

DBSquared Offers Automated System For **ADA-Compliant Job Descriptions**

New software helps companies streamline job requirement development

Fayetteville, AR – October 1, 2009 – DBSquared, a Fayetteville-based software development company, recently launched a new product, DBDescriptions (<http://www.dbdescriptions.com/dbd>). This product will allow organizations to create and maintain comprehensive and ADA-compliant job descriptions easily through an automated system.

Effective January 1st, 2009, The Americans with Disabilities Act (ADAAA) opened the protections of the Americans with Disabilities (ADA) to a much larger group of people. Anyone who has an impairment that substantially limits major life activity must be reasonably accommodated under the Americans with Disabilities Amendments Act (ADAAA). An employer with fifteen or more employees must have accurate, thorough and current documentation to provide evidence that certain aspects of their jobs are required and are not a discriminatory practice against a disabled employee or potential employee. Available as of September 1st, 2009, DBDescriptions will maintain all of that necessary information and more through a simple process.

DBDescriptions is a web-based product that allows organizations to develop job descriptions quickly with a combination of open text boxes and point-and-click selections. This application enables users to e-mail a copyrighted Position Analysis Questionnaire to an employee or department head, and when completed, the Human Resources department will receive a comprehensive and compliant job description. The job descriptions include the mental demands, physical demands and working conditions of each position. The program is pre-populated with over 1,100 job descriptions collected by the Johanson Group, sister company to DBSquared, over the last eight years. The new web-based product serves as a job description repository for organizations and can be accessed 24/7 via the DBDescriptions website.

Blair Johanson, Principal Partner of DBSquared, went into further detail about the product. “With DBDescriptions’ easy-to-use electronic features, job descriptions development projects will be moved from the back burner to the front burner.”

Multiple packages of job descriptions of various sizes and prices are available to fit any organization’s needs. The premium membership for DBDescriptions costs \$495 annually, which provides organizations unlimited use for one year. To find out more about DBDescriptions, please visit the website or call (479) 587-0151.

DBSquared is a world-class provider of software products and services. Dedicated to simplifying HR processes through the use of technology, Johanson Group Consulting and Applied Computer Technology merged their efforts in 2001, and founded the company in 2005. The Principal Partners of DBSquared have over 60 years of combined experience within the realm of Human Resources, which is the foundation for every product launched by this organization. The efficiencies of their products have impacted hundreds of organizations across 25 states in the U.S. More information is available on their website at www.dbsquared.biz.

Media Contact:
Megan Cherry
(479)587-0151
[megan.cherry\(at\)dbsquared\(dot\)biz](mailto:megan.cherry(at)dbsquared(dot)biz)

###