

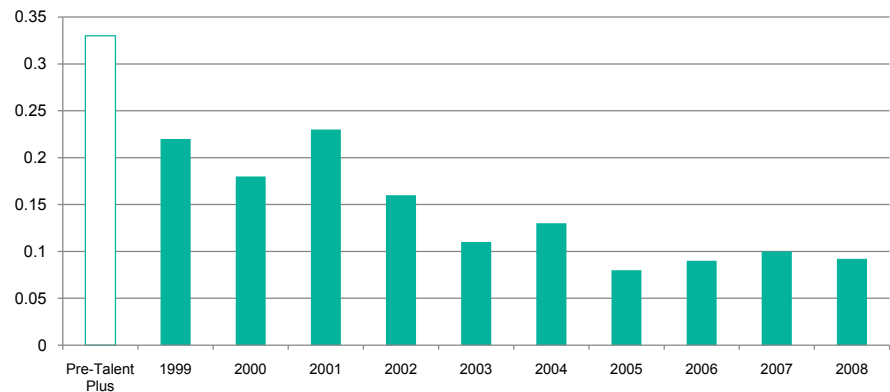
The implementation of Talent Plus' Quality Selection Process[®] (QSP[®]) helped this medical center successfully reduce employee turnover and the costs associated with that turnover in their support and allied health professional positions. They are committed to selecting only highly talented employees and, as a result, has seen a measurable return on their investment in The Science of Talent[®].

"Talent Plus has been an invaluable tool in our drive to reduce employee turnover. The screening interview provides a strong foundation for selecting the right person for the job. After the employee is on board, the results are very helpful to the manager as they seek to provide the employee with development opportunities."

+ Director of Human Resources,
Medical Center

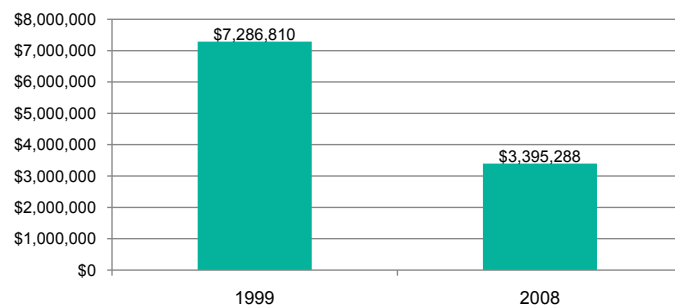
LONG-TERM REDUCTION OF TURNOVER

This medical center has experienced a decrease in the turnover of their support and allied health professionals over a nine-year partnership with Talent Plus, a 24 percent decrease overall.



TURNOVER COSTS

This medical center's annual cost of turnover dropped by nearly \$4 million over a nine-year period (\$3,891,519). The estimated savings per year from these reduced turnover costs was approximately \$430,000*.



*The estimated cost of turnover per terminated employee, \$13,059, was based on first-year pay data from the 2009 fiscal year.

Through The Science of Talent[®] this client experienced the longitudinal value of selecting the right talent with the right fit, significant reductions in turnover and the costs associated with that turnover. Hiring and retaining talented people is key in building a successful Talent-Based Organization[®] (TBO[®]).