Using a commercially available database of ZIP codes and the GPS coordinates of their geographic centers, we can identify all other ZIP codes whose centers fall within a given radius.

"SCP" was the HR database of candidates. Because of variations on first name and the use of home address rather than work address, a one-to-one match was not possible. Hence the "best guess" caveat.

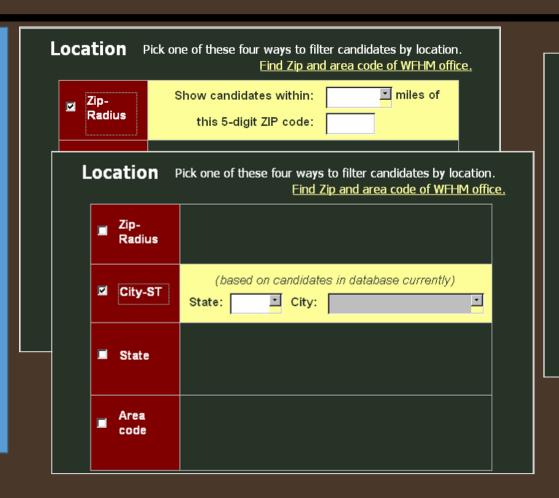
Some recruiters preferred to work with a table (list) or prospects. Others preferred to see one at a time (here called "slide show" for simplicity).

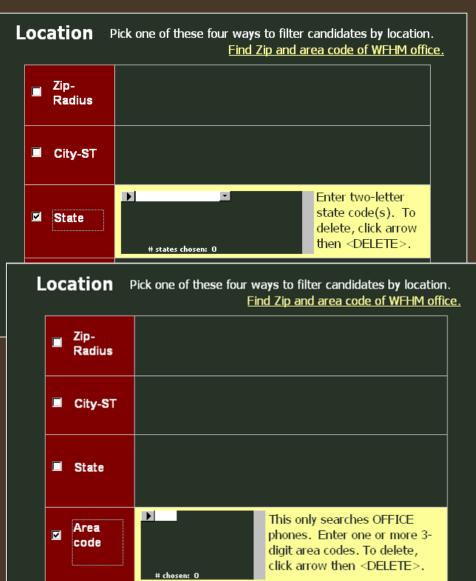
follow-up with a specific candidate, they could click this 😿 Canine - [Select your criteria] hyperlink to search by name. \_ I 리 × File Edit View Help \_ 8 Candidates: Specify your criteria Prefer to search by candidate NAME? POSITIONS avail. You chose Location Pick one of these four ways to filter candidates by location. Higher than branch mgr Sales Find Zip and area code of WFHM office. Candidates Branch Manager >> Sales Manager Show candidates within: 30 → miles of Zip-Ancillary << Radius this 5-digit ZIP code: 22120 COMPANIES avail. You chose City-ST Usually, a recruiter would want American Mortgage Group 🔺 American Mortgage Solution to search from all companies. American Priority Mortgage In large cities, however, the State American Residential Morto American Secruity Mortgag number of prospective American Security Mortgag candidates might require AmSouth Area Amtera Bank code filtering down. Anchor Bank (Wisconsin) Anchor Financial Anchor Financial Group Archer Mortgage of Idaho Language: Keyword/phrase in blurb or job title: Assurance Mortgage es spanish FHA BancGroup Mortgage Bank of America NOT in SCP (best guess) Bank of Dickson  $\overline{\sigma}$ Must have "honors" Sort by.... Miles from Zip (if appl.) U U Sort EXCLUDE subprime ONLY show SUBPRIME the Company Show everyone then by... results 0 Last & first name then by... How do you want to view the results? As a LIST As a SLIDE SHOW View Results

If the recruiter wanted to

A large number of onscreen features does not have to result in a cluttered, confusing screen.

Shown here is my solution for the criteria form shown on the previous page. The user checks the box next to the feature that interests them. When they do, the details of that feature immediately appear. Selecting a different option automatically turns off the first feature and displays the newly selected one.





Several report formats are available under the "File" menu, top left. The user selects which candidates to include in these reports by using the "Add to your call list" check box (upper left, yellow bar). The tab "SCP viewing screen" (top left) is a built-in browser window that displays information about the candidate should they appear in another in-house, browserbased database (called "SCP").

