

Media contact:
Stacey Havel, Bernard Hodes Group
954-966-3500
shavel@mi.hodes.com

FOR IMMEDIATE RELEASE

HODES IQ JOINS SHRM INITIATIVE TO HELP SET ANSI STANDARD
Jeremy Shapiro to lead HR metric “cost per hire” workgroup

NEW YORK CITY, NY— September 22, 2009 —Continuing [Bernard Hodes Group's](#) long-standing history of working to advance the field of human capital management, Hodes iQ's Senior Vice President [Jeremy Shapiro](#) will lead an HR metrics workgroup for the innovative Society for Human Resource Management (SHRM) initiative to help develop standards certified by the American National Standards Institute (ANSI), which “oversees the creation, promulgation and use of thousands of norms and guidelines that directly impact businesses in nearly every sector”.

Shapiro, an author and expert in human resource metrics and [talent management](#) technology, will lead a cross-functional team of volunteers to create a standard for the frequently used HR metric, “cost per hire.” This workgroup is one of three initial efforts by SHRM to help HR teams better define common HR functions and measurements.

“This is an exciting time in the field of HR metrics; executives are more interested in maximizing human capital potential, and are looking to HR for answers, but we need to get the basics down first,” said Shapiro. “Efforts such as this one, which helps better define what cost per hire means, allows the HR function to move on to more challenging analytics. I’m excited to lead a strong team of HR professionals to submit our recommendation on a standard for cost per hire to ANSI.”

A well-known expert in the world of talent management solutions, Shapiro oversees the development and management of [Hodes iQ](#), Bernard Hodes Group's award-winning talent acquisition and management software solution, and is co-author of the HR metrics book *Ultimate Performance*. The Hodes iQ talent management system provides users with a robust business intelligence tool to report on HR metrics, in addition to access to Hodes iQ experts in talent acquisition measurement through seminars, webinars and direct consultation.

For more information about the SHRM/ANSI effort, please see this [SHRM announcement](#).

ABOUT HODES IQ

Hodes iQ makes talent management work for companies that know what they want from a talent management system by delivering flexible software solutions for talent acquisition, candidate sourcing, onboarding, career websites and recruitment process improvement. Hodes iQ also integrates seamlessly with best-of-breed solutions for performance management, succession planning, assessment, and background checks. Hodes iQ is supported by superb customer service, best-practice consulting and decades of experience through Bernard Hodes Group, offering unparalleled expertise in the recruitment marketing and employment branding industry. Hodes iQ offers several product lines for the Fortune 1000, mid-sized companies, as well as growing businesses. Hodes iQ is on the Web at www.hodesiq.com.

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ABOUT BERNARD HODES GROUP

As a fully integrated talent solutions provider, Bernard Hodes Group (www.hodes.com) offers solutions that often combine multiple service offerings from the Company's core competency areas: Recruitment Marketing; Sourcing/Response Management; Hiring Process Re-engineering; and Staffing Technology (www.hodesiq.com). All solutions are developed and measured within the company's 360-degree process methodology. The company is headquartered in New York, with over 80 offices and affiliates around the globe. Bernard Hodes Group is a wholly owned subsidiary of Omnicom Group, Inc., (NYSE - OMC), one of the world's leading marketing communications companies. Bernard Hodes Group serves thousands of clients in virtually every industry, helping them to attract and retain talented workers in every skill set.

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