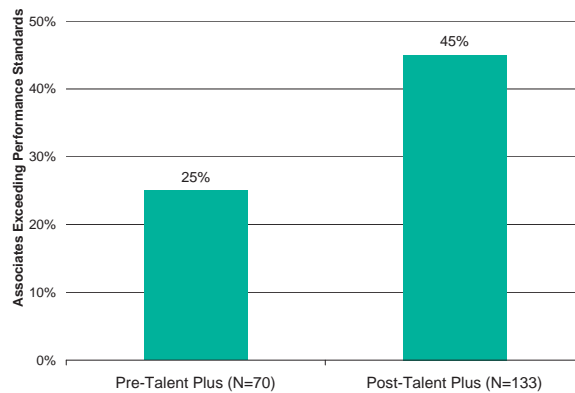


After just one year, two health care client partners evaluated their use of Talent Plus' Quality Selection Process[®] (QSP[®]) and found remarkable results. Their findings simply reinforce what Talent Plus clients know – because the QSP selects for talent specific to each type of interview, those selected are better able to perform in their jobs. Since they are better suited for their position, they are able to perform the job well and experience increased job satisfaction.

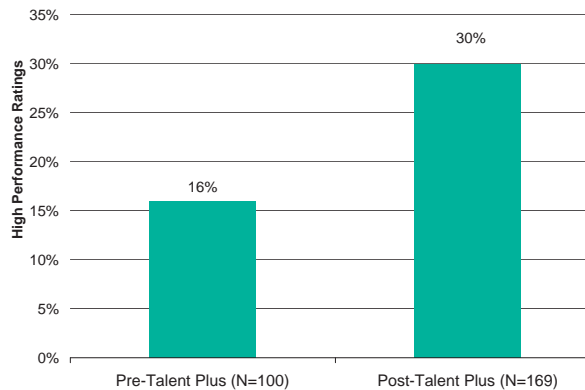
COMPARISON OF FIRST-YEAR PERFORMANCE EVALUATIONS

Implementation of the Talent Plus QSP dramatically increased the proportion of associates exceeding performance standards, nearly doubling ratings the first year. In addition, after Talent Plus implementation, no associate selected through the Talent Plus process was rated below standard.



FIRST-YEAR PERFORMANCE RATINGS OF NEW HIRES

At a regional hospital, ratings for pre-Talent Plus selections were compared to Talent Plus selections. Only 15.8 percent of pre-Talent Plus selections received high performance ratings compared to the 30.5 percent of Talent Plus selections who did.



When selected for the right position based on talent, people have the opportunity to express their talent and, with the right direction, further grow and develop. Performance ratings for those selected using the QSP generally increase year after year. Employees who exceed performance standards do so because they enjoy their jobs and believe they are in a place where they can do their best. These become your best people who want to meet the needs of the company and its customers – both internally and externally – contributing to the bottom line and creating a Talent-Based OrganizationSM (TBOSM).