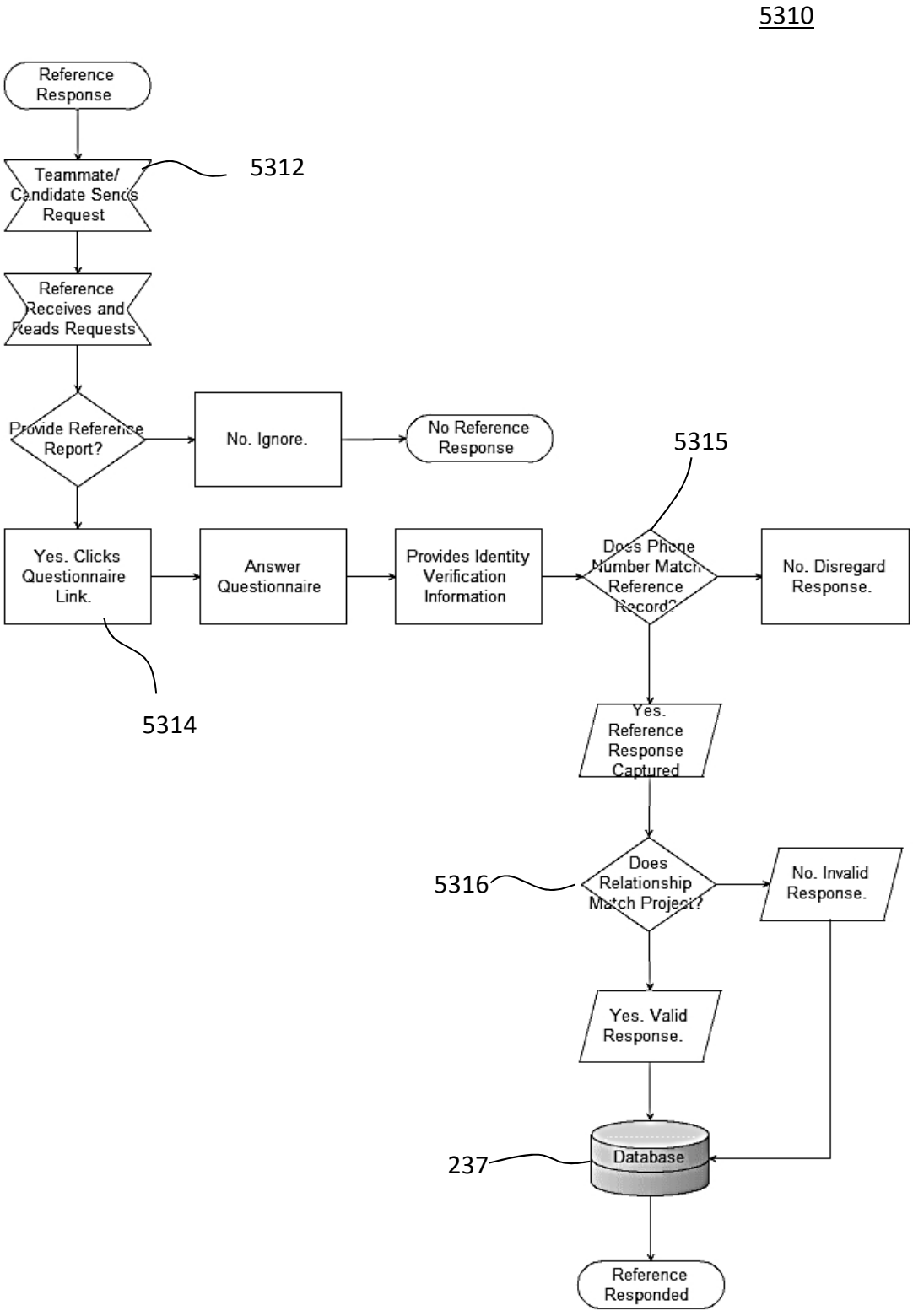

5310
Reference Response
Teammate/ Candidate Sends Request
5312
Reference Receives and Reads Requests
Provide Reference Report?
No. Ignore.
No Reference Response
5315
Yes. Clicks Questionnaire Link.
Answer Questionnaire
Provides Identity Verification Information
Does Phone Number Match Reference Record?
No. Disregard Response.
5314
Yes. Reference Response Captured
5316
Does Relationship Match Project?
No. Invalid Response.
Yes. Valid Response.
237
Database
Reference Responded

Fig. 18

1900

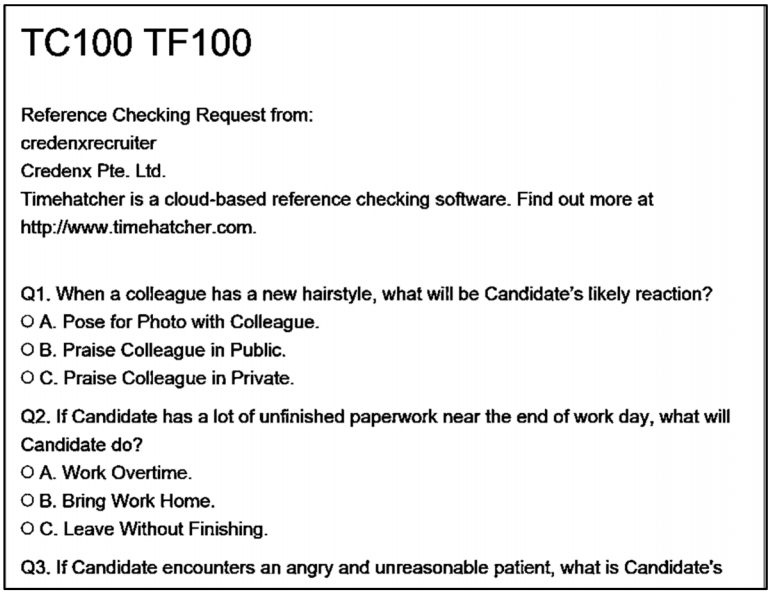


Fig. 19a

1900

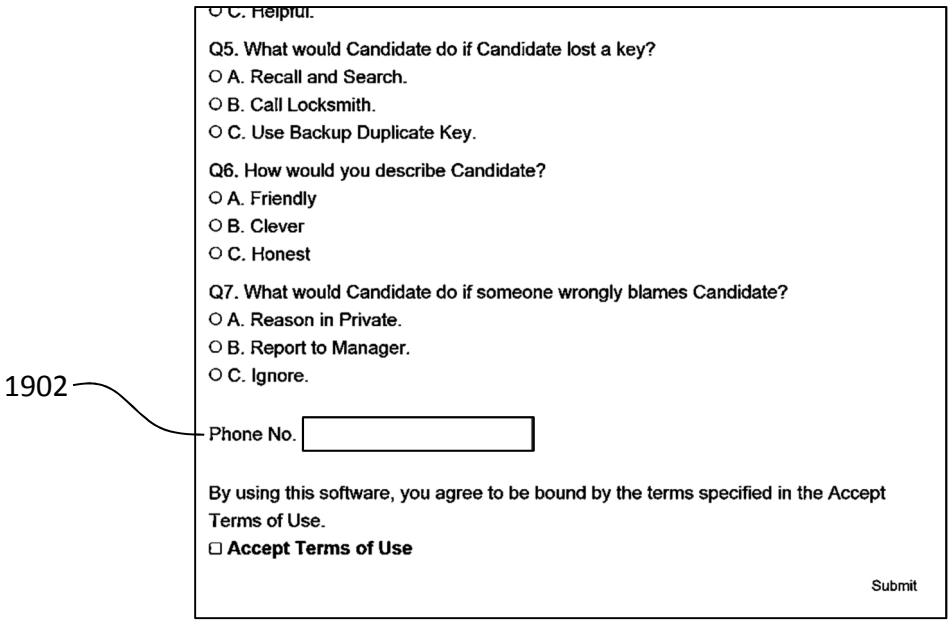


Fig. 19b

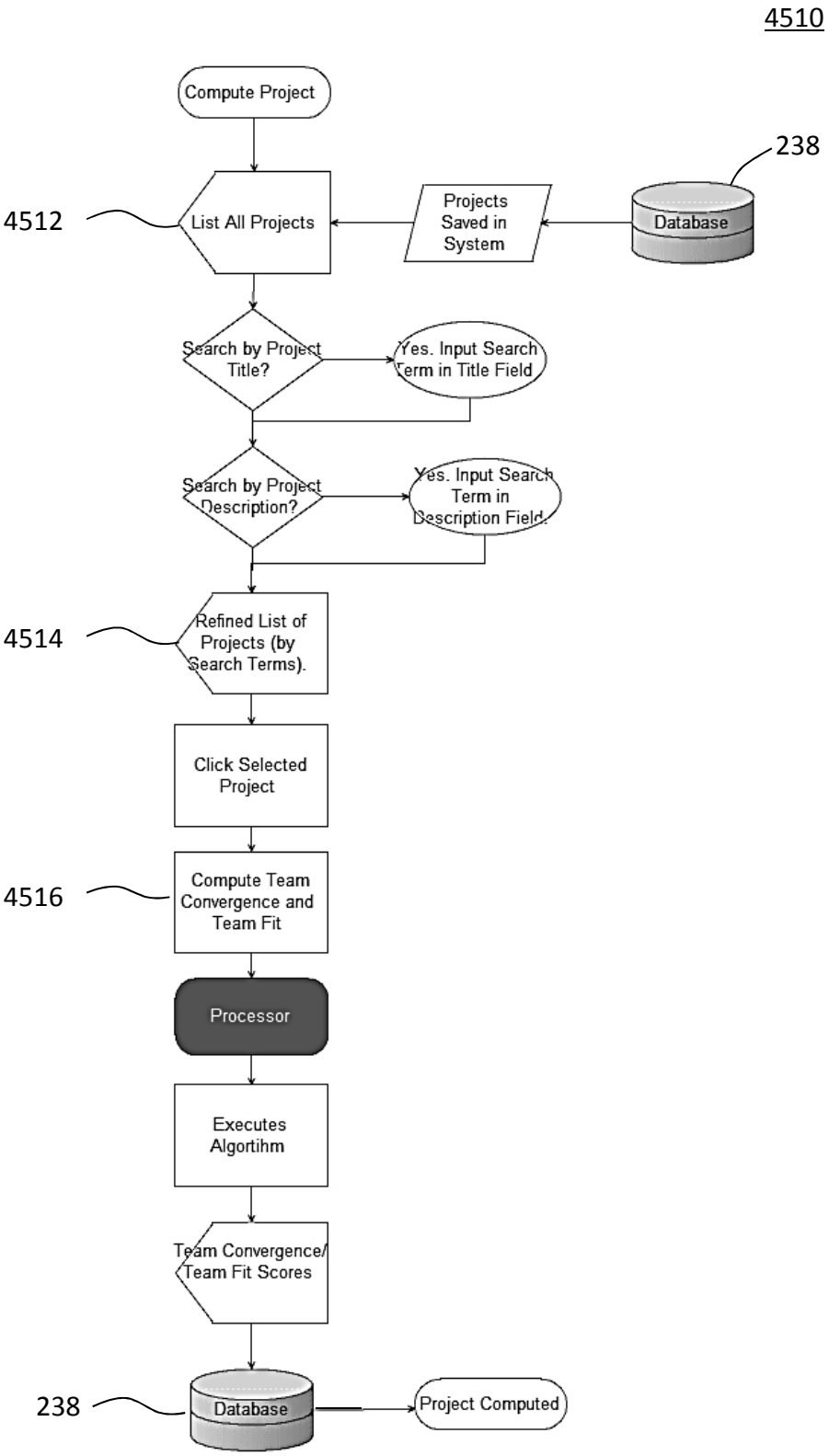

4510
Compute Project
238
4512
List All Projects
Projects Saved in System
Database
Search by Project Title?
Yes. Input Search Term in Title Field
Search by Project Description?
Yes. Input Search Term in Description Field.
4514
Refined List of Projects (by Search Terms).
Click Selected Project
4516
Compute Team Convergence and Team Fit
Processor
Executes Algortihm
Team Convergence/ Team Fit Scores
238
Database
Project Computed

Fig. 20

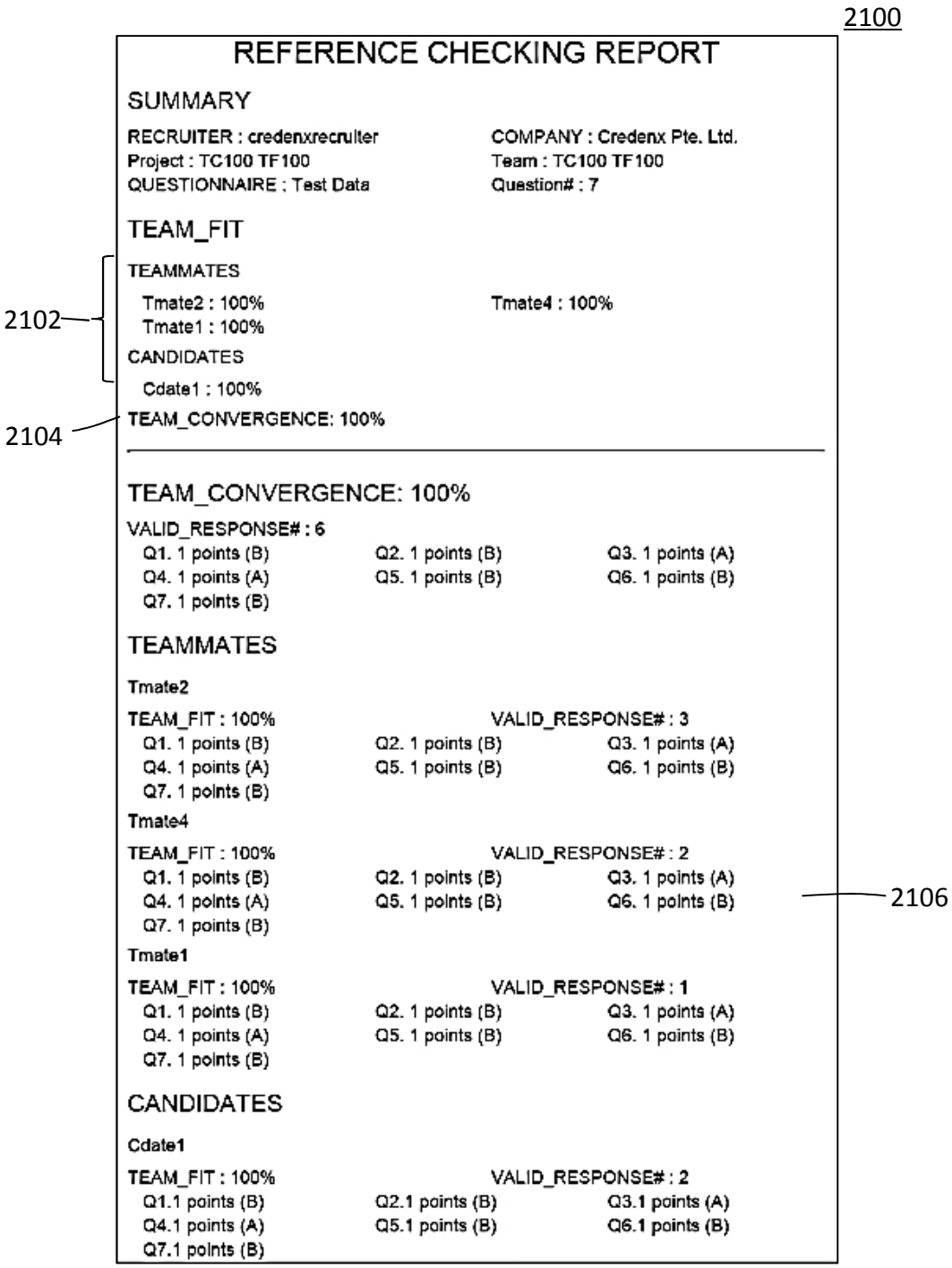

2100
REFERENCE CHECKING REPORT
SUMMARY
RECRUITER : credenxrecruiter
COMPANY : Credenx Pte. Ltd.
Project : TC100 TF100
Team : TC100 TF100
QUESTIONNAIRE : Test Data
Question# : 7
TEAM_FIT
TEAMMATES
Tmate2 : 100%
Tmate4 : 100%
Tmate1 : 100%
CANDIDATES
Cdate1 : 100%
TEAM_CONVERGENCE: 100%
2102
2104
TEAM_CONVERGENCE: 100%
VALID_RESPONSE# : 6
Q1. 1 points (B)
Q2. 1 points (B)
Q3. 1 points (A)
Q4. 1 points (A)
Q5. 1 points (B)
Q6. 1 points (B)
Q7. 1 points (B)
TEAMMATES
Tmate2
TEAM_FIT : 100%
VALID_RESPONSE# : 3
Q1. 1 points (B)
Q2. 1 points (B)
Q3. 1 points (A)
Q4. 1 points (A)
Q5. 1 points (B)
Q6. 1 points (B)
Q7. 1 points (B)
Tmate4
TEAM_FIT : 100%
VALID_RESPONSE# : 2
Q1. 1 points (B)
Q2. 1 points (B)
Q3. 1 points (A)
Q4. 1 points (A)
Q5. 1 points (B)
Q6. 1 points (B)
Q7. 1 points (B)
2106
Tmate1
TEAM_FIT : 100%
VALID_RESPONSE# : 1
Q1. 1 points (B)
Q2. 1 points (B)
Q3. 1 points (A)
Q4. 1 points (A)
Q5. 1 points (B)
Q6. 1 points (B)
Q7. 1 points (B)
CANDIDATES
Cdate1
TEAM_FIT : 100%
VALID_RESPONSE# : 2
Q1.1 points (B)
Q2.1 points (B)
Q3.1 points (A)
Q4.1 points (A)
Q5.1 points (B)
Q6.1 points (B)
Q7.1 points (B)

Fig. 21

4520

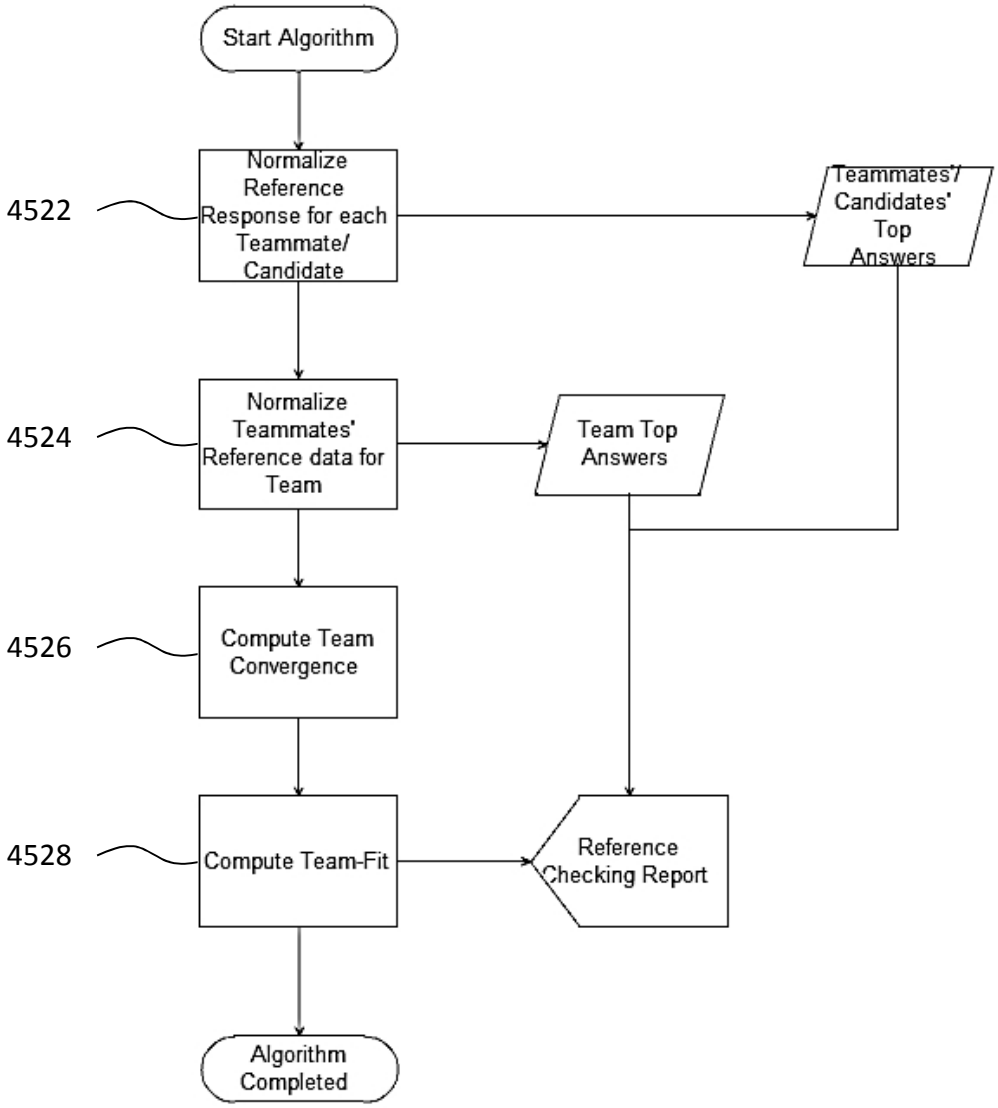

Start Algorithm
4522
Normalize Reference Response for each Teammate/ Candidate
Teammates'/ Candidates' Top Answers
4524
Normalize Teammates' Reference data for Team
Team Top Answers
4526
Compute Team Convergence
4528
Compute Team-Fit
Reference Checking Report
Algorithm Completed

Fig. 22

2300

Behavioural Quality: Attention to Detail.
Question: Is Candidate able to spot minor symptoms on patients?
Answer 1: Yes.
Answer 2: No.
Answer 3: Sometimes.
Question: How does Candidate read through the patient case files?
Answer 1: Thoroughly.
Answer 2: Focus on Critical Sections.
Answer 3: Glance Through.
Question: When a colleague has a new hairstyle, what will be Candidate's likely reaction?
Answer 1: Notice Immediately.
Answer 2: Praise Colleague.
Answer 3: Never Observe.

Behavioural Quality: Diligence.
Question: If Candidate has a lot of unfinished paperwork near the end of work day, what will she do?
Answer 1: Work Overtime.
Answer 2: Rush Job.
Answer 3: Leave Without Finishing.

Behavioural Quality: Patience.
Question: If Candidate encounters an angry and unreasonable patient, what is her response?
Answer 1: Listen Attentively.
Answer 2: Ignore.
Answer 3: Quarrel.

Behavioural Quality: Sociable.
Question: How would colleagues describe Candidate?
Answer 1: Friendly.
Answer 2: Introvert.
Answer 3: Unreasonable.

Fig.23a

2300

Behavioural Quality: Able to Handle Emergencies.
Question: If a patient has a cut, how would Candidate react?
Answer 1: Apply First Aid.
Answer 2: Scream.
Answer 3: Ignore.
Question: If patient choke on a fish ball, what would Candidate do?
Answer 1: Apply Heimlich Manoeuvre.
Answer 2: Call Manager.
Answer 3: Scream.
Question: How would Candidate handle a three-patient emergency?
Answer 1: Triage and Prioritize.
Answer 2: Help Everyone Simultaneously.
Answer 3: Freeze.
Question: What would Candidate do if she lost a key?
Answer 1: Recall and Search.
Answer 2: Scold Other People.
Answer 3: Use Backup Duplicate Key.

Fig.23b