

For Immediate Release
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Avilar Releases IMPACT IT Solution to Simplify Competency Management for IT Teams Solution Improves Project Team Selection and Training Budget Allocation

Columbia, MD – May 24, 2005 – Avilar Technologies, Inc., a leading competency management and eLearning solutions company announced today that it has released IMPACT IT, a web-based competency management solution for information technology organizations and departments. The solution allows IT managers to establish an inventory of technology knowledge and skills of their employees and perform a competency analysis. IMPACT IT improves the way IT managers develop project teams, allocate the training budget, determine skills gaps and identify recruiting or outsourcing needs.

IMPACT IT includes the tools and services needed for a successful IT focused competency management project. The offering includes:

- A hosted, web-based Employee Performance Management (EPM) system
- Integration with a rich dictionary of IT roles developed by the National Workforce for Emerging Technologies
- Supporting consulting services in competency management and project management.

“IMPACT IT gives managers the insight into their employees to make strategic decisions in project planning, training and hiring,” said John Skowlund, Avilar’s CEO. “With IMPACT IT, we can bring our deep experience to both large and small IT organizations in a way that is affordable and easy to implement and manage,” he added.

IMPACT IT will help shorten the implementation time for an IT competency management program from months to weeks. Organizations will quickly take advantage of the benefits such as:

- Enhanced project team selection based on assessed skills
- More effective use of training budgets through targeted training
- Higher employee satisfaction through career development and empowerment
- Alignment of business strategy with competencies that will support long term organizational goals
- Immediate feedback for individuals and managers on skills gaps
- Rich set of reports to perform analysis on both a group and organizational basis
- Easy data feed into other systems like Niku’s project management system or SAP

IMPACT IT starts as low as \$5,000 for an IT group of 50 or less and has a range of options to match the unique needs of each organization.

About Avilar Technologies

Avilar Technologies, The Competency Company™, provides web-based competency management and learning solutions for the corporate, government and academic sectors. With its Know, Grow, Go solution, Avilar offers a competency-based approach to workforce development. Formed in 1997, Avilar was a pioneer in the e-learning marketplace. The flagship WebMentor® product line, originally introduced in 1998, includes a complete suite of affordable, easy-to-use, and full-featured competency development and management tools. Avilar is the recipient of the Excellence in E-Learning for Customer Satisfaction award from Brandon Hall and E-Learning Magazine, and was cited by Training Magazine as a top “Price-to-Value” provider.