



press room

Product & Service Developments



**FOR IMMEDIATE RELEASE**

## **ERC DATAPLUS INTRODUCES SELECTECH® 6.0 INTEGRATED ATS AND INTERVIEWER TRAINING AT HR EXECUTIVE'S HR TECHNOLOGY CONFERENCE & EXPO**

**Comprehensive Applicant Tracking Solution Uniquely Integrates Hourly and Management Applicants on a Single Platform**

**Online elearning System Creates Better Interviewers and Better Interviews**

**Norwalk, CT. --- (October 11, 2005) ---[Booth # 732]** ERC Dataplus, Inc., a leading Human Resource technology company, today announced the release of Selectech® 6.0 *Integrated ATS* and Selectech® Interviewer Training at HR Executive's HR Technology Conference & Expo held in Chicago's McCormick Place.

"Selectech 6.0 takes applicant management to a new level," said ERC Dataplus CEO Paul Rathblott. " By providing a single platform that integrates pre-qualification, screening, validated assessment and on-boarding for hourly and management applicants, Selectech 6.0 provides HR executives an unprecedented ability to streamline processes and significantly enhance the effectiveness of their applicant management activities.

Selectech Interviewer Training is another industry first for ERC. Although our pre-qualification and assessment process identifies the best of the candidate pool, in the end, it is the well-planned and designed personal interview that contributes the most to better selection, employee performance and retention. Selectech Interviewer Training helps companies cost effectively train all those in the company that will be engaged in interviewing applicants in the "art and science" of effective interviewing. Selectech Interviewer Training can also be used in interviewing internal candidates for new positions or promotions," continued Rathblott.

Combining hourly and management applicant tracking systems is ideal for industries such as financial services, hospitality and retail, which consistently handle high volumes of both types of applicants. Once such company is Interstate Hotels & Resorts, the nation's largest independent hotel management company, managing more than 300 hotels in 40 states, the District of Columbia, Canada, Russia and Portugal.

"We've been waiting for an applicant tracking solution that truly integrates our hourly and exempt hiring systems, driving out the inefficiencies of trying to manage multiple systems while adding the greater functionality that comes with a single platform," said Jill Kallmeyer, VP of Organizational Development and Learning at Interstate Hotels & Resorts. "In addition to significant time savings, we expect Selectech 6.0 to improve the quality of our new recruits and the overall effectiveness of our HR applicant management activities."

Selectech 6.0's leading edge design offers functional innovations not found in any competing systems. These design improvements translate into greater productivity, efficiency, and a lower client investment. The cost of ownership is at least 30 percent less than competitive systems designed for stand alone hourly or exempt applicants and typically more than 50 percent less than what companies have to pay for two systems.

Through conducting extensive industry research, ERC found that users of either hourly or traditional applicant tracking systems consistently indicated that current systems were too expensive and the need to learn and maintain two

disparate systems was overly burdensome. Other common complaints were that systems were not user friendly; implementation and content changes took too long and were too expensive; and too many components, such as pre-hire assessments, were separate and not integrated into their systems.

"It became obvious to us very early in the interviewing stage that our clients and the rest of the marketplace for recruiting and selection systems, wanted to have a single interface to process both types of job seekers," said Rathblott. "What we heard was that technology was not delivering on its promise to make things faster, better and cheaper. We concluded that there had to be a better way."

ERC focused on the user interface, and chose travel websites, such as orbitz.com, as the design model. Those sites enabled a first-time user to make complicated travel arrangements on-line with no training.

Armed with a catalogue of user requirements, ERC began the development of a fully integrated hourly and exempt talent management system. Using SmartPath<sup>SM</sup> process management, an applicant, based on the job they are applying for, is directed to either the exempt side of Selectech 6.0, where a resume may be required, or to the hourly side, where an application, and not a resume, is typically required. Selectech 6.0's unique WizardDrive<sup>SM</sup> enables implementations in 45 days or less, even for large-scale implementations or conversions from competitive systems.

WizardDrive<sup>SM</sup> also enables real time client interaction with Selectech 6.0, which enables clients to add or delete locations, enter of job descriptions, select from the online question library or develop new pre-qualification questions, and, using AllAboard<sup>SM</sup> event management, create on-boarding processes for each different job or job category.

The next step in the hiring process, automated scheduling, long a hallmark of ERC's applicant management systems, is integrated within Selectech 6.0 and has been enhanced to enable multiple schedules for different steps, people and locations, saving applicants and the hiring team valuable time.

Also integrated into Selectech 6.0 are pre-hire, predictive, validated assessments eliminating a common recruiter frustration of having to go outside the applicant management system for pre-hire assessments. In the past, a recruiter was required to administer a set of assessments as a separate step in the hiring process - creating scheduling challenges and issues, and then manually enter applicant scores into the hiring system. By having assessments tightly integrated into the hiring process flow, the tests are administered and scored automatically and the information is placed directly into the applicant's record.

Selectech 6.0 also takes a giant step forward by offering real-time graphic reports available on either a pre-set schedule or as needed basis. This "one-click" export to EXCEL allows clients to better focus on the strategic opportunities their management is requesting of the HR function.

To arrange a personal one-on-one demonstration of Selectech 6.0 at the HR Technology Conference & Expo in Chicago at McCormick Place on October 19-20, 2005, please [click here](#) or stop by Booth 732.

If you are not attending the HR Technology conference, to schedule a demonstration of Selectech 6.0 *Integrated* ATS, please call ERC at 1-888-372-2677.

### **About ERC Dataplus**

ERC delivers client-centric, state-of-the-art Internet and Interactive Voice (IVR) solutions for recruiting and employee surveys, and through ARGOS Assessment Company, multirater assessments. Its applications are modular in design to allow companies to select what they need; when they need it.

Clients benefit from dedicated and experienced project and account management teams to help clients translate their expectations into realities, and have a more efficient and effective process.

Leading financial service companies, call centers, retail, hospitality companies, and Fortune 1000 companies look to

ERC for quality, innovation, service, and high Return on Investment.

Additional information about ERC is available at [www.ercdataplus.com](http://www.ercdataplus.com) or call 1-888-ERC-CORP (372-2677).

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