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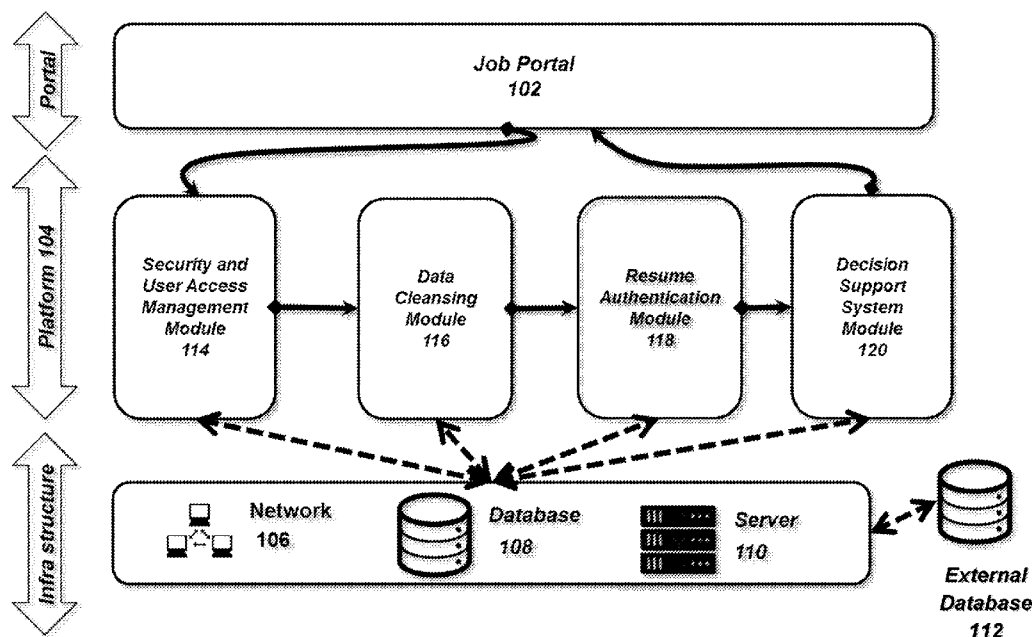


FIGURE 1.0

(57) **Abstract:** The present invention relates to a system and method for authenticating resumes in a web-based job portal. In particular, the present invention provides authentication of the resume by automatically screening a large number of resumes upon uploading the resumes onto the job portal (102) to eliminate the resume with falsified information. The present invention utilizes a job portal (102) for receiving the resume submitted by a jobseeker, a platform having a plurality of modules (104) and a network infrastructure (106) coupled with at least one database (108), a server (110), and an external database (112) to communicate with the job portal application and the plurality of modules (104). The plurality of modules (104) within the platform are at least one Security and User Access Management Module (114), at least one Data Cleansing Module (116), at least one Resume Authentication Module (118) and at least one Decision Support System Module (120).

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SYSTEM AND METHOD FOR AUTHENTICATING RESUMES

FIELD OF INVENTION

The present invention relates to a system and method for authenticating resumes in a web-based portal. In particular, the present invention provides authentication of the resume by automatically screening a large number of resume in a job portal to identify bona-fide jobseeker and to eliminate resume with falsified information.

BACKGROUND OF INVENTION

Currently, a job portal or a career portal is an online job board that enables jobseekers to find relevant job openings and allows them to deposit their resumes and submit the same to be reviewed by the potential employer. On the other hand, the job portal enables employers to post job opening advertisement to search for potential employees. According to statistics provided by a national job portal of Malaysia, JobsMalaysia, total number of new registration who apply for job through the portal for the year of 2016 and 2017 are 184,117 people. The data indicates a large number of jobseekers hunting for jobs through job portals. Therefore, processing of job application is time consuming whereby an employer or a recruiter is required to screen each of the resume submitted through the portal thoroughly.

In order to minimize time taken for processing job application, identifying the resume with falsified information and purging the same prior to screening the resume may be necessary. The resume with falsified information or a fake resume is the resume which was altered to benefit jobseeker in demanding a higher salary or applying for a job that requires specific experience without having the requisite experience in one's previous work. Certainly, screening the fake resume will increase job application processing time as large numbers of resumes are required to be screened, and even worse, jobseekers using the fake resume may be hired and bona-fide jobseeker's application may be refused.

United States Patent Application Publication No. US 20100070492 A1 (hereinafter referred to as the US 492 Publication) entitled "System And Method for Resume Verification and Recruitment" having a filing date of 30 September 2008 (Applicant: Kelsa Info Comm Services Private Limited) discloses method and system for matching a candidate with prospective employers. The US 492 A1 Publication discloses that the resume is validated by calculating quantitative score (based on plurality of verified data and plurality of connections), qualitative score (based on plurality of parameters – criteria based), and credibility score (indicator of the authenticity of records in the resume). Further, in the US 492 A1 Publication, the resume with falsified data is screen out. Also, the US 492 A1

Publication offers voice print module for recording voice of job applicant as one of the authentication tool.

5 United States Patent No. US 6714944 B1 (hereinafter referred to as the US 944 Patent) entitled "System and Method for Authenticating and Registering Personal Background Data" having a filing date of 23 December 1999 (Applicant: VeriVita LLC) discloses system and method for authenticating and registering personal background data. In the US 944 B1 Patent, verifiable components such as present and previous candidate's employers, dates of employment by each aforementioned employer, positions held at each employer and the
10 dates such positions were held was used in authentication process. The US 944 B1 Patent also utilizes third parties, whereby government agencies may be used in the authentication process. The US 944 B1 Patent also discloses that jobseeker is able to provide potential employer with access to pre-authenticated background data.

15 United States Patent Application Publication No. US 20060287970 A1 (hereinafter referred to as the US 970 Publication) entitled "System for Verification of Job Applicant Information" having a filing date of 31 May 2005 (Applicant: International Business Machines Corp) discloses system for automatically screening resumes and/or job admission applications for false information as well as for specific factors that make a particular candidate non-suitable
20 for a particular job or school. The US 970 A1 Publication also provides verification of previous work experience and authentication of the resumes by utilizing information or data from third party (i.e. government agencies). The US 970 A1 Publication also discloses verification on work experience based on the information filled by the applicants, such as years of working, company's address, email address, automated request to previous
25 company for verifying the applicant.

As outlined above, various systems and methods have been developed to authenticate resumes. However, it is desirable to provide an automated authentication of resumes for large number of resumes immediately after uploading the same onto online job portal and to
30 purge or eliminate the fake resume from online job portal.

SUMMARY OF INVENTION

The present invention consists of features and a combination of parts hereinafter fully described and illustrated in the accompanying drawings, it being understood that various changes in the details may be made without departing from the scope of the invention or
5 sacrificing an of the advantages of the present invention.

One aspect of the present invention provides a system (100) for authenticating resumes in a web-based portal comprising a job portal (102) for receiving the resume submitted by a jobseeker and providing job matching to the jobseeker; a platform having a plurality of
10 modules (104); a network infrastructure (106) coupled with at least one database (108), a server (110), and an external database (112) to communicate with the job portal and the plurality of modules (104).

The plurality of modules within the platform (104) further comprises at least one Security and
15 User Access Management Module (114) for: providing knowledge-based and token-based authentication with centralized user management utilizing an established protocol and machine readable instructions; providing fine-grained authorization control to restrict the resumes based on specified attributes; and providing customized access control to match organizational policies; at least one Data Cleansing Module (116) for extracting and
20 cleansing unclean information within the resume; at least one Resume Authentication Module (118) for validating jobseeker's information in the resume; and at least one Decision Support System Module (120) for determining and providing instructions based on the resume authenticity by utilizing user inputs, data retrieved, and predefined rules.

Another aspect of the present invention provides that the database (108) further comprises a
25 database table (200a) with plurality of tables for populating extracted and cleaned information retrieved from the resumes.

A further aspect of the present invention provides that the Resume Authentication Module
30 (118) further comprises Growth Rectangles whereby at least two graphs is utilized for authenticating the resumes.

Further, the present invention provides that the information in the resume includes prior
working experience and salary information.

Yet another aspect of the present invention provides that a method (200) for authenticating
35 resumes in web-based portal comprising steps of authenticating access of a jobseeker for

accessing an online job portal through at least one Security and User Access Management Module (202); uploading the resume onto the job portal to the jobseeker's profile (204); extracting and eliminating unwanted and unclean information through at least one Data Cleansing Module (206); storing extracted and cleaned information in at least one database which utilizes a database table (208); validating the resume based on information obtained from the database table against the information obtained from an external database through at least one Resume Authentication Module (210); determining authenticity of the resume by utilizing at least one Decision Support System Module (212); retaining the resume for further job matching process if the resume is authentic (214); and purging the resume from the job portal if the resume is not authentic (216).

Validating the resume based on the information obtained from the database table against the information obtained from an external database through at least one Resume Authentication Module (210) further comprising steps of (300): obtaining current employment status from employment status table within the database table (302); obtaining list of prior working experience from jobseeker experience table within the database table (304); obtaining and selecting the information from the external database (306); grading resume by utilizing Growth Rectangles (308); and applying decision to retain or to purge resume from the job portal by utilizing Resume Decision Table (310).

Another aspect of the present invention provides that grading the resume by utilizing Growth Rectangles (308) further comprising steps of (400): extracting salary growth information from jobseeker experience table (402); plotting extracted salary growth information as Salary Growth Rectangle graph (404); extracting income growth information from the external database (406); plotting extracted income growth information as Income Growth Rectangle graph (408); comparing Salary Growth Rectangle graph with Income Growth Rectangle graph (410); and applying grade to the resume based on the comparison output (412).

Yet another aspect of the present invention provides that applying decision to retain or to purge the resume from the job portal by utilizing a Resume Decision Table (310) further comprising steps of (500) extracting number of income tax filing gaps over specified years based on data retrieved from the external database (502); determining number of income tax filing gaps (504); retaining the resume for further job matching process if number of income tax filing satisfies criteria stipulated in the Resume Decision Table (506); and purging the resume if number of income tax filing does not satisfy criteria stipulated in the Resume Decision Table (508).

The present invention consists of features and a combination of parts hereinafter fully described and illustrated in the accompanying drawings, it being understood that various changes in details may be made without departing from the scope of the invention or sacrificing any of the advantages of the present invention.

BRIEF DESCRIPTION OF ACCOMPANYING DRAWINGS

To further clarify various aspects of some embodiments of the present invention, a more particular description of the invention will be rendered by references to specific embodiments thereof, which are illustrated in the appended drawings. It is appreciated that these drawings
5 depict only typical embodiments of the invention and are therefore not to be considered limiting of its scope. The invention will be described and explained with additional specificity and detail through the accompanying drawings.

Figure 1.0 illustrates a general system architecture of the present invention for
10 authenticating resumes in a web-based portal.

Figure 2.0 is a flowchart illustrating a general methodology of the present invention for authenticating the resumes in a web-based portal.

Figure 2.0a illustrating a database table for storing information obtained from the resumes.
15

Figure 3.0 is a flowchart illustrating steps involved in validating the resume based on the information obtained from the database table against the information obtained from an external database through at least one Resume Authentication Module.
20

Figure 4.0 is a flowchart illustrating steps involved in grading the resume by utilizing Growth Rectangles.

Figures 4.0a illustrating an example of Growth Rectangles to authenticate the resumes.
25

Figure 5.0 is a flowchart illustrating steps involved in applying decision to retain or to purge the resumes from a job portal through at least one Decision Support System Module.

Figure 5.0a illustrates an example of a decision table utilized for purging or retaining the
30 resumes.

Figure 5.0b illustrates an example of a graph with number of income tax filing based on the information retrieved from the external database.

DETAILED DESCRIPTION OF THE PREFERRED EMBODIMENTS

The present invention relates to a system and method for authenticating resumes in a web-based portal. In particular, the present invention provides authentication of the resume by automatically screening a large number of resume upon uploading the resume onto the job portal to identify the bona-fide jobseeker and to eliminate the resume with falsified information. Hereinafter, it is to be understood that limiting the description to the preferred embodiments of the invention is merely to facilitate discussion of the present invention and it is envisioned without departing from the scope of the appended claims.

Reference is first made to Figure 1.0 which is a schematic diagram illustrating a general system architecture of the present invention for authenticating the resumes in a web-based portal. As illustrated in Figure 1.0, the system (100) for authenticating the resumes in a web-based portal are divided into three tiers namely a job portal (102), a platform having a plurality of modules (104) and a network infrastructure (106).

The present invention provides that the network infrastructure (106) is coupled with at least one database (108), a server (110) and an external database (112) for communicating with the job portal (102) and the platform (104). It is provided herein that the external database (112) may be a database of government agencies which including income tax filing database. The present invention further provides that the job portal (102) for receiving the resume submitted by a jobseeker and for providing job matching to the jobseeker upon authenticating the resume. It is provided herein that the resume includes information relating to prior working experience and salary information.

The platform (104) comprises at least one Security and User Access Management Module (114), at least one Data Cleansing Module (116), at least one Resume Authentication Module (118) and at least one Decision Support System Module (120). The Security and User Access Management Modules (114) provides knowledge-based and token-based authentication with centralized user management by utilizing an established protocol and machine readable instructions to provide access to the jobseeker for submitting the resume. Further, the Security and User Access Management Modules (114) also provides fine-grained authorization control to restrict the resumes submitted onto the job portal (102) based on specific attributes such as prior working experience and salary information. The Security and User Access Management Modules (114) also provides customized access control to a person in charge for managing organization's human resource policies.

Further, the Data Cleansing Module (116) extracts, populates and cleanses unclean information within the resume submitted by the jobseeker. The Resume Authentication Module (118) validates jobseeker's prior working experience and salary information based on the extracted and cleaned information populated in a database table (200a) against the information retrieved from the external database (112). It is provided herein, that the Resume Authentication Module (118) further comprises Growth Rectangles whereby at least two graphs will be utilized for authenticating the resumes. The present invention further provides that the Decision Support System Module (120) determines and provides instructions based on the resume authenticity by utilizing user inputs, the information retrieved, and predefined rules set by a hiring organization.

Reference is now made to Figure 2.0 wherein Figure 2.0 is a flowchart illustrating a general methodology (200) of the present invention for authenticating the resumes in the web-based portal. As illustrates in Figure 2.0, authenticating the resume in the web-based portal (102) is first initiated by authenticating access of the jobseeker for accessing the job portal through the Security and User Access Management Platform (114) (202). The jobseeker access to the job portal (102) is authenticated to secure the jobseeker's user profile in the job portal (102) whereby every jobseeker is able to create a user profile in the job portal (102) for inputting personal information, submitting the resumes and managing user profiles. Thereafter, the jobseeker is required to upload the resume onto the job portal (102) to the jobseeker's profile (204). Next, the resume submitted to the job portal (102) is extracted and cleaned whereby unwanted and unclean information in the resume is eliminated (206) for populating the same accordingly in the database table (200a). The extracted and cleaned information are later stored in the database (108) whereby the information is populated accordingly to respective tables in the database table (200a) (208).

Thereafter, the jobseeker's resume uploaded onto the job portal (102) is validated based on the information obtained from the database table (200a) against the information obtained from an external database (112) through at least one Resume Authentication Module (118) (210). It is provided that the Resume Authentication Module (118) validates the information relating to the jobseeker's prior working experience and salary information against the information retrieved from the external database (112) to determine the authenticity of the resume by utilizing the Decision Support System Module (120) (212). It is provided that if the resume is authentic and satisfies the organization's hiring policy, the resume will be retained in the job portal (102) for job matching process (214). However, if the resume is determined to be not authentic, the resume will be purged from the job portal (102) (216).

Reference is now made to Figure 2.0a. Figure 2.0a illustrates the database table (200a) for storing the information relating to jobseeker's prior working experience and salary information. As illustrated in Figure 2.0a, the database table (200a) having a plurality of tables respectively for each information. The information retrieved from the resume is
5 cleaned, transformed and subsequently stored in the database (108) whereby the information is stored accordingly to the respective table.

Reference is now made to Figure 3.0. Figure 3.0 is a flowchart illustrating steps involved in validating the resume based on the information provided in the resume obtained from the
10 database table (200a) against the information obtained from the external database (112) through the Resume Authentication Module (118). As illustrated in Figure 3.0, the step (300) is initiated by obtaining current employment status from employment status table (204a) within the database table (200a) (302). Subsequently, list of prior working experience is also obtained from jobseeker experience table (202a) (304).

15 Thereafter, the relevant information relating to prior working experience and salary information of the jobseeker are obtained from the external database (112) (306). Upon obtaining the relevant information from the external database (112), the resume is graded by utilizing Growth Rectangles (308) for comparing the information from the database table
20 (200a) against the information retrieved from the external database (112). Subsequently, the Decision Support System (120) decides if the resume is to be retained for further job matching process or to be purged from the job portal (102) by utilizing (310).

Reference is now made to Figure 4.0 which illustrates further steps involved in grading the
25 resume by utilizing Growth Rectangles. As illustrated in Figure 4.0, the steps (400) comprises extracting salary growth information from the jobseeker experienced table (202a) (402) and subsequently plotting the extracted salary growth information as a Salary Growth Rectangle Graph (404). Thereafter, jobseeker's income growth information will also be extracted from the external database (406) and be plotted as an Income Growth Rectangle
30 Graph (408). Subsequently, the Salary Growth Income Graph and the Income Growth Rectangle Graph are compared (410) for grading the resume (412).

Reference is now made to Figure 4.0a. Figure 4.0a illustrates an example of Growth
35 Rectangles utilized for comparing the Salary Growth Graph against the Income Growth Graph. Growth Rectangles is a comparison technique utilized for comparing the information retrieved from the resume against the information retrieved from the external database (112). Growth Rectangles provides a thorough authentication method since the information

provided in the resume may be generalized by the jobseeker, whereby generalization of information does not necessarily imply falsification of information.

As illustrated in Figure 4.0a, the Salary Growth Graph and the Income Growth Graph are named as Graph A and Graph B accordingly. Graph A represents the jobseeker salary growth while Graph B represents the jobseeker income growth. Graph A illustrates salary information retrieved from the jobseeker experienced table (202a) within the database table (200a), whereby salary information was initially retrieved from the jobseeker resume. In contrast, Graph B illustrates income tax filing information extracted from the external database (112) whereby income tax filing information discloses the jobseeker income per annum.

In example as illustrated in Figure 4.0a, Graphs A and B illustrate the relation between income per annum and year of income whereby income per annum is plotted as y-axis and year of income is plotted as x-axis. Each circle in Graph A represent income per annum which illustrates salary growth as provided in the resume while each circle in Graph B represents the jobseeker income growth based on income tax filing database.

Therefore, based from the circles plotted in both Graphs A and B, a minimum point and a maximum point for each graph are demonstrated. In order to compare Graph A against Graph B, a rectangle is drawn in each graph. The rectangle encompasses all circles plotted in each graph. Two lines for constructing the width of the rectangle are drawn, whereby the 'first width line' is drawn tangent to the circle representing x-axis minimum point and the 'second width line' is drawn tangent to the circle representing x-axis maximum point. Thereafter, two lines for constructing the height of the rectangle are drawn, whereby the 'first height line' is drawn tangent to the circle representing y-axis minimum point and the 'second height line' is drawn tangent to the circle representing y-axis maximum point.

Upon having the rectangle drawn in each graph, the width and height of the rectangle in Graph A is compared against the width and height of the rectangle in Graph B for grading the resume. The resume is graded based on the width and the height of the rectangles in both graphs.

The resumes are graded in accordance to specific grading scales, whereby the resume is graded as Grade A if the width and the height of the rectangles are between the 90% to 100% when being compared to each other, the resume is graded as Grade B if the width and the height of the rectangles are between the 80% to 90% when being compared to each

other, and the resume is graded as Grade C if the width and the height of the rectangles is less than 80% when being compared to each other.

It is provided herein that the grading scales are configurable per organization's human resource policy.

Apart from that, comparison of the information as retrieved from the external database (112) against the information extracted from the employment status (204a) can be utilized to determine whether the jobseeker is pretending to be employed.

Reference is now made to Figure 5.0. Figure 5.0 is a flowchart illustrating steps involved in applying decision to retain or to purge the resume from the job portal (102) by utilizing a Resume Decision Table (500a). As illustrated in Figure 5.0, applying decision to retain or to purge the resume is initiated by extracting number of income tax filing gaps over specified years based on data retrieved from the external database (112) (502). Thereafter, number of income tax filing gaps is determined (504). If number of income tax filing satisfies criteria stipulated in the Resume Decision Table (500a), the resume is retained for further job matching process (506). However, if number of income tax filing does not satisfy criteria stipulated in the Resume Decision Table (500a), the resume will be purged (508).

Reference is now made to Figure 5.0a and Figure 5.0b. Figure 5.0a illustrates an example of Resume Decision Table (500a) utilized for applying decision whether to purge or to retain the resume, while Figure 5.0b illustrates an example of a graph plotted with number of income tax filing over seven years period obtained from the external database (112).

As illustrated in Figure 5.0a and Figure 5.0b, the jobseeker's number of income tax filing gaps over the seven years period are three gaps as four filings are made within seven years period. Decision to retain or purged the resume can be determined by criteria stipulated in the Resume Decision Table (500a) whereby criteria in the Resume Decision Table (500a) is configurable per company's human resource policies. As illustrated in this example, Grade A resume with number of income tax filing gaps less than 3 is retained, Grade B resume with number of income tax filing gaps less than 2 is retained, and Grade C resume with no income tax filing gap is retained. Apart from that, all resumes not meeting criteria stipulated in the Resume Decision Table are purged.

The present invention relates to a system and method for authenticating resumes in a web-based portal. In particular, the present invention provides authentication of the resume by

automatically screening a large number of resume upon uploading the resume onto the job portal to identify the bona-fide jobseeker and to eliminate the resume with falsified information. The present invention utilizes a plurality of modules within the platform namely at least one Security and User Access Management Modules, at least one Data Cleansing Modules, at least one Resume Authentication Modules and at least one Decision Support System Modules to authenticate the resume. The resume with falsified information will be purged from the job portal while the authentic resume will be retained in the job portal for further job matching process. The present invention utilizes the information from an external database for comparing against the information retrieved from jobseeker's resume.

Unless the context requires otherwise or specifically stated to the contrary, integers, steps or elements of the invention recited herein as singular integers, steps or elements clearly encompass both singular and plural forms of the recited integers, steps or elements.

Throughout this specification, unless the context requires otherwise, the word "comprise", or variations such as "comprises" or "comprising", will be understood to imply the inclusion of a stated step or element or integer or group of steps or elements or integers, but not the exclusion of any other step or element or integer or group of steps, elements or integers. Thus, in the context of this specification, the term "comprising" is used in an inclusive sense and thus should be understood as meaning "including principally, but not necessarily solely".

CLAIMS

1. A system (100) for authenticating resumes in a web-based portal comprising:
- 5 a job portal (102) for receiving the resume submitted by a jobseeker and providing job matching to the jobseeker;
- a platform (104) having a plurality of modules;
- a network infrastructure (106) coupled with at least one database (108), a server (110), and an external database (112) to communicate with the job portal (102) and the plurality of modules;
- 10 characterized in that
- the plurality of modules within the platform (104) further comprises:
- at least one Security and User Access Management Module (114) for:
- 15 providing knowledge-based and token-based authentication with centralized user management utilizing an established protocol and machine readable instructions;
- providing fine-grained authorization control to restrict the resumes based on specified attributes; and
- providing customized access control to match organizational policies;
- 20 at least one Data Cleansing Module (116) for extracting and cleansing unclean information within the resume;
- at least one Resume Authentication Module (118) for validating jobseeker's information in the resume; and
- at least one Decision Support System Module (120) for determining
- 25 resume authenticity and providing instructions based on the resume authenticity by utilizing user inputs, data retrieved, and predefined rules.
2. The system (100) according to claim 1, wherein the database (108) further comprises
- 30 a database table (200a) with a plurality of tables for populating extracted and cleaned information retrieved from the resumes.
3. The system (100) according to claim 1, wherein the Resume Authentication Module (118) further comprises Growth Rectangles whereby at least two graphs are utilized
- 35 for authenticating the resumes.

4. The system (100) according to claim 1, wherein the information in the resume includes prior working experience and salary information.

5. The system (100) according to claim 1, wherein the external database (112) includes income tax filing database having information of income growth and income tax filing.

6. A method (200) for authenticating resumes in a web-based portal comprising steps of:

authenticating access of a jobseeker for accessing an online job portal through at least one Security and User Access Management Module (202);
uploading the resume onto the job portal to the jobseeker's profile (204);
extracting and eliminating unwanted and unclean information through at least one Data Cleansing Module (206);

storing extracted and cleaned information in at least one database which utilizes a database table (208);

validating the resume based on information obtained from the database table against the information obtained from an external database through at least one Resume Authentication Module (210);

determining authenticity of the resume by utilizing at least one Decision Support System Module (212);

retaining the resume for further job matching process if the resume is authentic (214); and

purging the resume from the job portal if the resume is not authentic (216);

characterized in that

validating the resume based on the information obtained from the database table against the information obtained from an external database through at least one Resume Authentication Module (210) further comprising steps of (300):

obtaining current employment status from employment status table within the database table (302);

obtaining list of prior working experience from jobseeker experience table within the database table (304);

obtaining and selecting the information from the external database (306);

grading the resume by utilizing Growth Rectangles (308); and

applying decision to retain or to purge the resume from the job portal by utilizing a Resume Decision Table (310).

7. The method (200) according to claim 6, wherein grading the resume by utilizing Growth Rectangles (308) further comprising steps of (400):
- extracting salary growth information from jobseeker experience table (402);
 - plotting extracted salary growth information as Salary Growth Rectangle graph (404);
 - extracting income growth information from the external database (406);
 - plotting extracted income growth information as Income Growth Rectangle graph (408);
 - comparing Salary Growth Rectangle graph with Income Growth Rectangle graph (410); and
 - applying grade to the resume based on the comparison output (412).
8. The method (200) according to claim 6, wherein applying decision to retain or to purge the resume from the job portal by utilizing a Resume Decision Table (310) further comprising steps of (500):
- extracting number of income tax filing gaps over specified years based on data retrieved from the external database (502);
 - determining number of income tax filing gaps (504);
 - retaining the resume for further job matching process if number of income tax filing satisfies criteria stipulated in the Resume Decision Table (506); and
 - purging the resume if number of income tax filing does not satisfy criteria stipulated in the Resume Decision Table (508).

100

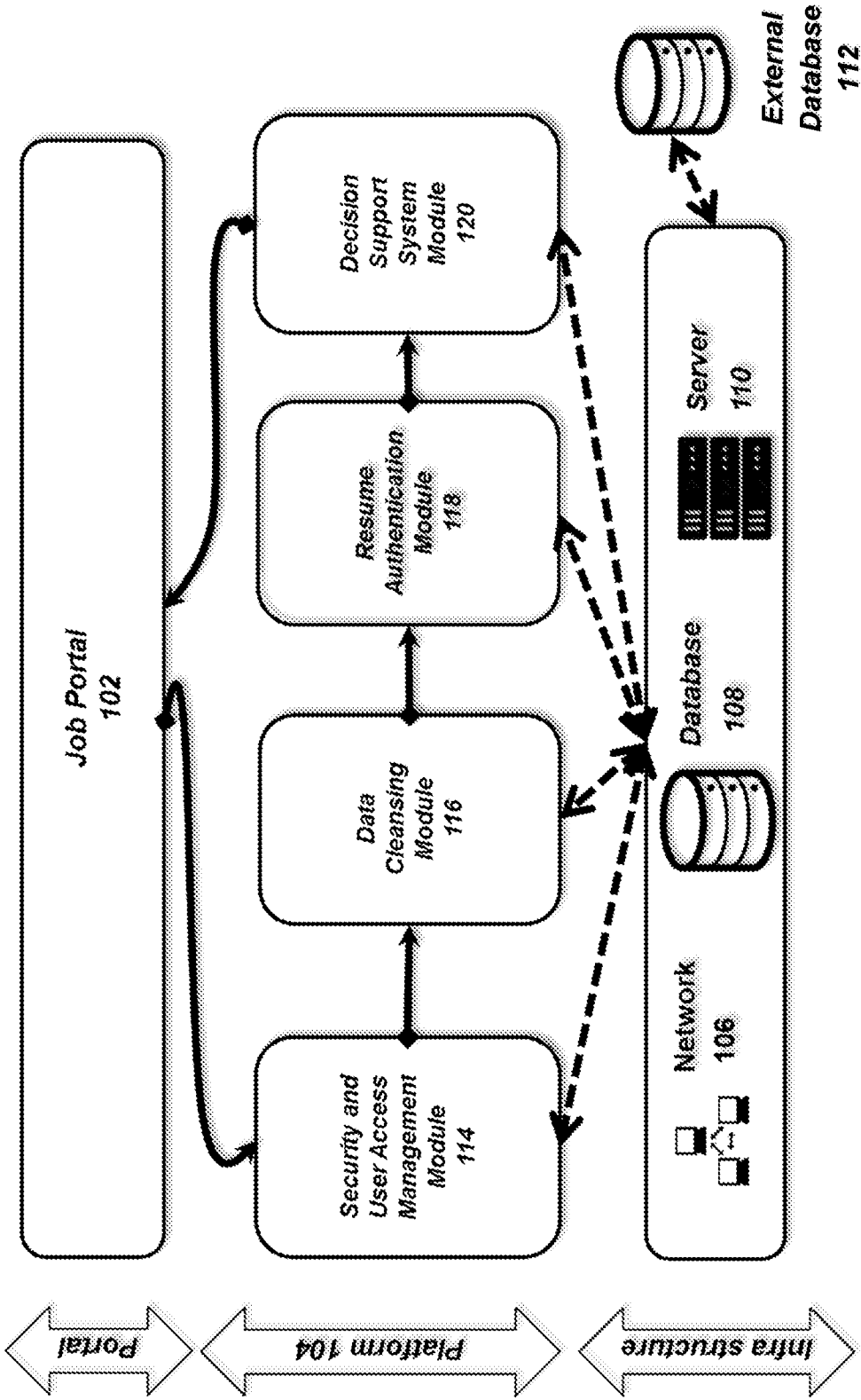


FIGURE 1.0

200

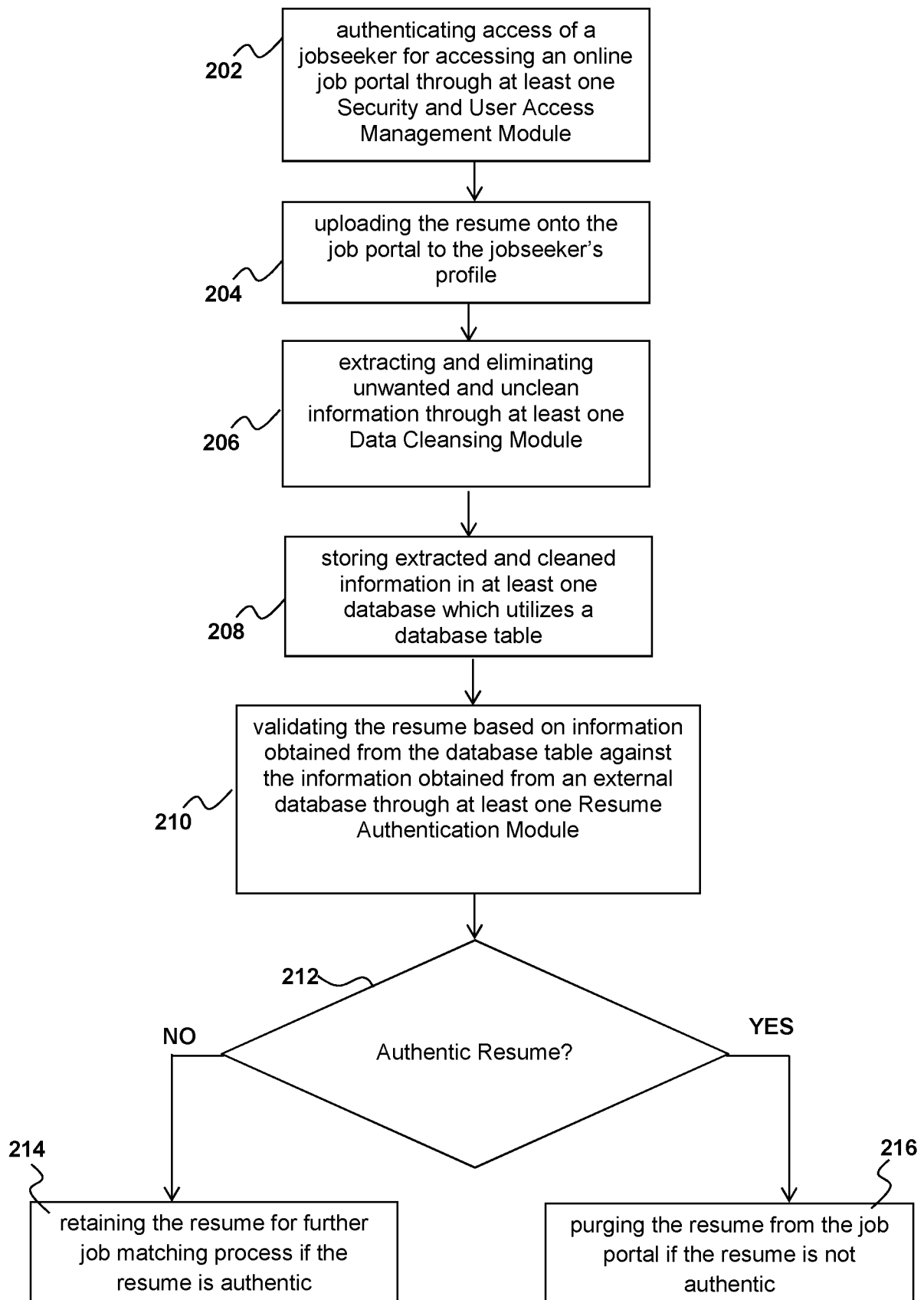


FIGURE 2.0

200a

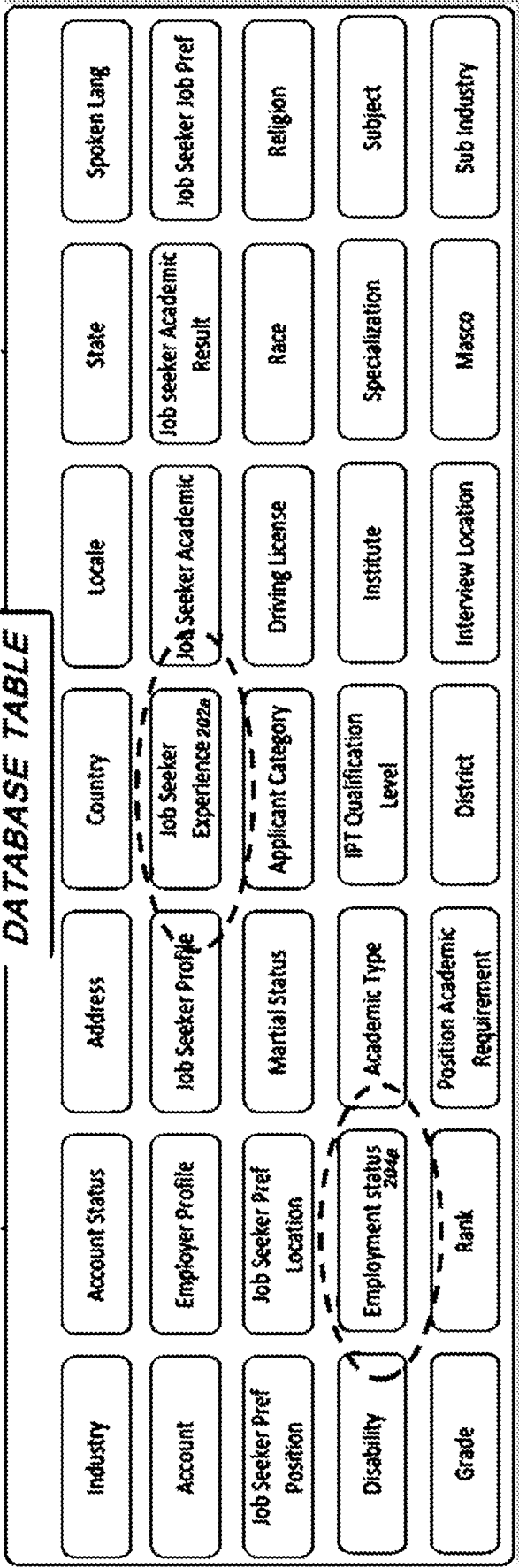


FIGURE 2.0a

300

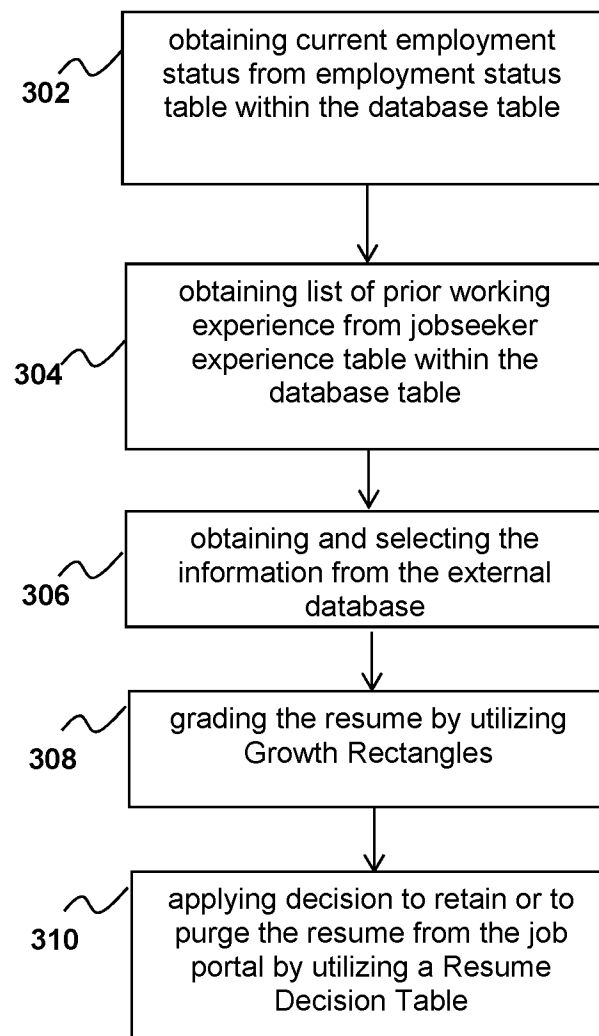


FIGURE 3.0

400

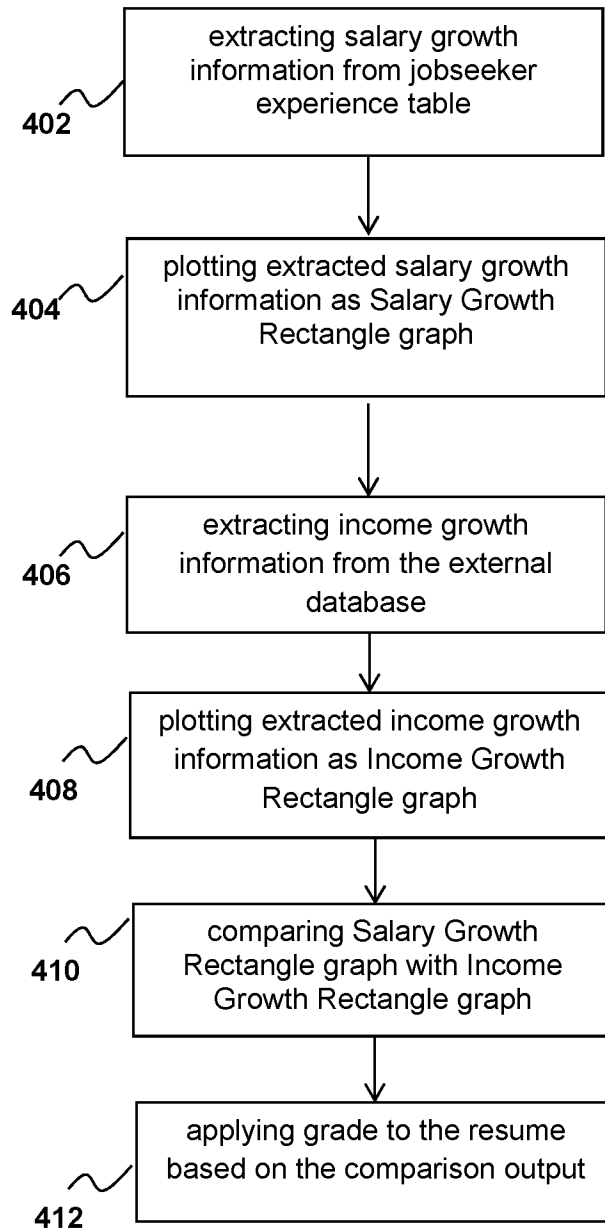


FIGURE 4.0

400a

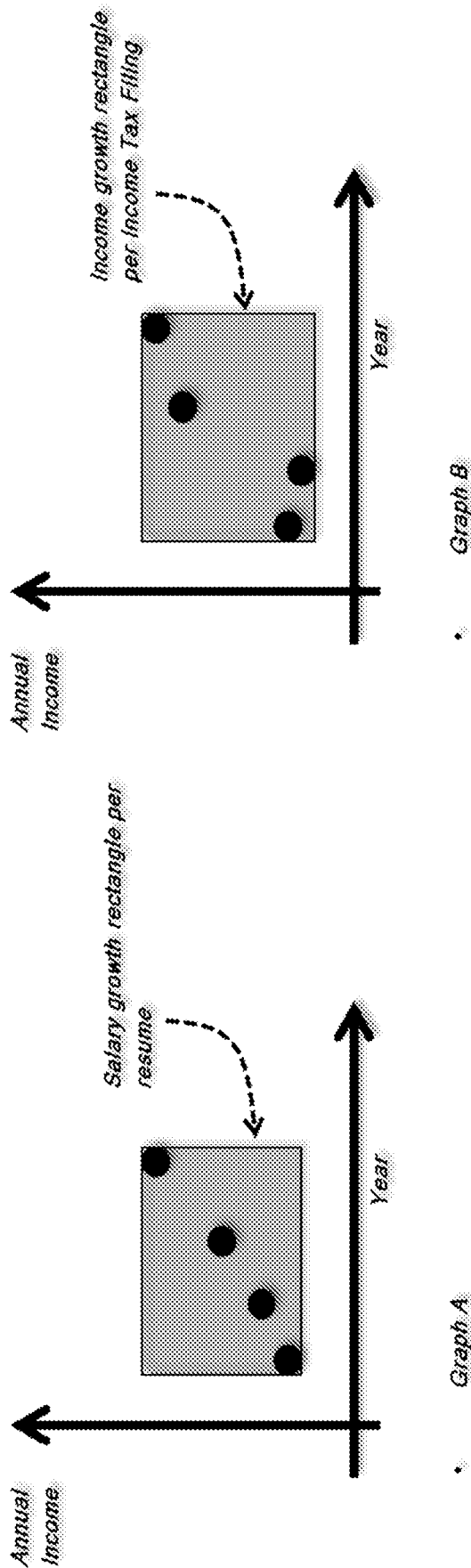


FIGURE 4.0a

500

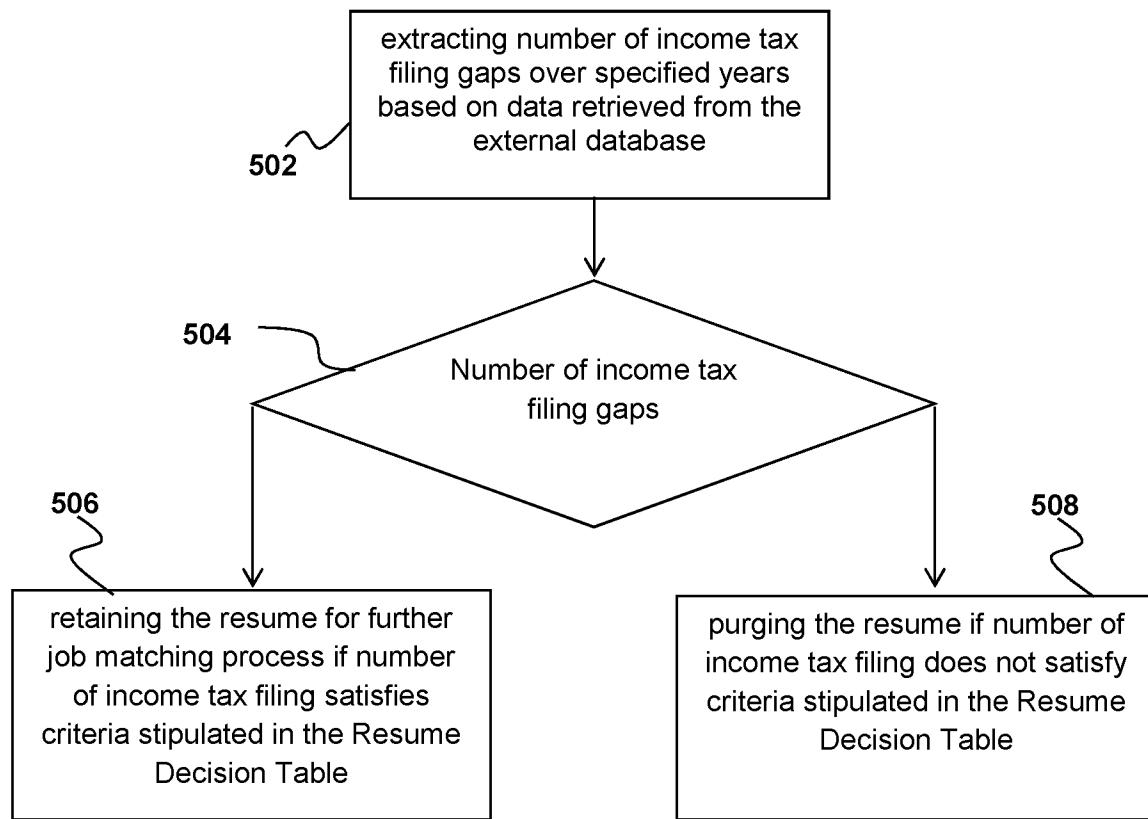


FIGURE 5.0

500a

<i>Resume Grade</i>	<i>No. of Gaps (past 7 years)</i>	<i>Decision</i>
<i>A</i>	<i>Less than 3</i>	<i>Retain</i>
<i>B</i>	<i>Less than 2</i>	<i>Retain</i>
<i>C</i>	<i>0</i>	<i>Retain</i>

FIGURE 5.0a

500b

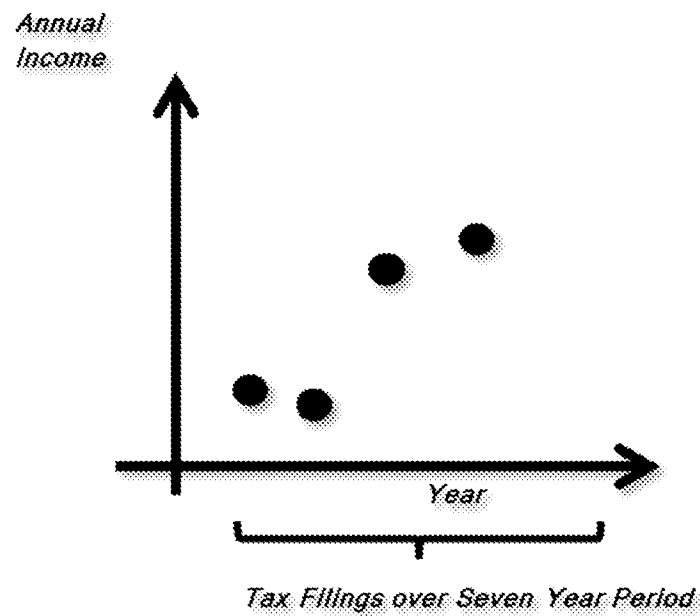


FIGURE 5.0b

A. CLASSIFICATION OF SUBJECT MATTER**G06Q 10/10(2012.01)i, G06F 21/31(2013.01)i, G06F 21/50(2013.01)i**

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)

G06Q 10/10; G06F 015/16; G06F 015/173; G06F 17/30; G06F 7/06; G06Q 30/06; G06T 11/20; G06F 21/31; G06F 21/50

Documentation searched other than minimum documentation to the extent that such documents are included in the fields searched

Korean utility models and applications for utility models

Japanese utility models and applications for utility models

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

eKOMPASS(KIPO internal) & Keywords: job, matching, resumes, authenticity, retain, purge

C. DOCUMENTS CONSIDERED TO BE RELEVANT

Category*	Citation of document, with indication, where appropriate, of the relevant passages	Relevant to claim No.
DX DY	US 2010-0070492 A1 (SANJAY DATTATRI et al.) 18 March 2010 See paragraphs [0017],[0019]-[0020],[0028],[0030]-[0049], claims 1-6 and figure 1.	1-2,4-5 3,6-8
Y	US 2015-0310648 A1 (SAS INSTITUTE INC.) 29 October 2015 See paragraphs [0066],[0080],[0083],[0102]-[0103], claims 1,20 and figures 5, 7-22.	3,6-8
Y	US 2005-0246420 A1 (CHARLES REEVES LITTLE) 03 November 2005 See paragraphs [0066],[0083] and claims 10-11.	6-8
Y	KR 10-2017-0058074 A (NICE INFORMATION SERVICE CO., LTD.) 26 May 2017 See paragraphs [0038]-[0039],[0042] and claims 1,5-6.	8
A	US 2014-0122355 A1 (BRIGHT MEDIA CORPORATION) 01 May 2014 See claims 1-4 and figures 1-3.	1-8



Further documents are listed in the continuation of Box C.



See patent family annex.

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"T" later document published after the international filing date or priority date and not in conflict with the application but cited to understand the principle or theory underlying the invention

"X" document of particular relevance; the claimed invention cannot be considered novel or cannot be considered to involve an inventive step when the document is taken alone

"Y" document of particular relevance; the claimed invention cannot be considered to involve an inventive step when the document is combined with one or more other such documents, such combination being obvious to a person skilled in the art

"&" document member of the same patent family

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INTERNATIONAL SEARCH REPORT

Information on patent family members

International application No.

PCT/MY2019/050116

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