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Corporate Developments & Alliances



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FREE WEBCAST - "INTERNET APPLICANTS: WHAT IS A 'BASIC QUALIFICATION' UNDER THE NEW OFCCP RULES?"

Understanding this key component of the new Internet Applicant definition is critical to compliance

Featuring Matthew J. Camardella, Esq., Partner at the law firm of Jackson Lewis LLP

Norwalk, CT. --- (March 16, 2006) --- ERC Dataplus, Inc., a leading Human Resource technology company, is offering a free webcast, titled "Internet Applicants: what is a 'Basic Qualification' under the new OFCCP Rules?" The one-hour webcast will be held on April 6, 2006 at 1:00 pm EST.

The long awaited final rule on the definition of an Internet Applicant from the Office of Federal Contract Compliance Programs (OFCCP) went into effect on February 6, 2006. Although the effective date is not delayed, the OFCCP advised that it will not cite contractors for 90 days following the effective date for technical recordkeeping violations if the contractor can demonstrate efforts towards compliance.

While many facets of the new rule are helpful to covered employers, other sections add burdens to and significantly impact their compliance obligations. To assist in sorting through this complex topic, Matthew J. Camardella, a Partner at the law firm of Jackson Lewis LLP, and Paul Rathblott, CEO of ERC Dataplus, will cover the following topics:

- The new definition of "Internet Applicant"
- The new definition standards and what is meant by "Basic Qualification" and its practical implications
- Employer recordkeeping obligations
- Practical advantages and limitations of the new rule
- How hiring management systems can assist in the recordkeeping and reporting requirements

You may register for this webcast by [Clicking Here](#) or going to the ERC Dataplus website and using this URL: <http://www.ercdataplus.com/webcast.php>.

"All of our clients have asked about compliance with the new rule, and how our Workforce Management application will be able to help them," said Paul Rathblott, CEO of ERC Dataplus. "Our goal in configuring Selectech® Workforce Management is to make compliance process 'seamless' and to remove the burden of compliance for our clients." Rathblott goes on to say, "An important component in accomplishing this goal is for federal government contractors to understand the definitional components of 'Internet Applicant,' particularly the step in determining if a job seeker meets a job's 'basic qualifications.' It is with this thought that we are sponsoring this focused, informative webcast."

Matthew Camardella, is a partner at Jackson Lewis in the Affirmative Action Practice Group. He directs the preparation of more than 400 AAPs each year and has defended more than 50 OFCCP audits during the past 24 months for a broad range of employers across the country. In addition, Matthew serves as the Practice Group lead on responding to OFCCP allegations of class-based discrimination. Matthew spends significant time counseling clients about the design and implementation of company-wide AAP structures, applicant flow tracking systems, compensation practices and

other complex "real world" compliance issues.

Matthew received a B.A. from the College of the Holy Cross and graduated with honors from Hofstra University School of Law. While at Hofstra, he was Editor-in-Chief of the Hofstra Labor Law Journal and received the Award for Outstanding Performance in Labor and Employment Law. He is admitted to the New York State Bar.

Additional information about Jackson Lewis LLP is available at www.jacksonlewis.com.

Come visit us in Booth 422 at the IHRIM HRMStrategies Conference and Expo in DC, April 10-11, 2006 at the Washington Hilton & Towers.

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.

To learn more about ERC and how its experts can help you with a more effective, affordable staffing solution visit www.erccdataplus.com or call 1-888-ERC-CORP (372-2677).

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