

Iscofia wins a 2009 OCTAS for Innovation

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At the recent OCTAS Gala held at Montreal's Palais des congrès, **Iscofia Software won the 2009 OCTAS in the Innovation (20 to 99 employees)** category. The award was given to Iscofia for its AQS™ service suite.

Organized each year since 1987 by the FiQ - and now by the Réseau ACTION TI-, the OCTAS awards recognize outstanding achievements in the IT domain.

Based in Montreal, Iscofia is a private company developing solutions in the HR domain, more precisely in the assessment of candidates and employees. Its clients are international test publishers who use the suite to develop, distribute and sell their products, HR consultants who use the suite to develop, distribute and standardize projects and finally, companies of all sizes in their recruitment and employee development and succession projects.

The project for which Iscofia was recognized is the new AQS™ (Applicant Qualification System) service suite, an innovative and user-friendly tool that enables users to develop and manage candidate and employee assessment processes at a fraction of the cost of existing solutions.

AQS™ is accessible as software on demand (SaaS), is consequently upgraded regularly and supports multiple languages.

"We are extremely pleased by this award" said François Plamondon, President and CEO of Iscofia. "It is the result of tens of thousands of hours of hard work by our development team. Our solution enables small and medium business to access a series of services at very competitive prices. Those services enable users to qualify their employees and candidates. Large enterprises can also benefit from the suite to qualify a large number of candidates and integrate the results to their existing systems".

More specifically, the AQS™ service suite enables users to:

- Develop a Web page that will help to further develop their employer brand
- Rank all candidates according to job specific requirements
- Structure and standardize phone and face-to-face interviews
- Obtain online reference checks
- Test candidates online according to job specific competencies
- Obtain various online background checks

Each assessment process is job specific. The skills and competencies for a large number of roles and positions, resulting from the work of Industrial Organizational Psychologists, have been identified so that a candidate is not evaluated according to generic criteria, but to the specific requirements of the job for which he or she has applied.

About Iscopia

Iscopia provides web based products and software on demand technology (SaaS) that helps managers and recruiters make sound hiring, employee development and succession decisions. Our award-winning technology is easy to use, fast and cost-effective.

www.iscopia.com

For more information please contact:

Guy Bureau
VP Marketing
Iscopia
gbureau@iscopia.com