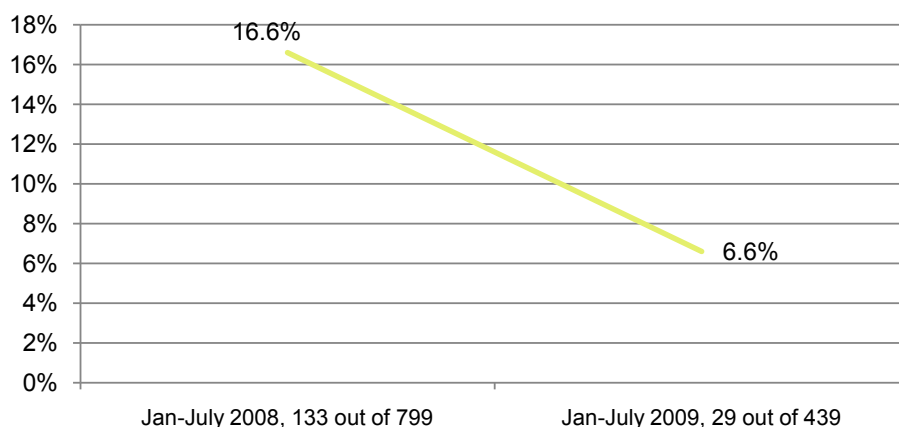


A health care system approached Talent Plus in August 2008 with a specific goal: implement a better selection tool for front-line employees. One month later, analysts within the health system were certified on Talent Plus' Health Care Professional (HCP) Interview. In January 2009, after other processes were in place, recruiters began using the HCP Interview as part of their selection process for candidates applying for front-line positions, including nursing roles, at any of the hospitals.

A year after partnering with this health system, Talent Plus examined their return on investment from implementing the HCP Interview. Specific attention was paid to the number of employees terminated in the first year from January 2009 to July 2009 compared to the same period the prior year when the HCP Interview was not in place. A significant decrease in the number of terminations during the introductory/probationary period was found, indicating that this client, in partnership with Talent Plus, raised the bar for talent.

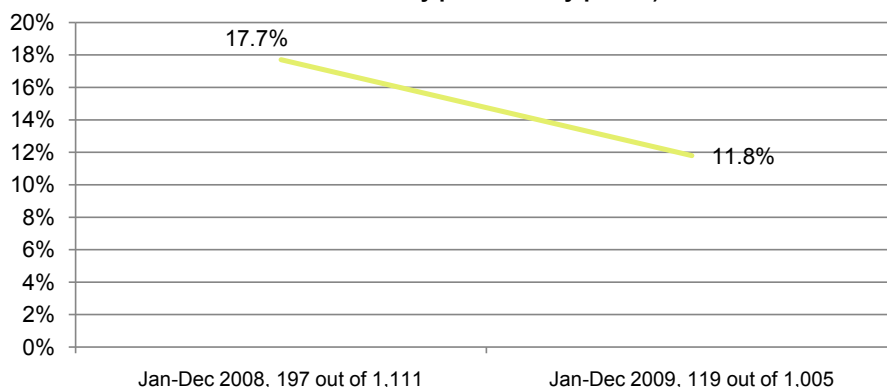
### Impact on First Year Turnover



**60%  
Reduction  
Overall**  
(10 percentage points)

### Impact on Terminations During Probationary Period

(Measured by number of terms during introductory/probationary period)



**33%  
Reduction  
Overall**  
(5.9 percentage points)