

For Immediate Release

NICOLE LAROCHE OF WITT MARES CAREER SOLUTIONS EARNS CERS CERTIFICATION

NEWPORT NEWS, VA (December 7, 2007) – Nicole Laroche, CSP, CPC, Managing Director of Witt Mares Career Solutions, recently earned the Certified Employee Retention Specialist™ (CERS) certification. She is one of only 17 professionals in North America who hold this certification.

The Employee Retention Specialist™ Certificate Program consists of an intense course focused on developing employee centered organizations with the goal of successfully attracting and retaining valued employees. The program's leading faculty member is Joyce L. Gioia, Certified Management Consultant, partner of The Herman Group, and co-author of *Workforce Stability, Lean & Meaningful*, and *How to Become an Employer of Choice*.

Witt Mares Career Solutions, a subsidiary of Witt Mares, is a professional recruitment firm offering strategic human resources solutions, including executive and professional searches and placements for physicians, manufacturing operations, human resources, advanced technology and accounting and finance. In addition, the firm offers a variety of human resource consulting services, including staff training, organizational development, employee retention and career transition.

Laroche graduated from the University of Ottawa in Ottawa, Ontario, Canada with a Bachelor of Psychology. In addition the CERS certification, Laroche is a Certified Personnel Consultant (CPC) and a Certified Solutions Provider (CSP). Her areas of specialty include organizational design and development, strategic planning and recruiting.

Laroche is an active member of the National Association of Personnel Placement Services, the National Association on Physician Recruiters and the Society of Human Resources Managers. Her community involvement includes volunteering for the Susan G. Komen Foundation. In addition, she is a volunteer for Mayor Joe Frank's Physician Task Force and is a member of the Peninsula Fine Arts Center.

##