

Direct Data Capture: DDC HRO Adopts Headway Corporate Resources' CharacterMatch for HR BPO Solutions Suite

FOR IMMEDIATE RELEASE

(New York, NY) June 21, 2005 -- DDC HRO (www.ddchro.com), a leading provider and enabler of data processing and human capital BPO solutions and part of the DDC Group of Companies (www.datacapture.com/DDCbrochure.html), today announced it has embraced the use of the Headway CharacterMatch system pursuant to the strategic HR BPO alliance recently announced in the US market with Headway Corporate Resources, a leading provider of human resources staffing, recruiting and workforce management solutions. DDC HRO declared Headway's CharacterMatch a key tool and differentiator in its HR BPO offering, noting its critical role for companies seeking to save time, money and improve results in the candidate screening and recruitment process - and for businesses seeking to reduce financial and other security risks arising from negative employee and business partner activity.

In today's business environment where security and confidentiality are hot-button issues, hiring decisions require careful consideration - and integrity of employees and business partners is a critical issue. The wrong hire - or a bad choice of business partner - can be an expensive problem, which explains why DDC HRO and Headway view the Headway CharacterMatch tool as invaluable for smart businesses and employers. The toolset goes further than the typical analysis and background check normally associated with an employee or business partner assessment, which provides only limited information on how an individual will behave. Headway's CharacterMatch is designed to screen for the character traits, in particular, that are known to be associated with cooperative success in business teams, and the toolset is designed to further screen for those individuals who have track records of dependability and honesty. There has been a substantial focus on character due to a large amount of research which indicated character may be more robustly correlated with success in business than any other factor, including experience.

The Headway CharacterMatch research team is led by David Snyder, author of the popular business book *How to Mind Read Your Customers*. Says David Snyder: "Some individuals who are clever enough can fool an assessment test, others may give false information on a written test, still others may successfully fake an interview. But the Headway CharacterMatch process is so thorough that character becomes transparent." As a graduate student at Harvard, David was part of a research team that found a connection between brain wave patterns and personality. He has also analyzed key findings from many other sources to construct the Character Match Process.

"We are delighted to be working with David Snyder and our colleagues at

Headway to bring the Headway CharacterMatch program to the broader marketplace," said David Kinnear, CEO of DDC HRO. "The Headway CharacterMatch toolset is powerful, flexible and critical in today's business environment - and the delivery team is first class. The business risks and financial downside of incorrect hiring and partnering decisions are simply too great to ignore - this is clearly a way for employers and would-be business partners to improve the odds for successful and profitable relationships with the people that work for them and with them."

About Headway's CharacterMatch

The multi-phase character screening process includes a combination of sophisticated, customized online character screening tools, writing tests, live interviews, follow up interviews and other proprietary screening tools used to ensure that only candidates and business partners of superior character and qualification make it to the stage of recommendation and approval respectively. The process allows employers and businesses to make much better hiring and partnering decisions by examining how candidates and prospective business partners react under pressure when presented with a suitably-demanding evaluation procedure. Candidates who appear to have solid character and credentials react well to the process and visa versa.

You can learn more about the Headway CharacterMatch program at www.headwaycorp.com

About DDC HRO

DDC HRO (www.ddchro.com) is a member of the DDC Group - a privately held portfolio of companies, providing human capital BPO solutions and data processing solutions for forward-thinking companies and organizations worldwide. With a growing multi-disciplinary staff of over 3,500 (primarily in DDC's client support centers in the Philippines), DDC is a leading provider of comprehensive onshore and offshore business process outsourcing services, combined with mission-critical technology solutions, strategic consulting and onshore relationship management.

DDC HRO recently announced an HR BPO alliance with Headway Corporate Resources for US delivery of combined HR solutions & services to US clients. Through this alliance, DDC HRO and Headway will provide complementary services on a national basis in Recruitment and Staffing, Human Resource Solutions, along with data processing and human capital business process outsourcing solutions. The organizations' combined resources total more than 7,000 staff members, equally divided between onshore and offshore locations, including the Philippines where DDC's main offshore operations are located. The DDC HRO Headway BPO alliance leverages DDC core competencies in document management, data processing and offshore staffing & technology solutions with Headway's suite of HR Solutions - creating a powerful, single-source onshore-offshore BPO solutions suite. The DDC HRO Headway alliance

is the largest industry step toward global sourcing of human capital solutions for onshore clients, viewing the onshore recruitment process and the delivery of customer support solutions from a fresh global perspective.

You can learn more about DDC HRO and the DDC Group of Companies at www.ddchro.com / www.datacapture.com/DDCbrochure.html

About Headway

Headway Corporate Resources has been delivering innovative workforce solutions since 1974. We are a full-service human resources support company that provides high quality recruiting, staffing and human resource support services to a wide range of business sectors, including the financial services, energy, publication and entertainment industries, healthcare, education, government and law.

The Company is comprised of two complementary but distinct divisions, Recruitment & Staffing and Human Resource Solutions. The Recruitment & Staffing Division focuses on resources for administration, accounting & finance, law, technology, and engineering. It serves three principal regions: the New York City metro area, the Los Angeles metro area, and the Mid-Atlantic region. The Human Resource Solutions Division is national in scope, and provides comprehensive HR business process outsourcing to companies who maintain a large contingent workforce.

Headway ranks among the top 100 staffing companies world-wide. Our clients include some of the country's most prestigious corporations and institutions, including Genworth, Research Triangle Institute, JPMorgan Chase, First America Corporation, Bank of New York, and New York University.

You can learn more about Headway at www.headwaycorp.com

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