

JOBPARTNERS' SOLUTIONS HELP ENSURE ORGANISATIONS COMPLY WITH NEW AGE DISCRIMINATION LEGISLATION

Thanks to constant market intelligence and innovation, Jobpartners helps organisations comply with international employment equality regulations

London, 30th October 2006 – Jobpartners, the European leader of software solutions dedicated to the PRM (People Relationship Management) market, today announced that ActiveRecruiter, its online recruitment solution, can help ensure organisations comply with the new Age Discrimination Act. The company also announced that its ActiveSuite family of solutions has been helping global organisations comply with local equality legislations from the UK to the USA.

The Age Discrimination Act is having a huge impact on the recruitment process and it is therefore imperative that all organisations are equipped with the right tools to make compliance easier. Jobpartners' e-recruitment solution, ActiveRecruiter, helps companies to avoid age discrimination by enabling data to be configured so that hiring managers do not see the personal information of an employee until they have viewed their skills in relation to the job vacancy. There is also the option of removing the date-of-birth on applications, as well as a search auditing functionality which can prove that recruiters did not discriminate.

“The Age Discrimination Act is one of the biggest employment legislations this country has seen for a long time,” commented Patrice Barbedette, founder of Jobpartners. “It represents a huge challenge for HR and recruitment professionals who have to ensure that their people strategies do not discriminate in anyway. Failure to comply can mean the risk of costly employment tribunals and a damaged reputation and employer brand. The right software can make life a lot easier and can help companies ensure that they make recruiting decisions based solely on skills rather than age. By implementing ActiveRecruiter our customers can be assured that their recruitment process meets legal requirements.”

As well as supporting age and disability discrimination regulations in the UK, the Jobpartners ActiveSuite family of products complies with a number of legislations on an international level including the Equal Opportunity Act in the UK and USA, the Office of Federal Contract Compliance Programs (OFCCP) in the USA, and CV Anonymisation legislation in France.

“In the UK and the rest of Europe, and in the US, we've recently seen a host of new anti-discrimination laws come into force as organisations strive towards a more equal workplace,” concluded Patrice Barbedette. “Jobpartners is helping many customers around the world to comply with local legislation and is continually innovating its solutions to meet customers' needs in this area. A recent survey from the CIPD revealed that more than eight out of ten employers are having difficulties finding staff, which means that embracing diversity is absolutely essential in order to meet skills needs^[1]. Our technology and our solutions help global organisations to ensure that they comply with local legislation, as well as ensuring a skilled and diverse workforce.”

About Jobpartners

Founded in 2000 and headquartered in London, Jobpartners provides software solutions for qualitative human resources management and People Relationship Management (PRM). The leader in the European market, the company's innovative and straightforward approach provides companies with strategic value by enabling them to establish privileged relationships with new job applicants and current employees. The company's solutions address recruitment issues as well as internal mobility,

performance management, executives and key people management, succession planning and career management. With four subsidiaries in Europe, Jobpartners has clients in 45 countries and across all industry sectors. Jobpartners has been ranked the tenth fastest growing private company by Real Business in its Hot 100 list of 2006 and the Sunday Times ranked Jobpartners in 44th place in its Tech Track 100 list of 2006. For more information, please visit www.jobpartners.com.

^[1] CIPD's Recruitment, Retention and Turnover Survey, 2006