



## SELECTECH® WORKFORCE MANAGEMENT

*Screening, hiring and retaining the workforce you want - efficiently! SM*

With eleven years' experience implementing applicant management systems for both hourly (high volume) and exempt positions, ERC unveils Selectech Workforce Management. Selectech is more than applicant tracking: it is a complete applicant / new hire management system that handles exempt and non-exempt (hourly) applicants with equal proficiency in one integrated database. Our project managers will help you leverage the experience of your human resource professionals to identify, assess, track and on board the most promising applicants. Support continues with an ongoing development program to insure it is always "The Best Choice" for companies seeking "The Best Price."

### 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.

Supplementary modules to Selectech Workforce Management and Selectech 5.2 CMS improve the quality of hires and reduce turnover. Surveys of new hires help improve the orientation process and of departing employees to uncover root causes of turnover are also available.

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.

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### GUARANTEED BENEFITS WHEN YOU CHOOSE SELECTECH

**Best Choice.** ERC's eleven years' experience is available to improve your recruiting process and select and retain high performing employees.

**Advanced Design** translates into time and cost savings. Selectech is intuitive and easy to use, insuring benefits are available from the day of implementation with minimal training. SmartTools<sup>SM</sup> insure users get the most from its features, but never overwhelmed by its technological sophistication. Industry-leading, guaranteed uptime means we're working when you are, with 24/7 live help desk support. Highly configurable, Selectech Workforce Management will meet your exact needs. If not, we will customize a solution for you.

**Applicants** are "at home" with their dedicated home page, where they enter and update their resumes or applications, complete their pre-qualification and validated predictive assessment, receive and send communications; check their status and appointments; and, if hired, complete their new hire enrollment forms.

**Hiring Managers** initiate and check the status of requisitions, review resumes and applicant profiles, schedule interviews, record interview notes, and compare applicants and rankings on one screen.

**Recruiters** use their custom desktop to post jobs internally, to the Internet, review new applicants, search the applicant database, communicate with applicants and hiring managers, enter notes, schedule candidates for interviews or tests, access reports, and receive alerts of pending items.

**System Administrators** manage user security, create job descriptions, create job-specific pre-qualification questions with support from ERC's online question library.

**Fast, easy implementation** means a dramatically lower implementation cost and a quicker realization of the benefits from using Selectech Workforce Management. Even organizations with hundreds or thousands of hiring locations can begin using Selectech in record time.

**Cost** is generally at least thirty percent lower than competitive, less functional systems made possible by our advanced WizardDrive<sup>SM</sup> design.

#### **Unique System Features:**

- Equally proficient with hourly and exempt staffing in one integrated system
- WizardDrive<sup>SM</sup>, user initiated real time changes
- Location and job-specific pre-qualification questions, with real time scoring
- Location-specific rollup reports; EEO and custom reports with graphs
- Automated interview scheduling and day-before reminders delivering speed and cost savings to the interview process
- Cut/paste, upload, or build resume, and custom employment application
- Data transfers to HRIS, background and WOTC vendors
- Job-specific, validated assessments
- AllAboard<sup>SM</sup> on boarding with follow up
- FirstWord® New Hire and LastWord® Exit Surveys
- Interactive Interviewer Training
- Internet/IVR/Kiosk implementations