



press room

Product & Service Developments



FOR IMMEDIATE RELEASE

SELECTECH® COMPETENCY-BASED INTERVIEWER TRAINING INTRODUCED AT HR TECHNOLOGY SHOW

Helping recruiters, hiring managers and the interviewing team prepare for and conduct better interviews to make better hires

Norwalk, CT. --- (October 20, 2005) --- ERC Dataplus, Inc., a leading Human Resource technology company, introduced Selectech® Interviewer Training yesterday at the HR Technology Show in Chicago.

"Selectech Interviewer Training is another industry first for ERC Dataplus," said ERC Dataplus CEO Paul Rathblott. "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 the entire management team in the 'art and science' of effective interviewing."

Selectech Interviewer Training is an online, interactive learning program that provides interviewers with the skills necessary to get the most out of applicant interviewing, while also teaching them the basic legal requirements associated with employee selection. The topics covered in the training include:

- competency-based interviewing techniques
- how to develop behavioral-based questions and their value in the interview process
- key legal issues in hiring, which was edited by Jackson, Lewis, the leading workplace law firm

Each module is supported by appropriate graphics and audio, which makes them very easy to understand and navigate. Each interactive module is followed by a content quiz. The quiz is scored in "real-time," allowing for immediate feedback of the student's comprehension. Students can review completed modules and retake quizzes, if necessary or desired. A student's current learning status and test scores are stored and accessible to designated company training/HR personnel.

Selectech Interviewer Training is available as an integral part of ERC's newly announced Selectech® 6.0 *Integrated* ATS and is accessed through secure servers hosted by ERC. Private branding and customization are also available for the training system.

Reports are an integral part of Selectech Interviewer Training. Standard reports include Student Status (completion level); Student Scores (last completed test); Date of Module Completions; Company, Region, and District rollup reports.

"As an HR Technology provider for the past eleven plus years, we have seen many examples where companies have employed the use of technology to improve the cost and efficiency of their recruiting and selection process," said Paul Rathblott, CEO of ERC. "However, one area that has been neglected is preparing interviewers to conduct better interviews," he added. "We are delighted to announce Selectech Interviewer Training to address that specific requirement and help companies use applicant information and assessment reports to make better hires. We believe

we are making a significant contribution with this new program."

To arrange for a demonstration of Selectech Interviewer Training, please call 1-888-ERC-CORP (372-2677).

ERC welcomes inquiries from consultants seeking to use Selectech Interviewer Training as part of an engagement to enhance a companies recruiting process. For information about ERC's consultant support program, send an e-mail to consultant@ercdataplus.com.

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 or call 1-888-ERC-CORP (372-2677).

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