

For Immediate Release

HRMC Announces Acclaimsm v6.0: Talent Management Platform Extends and Deepens Candidate Engagement From Initial Intake Through Follow-up

New and enhanced capabilities provide candidates with an engaging single-session process while offering employers more comprehensive automated evaluations based on a web-enabled job analysis.

Tampa — June 29, 2009 — Human Resource Management Center, Inc. (HRMC), a pioneer in applying cutting-edge technology to talent acquisition, announces the release of Acclaim v6.0, a new and enhanced solution that engages candidates with a seamless single-session, interactive multi-media interview experience while providing employers with a web-based job analysis tool that identifies and rates skills and competencies required for top performance. The job analysis tool generates interview questions that address these skills and competencies and candidates are then interviewed automatically by HRMC's Acclaimsm platform, evaluated, and rank-ordered with no employer intervention necessary.

Too often, candidates opt out of recruiting solutions because they are time-consuming, filled with starts and stops, and leave them wondering whether they will ever hear back from the employer. Acclaim v6.0 addresses these inefficiencies by offering an interactive process that engages and allows candidates to demonstrate their skills and expertise via customized workflows that can include integrated assessments and job simulations while also providing a sense of closure—whether it's to auto schedule for an on-site interview or prompt them based on responses to apply for a different position that better matches their competencies. Acclaim v6.0 provides employers with a highly configurable solution to orchestrate the candidate experience and integrates all the essential stages of the recruiting process—from pre-screen to assessment and background check to on boarding—in one platform.

“Acclaim v6.0 reflects the need for employers to focus on improving the candidate experience and maintaining a solid pipeline of talent so that when the economy rebounds they will be able to quickly ramp up and stay competitive,” says Ron Selewach, founder and CEO of Human Resource Management Center, Inc. “With unemployment at record highs, many talented individuals are seeking opportunities and employers need a robust and versatile solution that swiftly engages, identifies, and maintains communication with top candidates while minimizing the involvement of time and resource constrained HR departments.”

In addition to offering candidates the flexibility to apply 24/7 via web, phone, kiosk, PDA, tablet PC, or any combination of the five, Acclaim v6.0 includes new and enhanced permission based self-service modules, including:

- **Multi-media workflow libraries.** A library of candidate workflows are tailored to a job or job family and house content such as a realistic job preview video or welcome message from the organization, simple and complex interview branching, computer adaptive questioning, simulations, integrated assessments, and application forms. The workflow can be tailored to the look and feel of the organization, division, department, or location.
- **Web-enabled job analysis system.** This capability facilitates the involvement of Subject Matter Experts (SME) in the creation of custom workflows based on determining specific knowledge, skills, abilities, and personality characteristics that make a candidate a good fit—not just for a given position, but also within the context of the company's strategic workforce plan, which is a key determinant in job performance, satisfaction and, ultimately, retention.
- **Integrated assessments and simulations.** Assessments and job simulations, which are integrated into the process rather than bolted on, allow candidates to demonstrate their

knowledge and apply their skills in real-time. For example, candidates for an IT position might be asked to write code via a web simulation while candidates applying for a call center position could be asked to handle a customer complaint via phone using information contained in data entry screens delivered to their computer via the Internet.

- **Auto scheduling for interviews.** This function automatically schedules the top ranked candidates for an in-person interview, eliminating the need for phone follow up and providing candidates with immediate acknowledgement and follow through.
- **Timed Released Correspondencesm.** Users can set up and schedule e-mail sequences and deliver content based on a range of time or event-based events where top candidates are kept informed about the company in situations, for example, where there are no current openings. Timed Release Correspondence can maintain applicant interest through ongoing communications with no effort on the part of recruiters or hiring managers.

About HRMC, Inc.

Human Resource Management Center, Inc. (HRMC) is a pioneering candidate acquisition solutions provider that helps organizations of all sizes and across all industries to select, assess, and hire top performers. Our flagship solution, HRMC Acclaimsm, engages candidates in automated, single-session interviews that pre-qualify and rank-order applicants using assessment tools based on validated job analyses. The system then measures the success of the selection to improve retention and further refine the selection process. Whether accessed over the Web or the phone—or a combination—users are led through an interactive experience that approximates true human interaction, resulting in “stickier,” more effective interviews and employee surveys, as well as more satisfying candidate experiences. Acclaim can be deployed as a complete, standalone talent acquisition solution or extend the functionality of an installed applicant tracking system (ATS). 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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