

For Immediate Release

Interstate Batteries selects Innovative's nSourceRPO

(Dallas, Texas, November 1st, 2004) Interstate Batteries has signed a contract with Innovative Human Capital Solutions of Dallas to roll out its signature nSourceRPO solution. Interstate will use nSourceRPO to source and pre-qualify top job candidates, thus allowing the hiring team at Interstate to focus on quality-of-hire, reducing cost-per-hire and improving time-to-hire.

Alicia Carter, Interstate Batteries' Director of Human Resources stated, "We selected Innovative's nSourceRPO to solidify and simplify our contingent and permanent staffing process. Innovative's Program will allow Interstate to better control and forecast our corporate staffing costs. It will also most importantly free some of our human resource personnel to work on deferred, but much-needed HR projects."

Andrew Jackson, Managing Director at Innovative stated, "We welcome Interstate Batteries into our family of clients that recognize a better way of addressing corporate staffing processes and costs. Interstate is a first class organization and we look forward to a long term partnership."

Based in Dallas, Interstate Batteries is a leader in battery marketing and distribution, with a tremendous network that provides consumers with Every Battery for Every Need. Interstate's website is at www.ibsa.com.

About Innovative

Innovative Staffing was founded in 1997 as The I.S.A. Group, LLC to provide contingency search and contract staffing solutions for companies with hiring needs such as IT, Engineering, Finance & Accounting, and Corporate Administration. In 2001, Innovative launched its Managed Staffing Services, a suite of hosted recruitment process outsourcing (RPO) solutions designed to reduce costs, streamline processes, and improve performance across the hiring supply chain.

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