XML Job Import Specification

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Introduction

By building a feed that confirms to our specifications, it will ensure the fastest processing of your file and provide the most control of how you'd like your jobs categorized and distributed on Nexxt.

Once you have completed your feed, we will test the feed to ensure completeness. Please contact your relationship manager at Nexxt and provide them with the URL so that our team can review.

Job Processing

Nexxt offers both 30 day Job Postings, which live for up to 30 days on Nexxt and are automatically removed, and job slots, which is a predefined set of jobs that are able to be posted at any given time. If we receive more jobs than available slots, the newest jobs will be added first until available slots are consumed.

Jobs are identified on Nexxt by the ExternalTrackingID included in the file.

If the ExternalTrackingID does not already exist on Nexxt for the import, it is considered new and will be posted. If a duplicate ExternalTrackingID comes through as Nexxt processes your feed, we follow the following rules to update the job posting:

- If the job is in the file, but not on Nexxt, it will be posted to Nexxt.
- If the job is not in the file, but on Nexxt, it will be removed from Nexxt.

XML File Handoff

Once you have generated a test XML file, please contact your Nexxt Manager for accuracy testing. The file can be placed on a URL on your website, or provided to us via FTP.

a. XML File Source URL: If you are building a file for us to wrap, please simply provide us with the link to where the file is located (preferred). The URL should be accessible via the web.

b. FTP File Transfer: If you desire to drop the file to us via our FTP server, please contact your Nexxt representative and they will submit a request to Nexxt's Client Services team to create a folder and provide the appropriate credentials. We also have the ability to pull from your FTP site.

XML Import Specification

Example XML feed

Fields in red are required; other fields are optional but strongly encouraged:

```
<?xml version="1.0" encoding="utf-8"?>
<source>
<publisher>Publisher Name</publisher>
<publisherurl>http://www.examplejobsite.com</publisherurl>
<lastbuilddate>Fri, 10 Dec 2012 22:49:39 GMT</lastbuilddate>
<job>
<title><![CDATA[Sales Executive]]></title>
<date><![CDATA[Fri, 10 Dec 2005 22:49:39 GMT]]></date>
<externaltrackingid><![CDATA[unique123131]]></externaltrackingid>
<companyname><![CDATA[Big ABC Corporation]]></companyname>
<companyid><![CDATA[4191690]]></companyid>
<applyurl><![CDATA[http://www.examplejobsite.com/viewjob.cfm?jobid=unique123131]]></applyurl>
<applyemail><![CDATA[url@apply.com]]></applyemail>
<city><![CDATA[Phoenix]]></city>
<state><![CDATA[AZ]]></state>
<country><![CDATA[US]]></country>
<postalcode><![CDATA[85003]]></postalcode>
<description><![CDATA[Do you have 1-3 years of sales experience? Are you relentless at closing the deal? Are you
ready for an exciting and high-speed career in sales? If so, we want to hear from you!
[...]
We provide competitive compensation, including stock options and a full benefit plan. As a fast-growing business, we
offer excellent opportunities for exciting and challenging work. As our company continues to grow, you can expect
unlimited career advancement! ]]></description>
<salary><![CDATA[$50K per year]]></salary>
<education><![CDATA[Bachelors]]></education>
<jobtype><![CDATA[fulltime, parttime]]></jobtype>
<partnerlist><![CDATA[992128,99129]]></partnerlist>
<category><![CDATA[CategoryID1, CategoryID2]]></category>
<experiencelevelid><![CDATA[2125]]></experiencelevelid>
</job>
[...]
</source>
```

XML Field Definitions

<publisher>	Required	Include the site name or the name of the agency, company or entity providing the feed.
<publisherurl>	Required	Indicate the url of the careers page or source url of the publisher.
<lastbuilddate>	Optional	Indicate the creation date of the file.
<title>	Required	Job title of the job being posted
<date>	Optional	Start date of the job being posted
<externaltrackingid>	Required, varchar(100)	Provide a unique ID or external tracking ID for the job
<companyname>	Required, varchar (100)	Name of Company for the job being posted
<companyid>	Required, int(7)	The Beyond.com company ID for the job being posted. Please contact Beyond client services team or your salesperson to obtain the company ID(s)
<applyurl>	Required, unless <applyemail>l field populated, varchar(300)	URL of where the jobseeker would be redirected. Please append any tracking codes to this url to ensure that Beyond.com traffic is visible within your analytics system.
<applyemail>	Required, unless <applyurl> is populated, varchar(300)	Email address where applies should be sent. Only used for Employer jobs where URL is not available.
<city>	Required	Indicate the city of the job posting. Note that City, State OR Postal Code must be provided, and city state must be a valid USPS City/state.
<state>	Required	Indicate the state of the job posting. Note that City/State OR Postal Code must be provided, and city state must be a valid USPS City/state.
<country>	Required (Var(2)	Indicate the two character country in which the job is located.
<postalcode>	Required	Indicate the Postal Code of the job posting. Note that City/State OR Postal Code must be provided, and city state must be a valid USPS City/state.

<description>	Optional	Job description; no character limit, but must be wrapped in CDATA
<salary>	Optional	
<education>	Optional	Educated required minimum education level, i.e. bachelors, masters, Phd., etc.
<jobtype>	Optional	Indicate full time, part time, per diem, etc.
<category>	Optional	Please provide up to two categories. See Appendix I for mapping. If no category is provided, then Beyond.com will auto-categorize the job based on job title.
<partnerlist>	Optional	Indicate the niche sites the job should be distributed to. To ensure largest exposure, it is advised to leave this field unpopulated and Beyond will distribute to all appropriate sites automatically. See Appendix II for full list.
<experiencelevelid>	Optional	Indicate desired experience level. See appendix III for options.

Allowable HTML in Jobs

Nexxt allows for the use of basic HTML text formatting elements, listed below:

- <P>   Paragraph
-
     Line Break
- <B>   Bold
- <I>   Italics
- <EM> Emphasized
- <OL>   Ordered List
- <UL>   Unordered Lists
- <LI>   Line Item

The Nexxt job import process will remove (scrub) the following elements and text:

- <HTML>
- <HEAD>
- <BODY>
- Additional scrubbing of style related information will occur including the removal of style element, class attribute, and xml namespacing of nodes.
- Phone numbers, email addresses URLs and domain names

Nexxt strictly prohibits the use of higher level programming languages that can expose the Nexxt site to malicious content and/ or erratic behavior. Higher level programming languages includes, but is not limited to:

- JavaScript
- AJAX
- jQuery

Conversion Tracking

Nexxt Conversion Tracking allows you to track how many of your job applications ("conversions") result from people finding your jobs on Nexxt. Once you have enabled Conversion Tracking, conversions resulting from your ads will appear in your Advertiser Center and will be visible to Nexxt.

To use Conversion Tracking, simply include the code available on the Conversion Tracking link within your Advertiser Center in the page on your website that displays (i.e. Apply Complete page) after a job seeker has applied or registered.

Please see Client Services to obtain your conversion tracking ID, or if you've been provided with an Advertiser Center account, please view the Conversion Tracking link inside your account.

Conversion Tracking Code:

```
<!-- Begin Beyond.com conversion code -->

    <img src="https://p.beyond.com/t?eaid=XXXXsw==" height="1" width="1" border="0" />

<!-- End Beyond.com conversion code -->
```

Appendix I

Below is a list of Nexxt categories. It is advisable, whenever possible, to categorize the jobs that are provided to Nexxt to ensure the highest level of accuracy. If left blank, Nexxt will auto-categorize them based on job title.

Category	CategoryID
<blank>	174
Accounting & Finance	7
Arts, Entertainment & Gaming	21
Clerical & Administrative	8
Construction & Extraction	9
Cust. Service	180
Education, Training, & Library	24
Engineering & Architecture	25
Healthcare & Medical	10
HR	11
Information Technology	23
Insurance	16
Legal Services	27
Management & Business	28
Manufacturing & Production	15
Marketing & Advertising	14
Media & Communication	22
Merchandising, Purchasing & Retail	30
Military & Government	194
Other	12
Personal & Home Services	31
Public Relations	20
Public Utilities & Services	17
Real Estate & Building Maintenance	18
Research	13
Sales & Sales Management	26
Science & Biotech	32
Trans. & Logistics	29
Travel, Hospitality & Restaurant	19

Appendix II

Nexxt automatically distributes jobs to multiple niche sites and channels based on the job description. If you desire a job to only be distributed to a certain site, you may do so by including the partnerid of the sites in the partnerlist field of the XML. However, it is advised that this field be left blank to ensure that Nexxt distributes the job to the largest possible appropriate audience.

Career Focus

PartnerID	Site Name
411264	AdministrativeJobs.com
1408438	BusinessWorkforce.com
1785623	ConstructionJobForce.com
411392	Cust. ServiceJobs.com
1816095	EducationJobsite.com
1408209	EntertainmentWorkers.com
1785625	FinancialJobBank.com
411556	HealthcareJobsite.com
411572	HospitalityJobsite.com
411590	HumanResourcesJobs.com
411662	LogisticsJobsite.com
1410659	ManufacturingWorkers.com
1785631	MarketingJobForce.com
411916	RealEstateJobsite.com
957808	RetailGigs.com
361114	SalesHeads.com
883701	TechCareers

Local Focus

1816079	AtlantaCareerPath.com
411314	AustinJobsite.com
411324	BaltimoreJobsite.com
411340	BostonJobsite.com
1816081	BeyondCharlotte.com
1816091	ChicagoCareerSite.com
411412	ColumbusJobsite.com
411442	DallasJobsite.com
411458	DCJobsite.com

1816095	DenverJobForce.com
411478	DetroitJobsite.com
411576	HoustonJobsite.com
957540	IndianapolisGigs.com
1816097	JacksonvilleJobForce.com
411656	LasVegasJobsite.com
1816083	BeyondLosAngeles.com
957606	LouisvilleGigs.com
371744	ManhattanJobs.com
1816101	MemphisJobForce.com
902164	MiamiGigs.com
1816103	MinneapolisCareerSite.com
411758	NashvilleJobsite.com
411826	OklahomaCityJobsite.com
246161	PhillyJobs.com
393310	PhoenixJobs.com
411884	PortlandJobsite.com
1816089	BeyondSanDiego.com
1129771	SanFranciscoGigs.com
411958	SanJoseJobsite.com
393308	SeattleJobs.com

Diversity Focus

411276	AfricanAmericanJobsite
565239	ArmedServicesJobs.com
411308	AsianAmericanJobsite
411480	DisabilityJobsite.com
1375159	DiversityWorkers.com
411564	HispanicJobsite
1069488	Jobs4Women.net
4608140	LGBTJobsite.com
3335263	RetiredStars.com
792569	SeniorJobsNetwork
3925714	VeteranJobSite.com

Appendix II

The following options are available for indicating experience level.

ExperienceLevelID	Experience Level
2125	Less than 1 year
2126	1 – 3 Years
2127	3 – 5 Years
2128	5 – 10 Years
2129	10 – 15 Years
2130	15 – 20 Years
2131	21+ Years
2164	Not Specified