

Abso and EPRMA Partner to Offer Affordable Background Screening for Mid-sized Businesses

ROSEVILLE, CA – May 16, 2008 -- A single job bias or negligent hiring lawsuit can devastate the financial stability of a mid-sized business. With job bias claims at record levels and negligent hiring settlements averaging over one million dollars per case, mid-sized businesses are challenged to manage these risks without sizeable human resources (HR) departments or budgets. Abso, a leading provider of fully integrated talent management and screening solutions, and Employment Practices Risk Management Association (EPRMA), a non-profit organization that delivers risk management services at reduced rates, have partnered to deliver enterprise-class employment screening and training at prices mid-sized businesses can afford.

During 2007, private sector discrimination filings with the Equal Employment Opportunity Commission (EEOC) reached their highest level in five years. More than two-thirds of employment litigation is decided in favor of the plaintiff. The risks aren't limited to high-profile, high-revenue enterprises—more than 40% of all employment litigation claims are brought against employers with 15 to 100 employees. Mid-sized businesses must be equally cautious to prevent negligent hiring claims which result in an average \$1.6 million settlement that isn't necessarily covered by liability insurance.

A key step in preventing employment litigation is to initiate background checks during the hiring process. Through the Abso and EPRMA partnership, mid-sized businesses can conduct background checks easily and affordably, identifying criminal history, tracing Social Security Numbers, or performing any of over 300 types of records searches such as credit reports, driving records, sex offender registries, terrorist watch lists, education and employment references, and license/credential verification.

Hiring managers initiate checks through Abso's intuitive web-based interface, giving hiring managers fast and flexible access to keep the hiring process moving quickly. Electronic forms, including e-signed consent forms for job applicants and online results reporting, create a truly paperless environment. Abso never relies on aggregated databases. Instead, Abso conducts comprehensive public records searches directly at courthouses.

"Background checks are a critical part of mitigating the risk of a costly employment lawsuit," states Kevin Ribble, President of EPRMA. "Abso created a custom package for our members' needs, opening up a reliable and reasonably priced method to help mid-sized businesses identify high-risk candidates before they are hired."

Once a candidate is onboard, mid-sized businesses can turn to EPRMA's internet-based training and HR handbooks to help prevent job-bias issues. EPRMA also provides a helpline to experienced employment law attorneys to aid mid-sized businesses that typically can't afford an in-house specialist.



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Abso and EPRMA Partner to Offer Affordable Background Screening for Mid-sized Businesses (continued)

"Hiring trustworthy personnel is critical to the success of any organization. Through a combination of leading-edge talent management technology and personal service, Abso and EPRMA are delivering enterprise-class HR services to mid-sized businesses," states David Dickson, Vice President of Market Operations at Abso.

Statistics show that businesses are more likely to have an employment claim raised against them than a property or general liability claim. Find out more about Abso's full line of employment screening and talent management solutions and request a demo at abso.com.

About Abso

Abso is a hosted software and services provider helping clients acquire the best employees more efficiently by streamlining talent management, screening, and other HR processes. Founded in 2000, Abso's rapid growth has been driven by innovative applications using the latest secure web technologies, unmatched client support, and strategic vendor relationships. Operating nationally, Abso's Talent Edition™ solutions are used by small organizations to Fortune 500 enterprises.

About EPRMA

The Employment Practices Risk Management Association (EPRMA) is a non-profit organization that leverages the collective buying power of its members to offer risk management services at a reduced price. Any business domiciled in the United States is eligible to join EPRMA, gaining access to employment law training, helpline services, and other critical human resources services at rates affordable for mid-sized companies. For more information, see eprma.com.

Workforce Success-One Employee at a TimeSM

For more information, visit abso.com, or call 800.943.2589.

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