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Product & Service Developments



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SELECTECH® 6.0 INTEGRATED ATS WAS INTRODUCED AT HR TECHNOLOGY SHOW

Selectech® 6.0 integrates hourly and salaried/management pre-qualification, screening, validated assessment and on-boarding into a single platform

Norwalk, CT. --- (October 20, 2005) --- ERC Dataplus, Inc., a leading Human Resource technology company, introduced Selectech® 6.0 *Integrated* ATS yesterday at the HR Technology Show in Chicago.

Selectech 6.0 *Integrated* ATS is more than an applicant tracking system; it is a complete applicant/new hire management system that handles exempt and non-exempt (hourly) applicants with equal proficiency in a single, integrated database.

With eleven years experience designing and implementing applicant management systems for both hourly, high-volume and exempt positions, ERC has leveraged that expertise into developing one system platform to handle both types of job seekers. In its market research, ERC found a common theme among users of either hourly or traditional applicant tracking systems: it was too expensive and painful having to learn and maintain two separate and disparate systems to manage. 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 Paul Rathblott, CEO of ERC, explaining the rationale behind Selectech 6.0. "What we heard was that technology was not delivering on its promise to make things faster, better and cheaper. We concluded, "there had to be a better way." We started by focusing on the user interface, and chose travel websites, such as orbitz.com, as our design model because one can make complicated travel arrangements online and, yet, Orbitz has never had to provide users training on how to do it," he added.

Armed with a catalogue of user requirements, ERC began the development of a fully integrated hourly and exempt talent management system. Using SmartPathSM 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 WizardDriveSM enables implementations in 45 days or less, even for large scale implementations or conversions from competitive systems.

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. They have been one of the initial users of Selectech 6.0.

"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 competitive systems.. These design improvements translate into greater productivity, efficiency, and a lower client investment. The cost of ownership is at least thirty percent less than competitive systems designed for either (but not both) hourly or exempt applicants and typically fifty percent or more less than what companies have to pay for two systems.

WizardDriveSM 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 AllAboardSM event management, create on-boarding processes for each different job or job category.

Automated scheduling of the next step in the hiring process has been a hallmark of ERC's applicant management systems since their inception and is integrated within Selectech 6.0, and goes one step further, by enabling multiple schedules for different steps, people and locations which save 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 which are available on either a pre-set schedule or as needed basis. "The flexibility of our reporting system, including one-click export to Excel, will allow clients to focus on the strategic opportunities their management is requesting of the HR function," stated Rathblott.

"We are delighted to be able to offer clients a truly integrated approach to hourly and exempt hiring that addresses the inefficiencies of trying to manage multiple systems and delivers significantly more functionality," said Rathblott. "We will continue to build on this new base and add components, such as an online interviewer training module that will deliver additional productivity improvements to the hiring process."

To arrange for a demonstration of Selectech 6.0, please [click here](#).

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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