

For Immediate Release

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HRMC Acclaim Expands Candidate Screening Capacity For Efficient Management of High Call Volume for Multiple U.S. and Global Locations

Upgrade of global network to OC3 allows Acclaim to process 17,280 candidates per hour by phone

Tampa, FL – March, 1, 2006 – Human Resource Management Center, Inc. (HRMC), providers of “next-generation” selection, assessment, and management solutions, today announces that it has expanded the call volume capacity of HRMC AcclaimSM, its flagship screening platform, by upgrading to an OC3 fiber optic network. Increasing speed and bandwidth to OC3 enables Acclaim to process 17,280 candidates per hour over the phone. The completion of a global network will also enable HRMC to service clients with multiple U.S. and multinational locations as economically and efficiently as it has done domestically.

Companies such as Frito Lay have begun to reap the benefits of HRMC Acclaim’s expanded capacity. With more than 900 locations across the country, Frito Lay has been able to efficiently handle high call volume and uniformly automate the pre-screening of candidates applying for sales and operations positions either by phone or the web. In addition to managing the otherwise labor-intensive pre-screen phase, Acclaim provides customers such as Frito Lay with an efficient means of documenting the hiring process, increasing selection rigor, and sorting candidates based on minimal or preferred qualifications across all locations.

“Large organizations or those with multiple remote locations require robust screening capacity to efficiently manage a high volume of inbound candidates coming through the Acclaim system. Upgrading to OC3 gives these organizations the best of two worlds: the ability to apply a best practices approach to candidate screening and selection to a candidate pool of almost unlimited size, scope, and geographic location,” says Ron Selewach, HRMC’s CEO and founder. “Frito Lay’s extensive use of the HRMC Acclaim platform to simultaneously process candidates from multiple locations is a prime example of our ability to automate an otherwise time-intensive and costly process. The added capacity enables Frito Lay and other companies—whether they are hiring from a local, national, or overseas talent pool—to easily and quickly use Acclaim for all their screening needs, as it is now scaled to meet even the most demanding screening requirements and circumstances.”

“HRMC has been a valuable and responsive partner in helping us to increase the rigor and efficiency of our pre-screen process for our front-line workforce,” says Joel Philo, OMD Manager, Frito Lay. “Given our need to process candidates from multiple locations, Acclaim’s added capacity gives us an effective and flexible solution, no matter how large the calling volume at any given time.”

Frito Lay initially employed HRMC Acclaim to pre-screen candidates applying for sales positions and has since expanded its use to pre-screen candidates applying for full- and part-time positions as warehouse workers, packers, and sanitators, as well as full-time route sales reps and long-haul

truck drivers. Candidates who enter the system—either by phone or via the web—are guided through a preformatted interview that uses HRMC Acclaim's proprietary workflow "logic." The process approximates a live one-on-one interview—while maintaining consistency and objectivity. Frito Lay uses HRMC Acclaim to identify qualified candidates who will then be moved on to the next step in the selection process.

About HRMC

Founded in 1984, HRMC is a pioneer in applying cutting edge technology to solve business' most pressing human capital challenges. The company's flagship HRMC AcclaimSM solution simplifies the management of all phases of the employee lifecycle and the identification of opportunities for improvement.

HRMC's technology automates a range of interrelated processes within a flexible, user-friendly framework, enabling organizations to streamline the acquisition and assessment of talent, evaluate new employees' readiness to contribute, and analyze the impact of a company's culture on retention and performance. Whether accessed over the web or the phone, users—from job prospects to long-time employees—are led through an interactive experience that approximates true human dialogue, resulting in more effective interviews and employee surveys. HRMC Acclaim is easy to deploy and can be up and running within two weeks. It can be integrated with and extend the functionality of existing applicant tracking and HRIS systems, or provide companies with a complete end-to-end automated solution from the ground up.

Industry-leaders such as Capital One, HSN, SBC, Frito-Lay, Tropicana, and QVC have all used HRMC AcclaimSM. HRMC is headquartered in Tampa, Florida and is privately held. For more information, visit the company's Web site at www.hrmc.com.

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