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- (71) Applicant (for all designated States except US): **ECON-  
TINUUM, LLC** [US/US]; Suite 203, 3948 West 50th  
Street, Minneapolis, MN 55424 (US).
- (72) Inventor; and
- (75) Inventor/Applicant (for US only): **BROBERG, Orrin,  
R.** [US/US]; 5229 Minnehaha Boulevard, Edina, MN  
55424 (US).
- (74) Agents: **HEMPHILL, Stuart, R.** et al.; **DORSEY &  
WHITNEY LLP**, Suite 1500, 50 South Sixth Street,  
Minneapolis, MN 55402-1498 (US).
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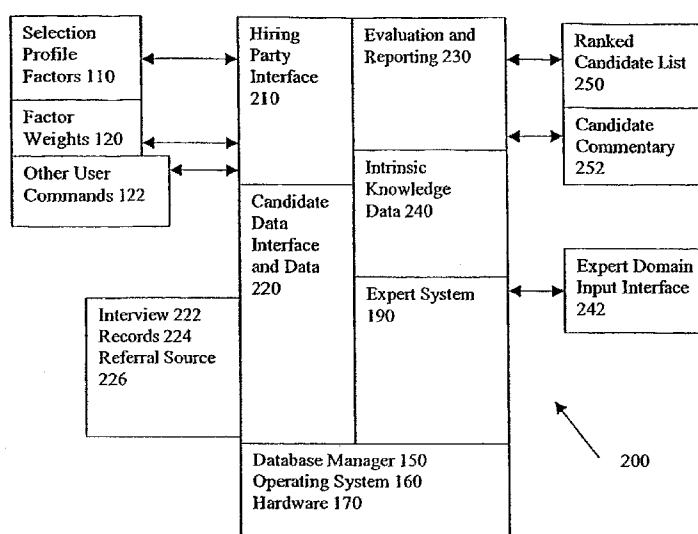
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ance Notes on Codes and Abbreviations" appearing at the begin-  
ning of each regular issue of the PCT Gazette.

- (54) Title: METHOD AND APPARATUS FOR CANDIDATE EVALUATION



- (57) Abstract: A system for evaluating candidates including defining a plurality of selection profile factors, each with a set of two or more responsive characteristics applicable to a candidate; defining a scoring schema associated with each set of two or more responsive characteristics, each responsive characteristic having an associated scoring value based on intrinsic knowledge; defining a weighting vector containing a weighting value for one or more of the plurality of selection profile factors; accessing data representing responsive characteristics of one or more candidates for the plurality of selection profile factors; and developing an evaluation of each candidate's responsive characteristics relevant to the selection profile factors, said evaluation comprising determining scoring values associated with the candidate responsive characteristics and applying to the determined scoring values a weighting value corresponding to the selection profile factor, then aggregating for each candidate the resulting weighted scoring values for the responsive characteristics of such candidate.

**A. CLASSIFICATION OF SUBJECT MATTER**

IPC(8): G06F 11/34; H04M 3/51 (2007.01)

USPC: 705/11

According to International Patent Classification (IPC) or to both national classification and IPC

**B. FIELDS SEARCHED**Minimum documentation searched (classification system followed by classification symbols)  
705/11Documentation searched other than minimum documentation to the extent that such documents are included in the fields searched  
705/1, 11, 12, 14, 17, 60, 50 (keyword limited - see search terms below)

Electronic data base consulted during the international search (name of data base and, where practicable, search terms used)

WEST - terms: evaluate, candidate, score, weigh\$, orrin, broberg, eContinuum

GOOGLE SCHOLAR - terms: candidate, job, score, weigh, weight, evaluate, evaluation, vector, parameters, hire, and hiring

**C. DOCUMENTS CONSIDERED TO BE RELEVANT**

Category*	Citation of document, with indication, where appropriate, of the relevant passages	Relevant to claim No.
X ----- Y	US 5,717,865 A (Stratmann) 10 February 1998 (10.02.1998), col. 4, ln 64-67, column 5, ln 1-24 and figures 1, 2, and 10.	1-5, 9-15, 19-25, 29, 30 ----- 6-8, 16-18, 26-28
Y	US 2003/0229510 A1 (Kerr) 11 December 2003 (11.12.2003), pg. 10, col. 1, claim 1, ln 3-4.	6-8, 16-18, 26-28
A,P	US 2006/0047530 A1 (So et al.) 02 March 2006 (02.03.2006), entire document and figures 2, 3, 6, 9, 10, 11, 14, 16, and 19	1-30
A,P	US 2005/0240457 A1 (Connally et al.) 27 October 2005 (27.10.2005), entire document.	1-30
A,P	US 2005/0278205 A1 (Kato) 15 December 2005 (15.12.2005), entire document.	1-30
A	US 2002/0198765 A1 (Magrino et al.) 26 December 2002 (26.12.2002), entire document.	1-30

☐ Further documents are listed in the continuation of Box C.**\* Special categories of cited documents:**

"A" document defining the general state of the art which is not considered to be of particular relevance

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Authorized officer:

Lee W. Young

PCT Helpdesk: 571-272-4300  
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