

CRI Chief Executive Featured on Technology Panel at RPO Summit

Expert panel to discuss technology's impact on the talent acquisition process

LOS ANGELES, CA / October 30, 2007 –Ladd Richland, chief executive officer of CRI, a global Recruitment Process Outsourcing (RPO) firm, will be a featured panelist at the inaugural RPO Summit sponsored by the RPO Alliance. The Summit will be held in Chicago on November 6, 2007 at the Hyatt Regency O'Hare and will gather the top thought leaders in the RPO industry for discussions of recruiting best practices.

Richland will be a panelist on the topic of technology and its role in Recruitment Process Outsourcing. The panel – titled “The Role of Technology in RPO-Buy or Build?” – will examine and discuss technology's impact on the overall talent acquisition process.

With over a decade of experience in the RPO business and overseeing PeopleCapital, an award-winning Applicant Tracking System, Richland has a deep understanding of technology and its impact on recruiting.

“Determining how best to leverage technology and the dynamic factors involved with purchasing or building technology in-house will become a substantial differentiator for companies looking for the edge in the recruiting process,” says Richland.

The panel will highlight the benefits, functions, features and economics associated with technology solutions. Richland will share the perspectives from a RPO provider as well as end-users of the technology relative to what has been successful in his experience.

About Ladd Richland

Ladd Richland is co-founder and CEO of CRI, a premier, nationwide, Recruitment Process Outsourcing (RPO) service provider dedicated to helping Fortune 1000 companies build talent-driven organizations through identifying, hiring and retaining exemplary talent. CRI was named as an Inc. 500 recipient and has been named to *HRO Today's* Bakers Dozen recognizing the industry's top 13 RPO providers for the past three consecutive years. Richland was responsible for pioneering a new methodology of recruiting which decouples the recruiting process into several separate functions resulting in significant increases in efficiencies and quality of hires. He has established himself as an expert in recruiting benchmarking and has more than 11 years experience assessing existing recruiting processes within client companies, and re-engineering new processes to increase human metric ROI. Having recognized the trend early in technology-enhanced RPO delivery services, Richland acquired PeopleCapital, a *Human Resource Executive* award-winning software product that enhances the service offerings of CRI. Richland is on the board of the RPO Alliance, is an active member in the Professionals in Human Resources Association (PIHRA), the Society of Human Resources Managers (SHRM), and the Employment Management Association (EMA). He is also a board member of the Young Presidents Organization (YPO).

About CRI

CRI (www.crihire.com) is a premier global Recruitment Process Outsourcing (RPO) service provider dedicated to helping Fortune 1000 and emerging growth companies build talent-driven organizations through identifying, hiring and retaining exemplary staff.

About the RPO Alliance

The Recruitment Process Outsourcing (RPO) Alliance (a specialty membership group within the HROA) is committed to improving recruitment processes for all companies – whether that improvement is gained through outsourcing, or internal process improvement programs.

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