

Assessments and Talent Acquisition

TALX

Better talent can change the future of your business.

Company success is dependent upon people. This is why the hiring process is so important. But how do you identify, hire and develop the best people? It's not easy. You need specialized expertise and widely varied assessments. Talent acquisition isn't just about new hires, either. It's about identifying future top performers, both inside and outside your organization.

We provide assessments, consultation and more to ensure you identify and advance the right people. TALX helps you reduce hiring costs and contributes to long-term, future company success with efficient, effective talent acquisition.

Because different jobs require different skills – and a wide variety of tests are required to measure those varying skills – we work with nearly 50 of the world's leading test developers to offer hundreds of assessments through our unique testing platform. In addition, we have testing centers, consultation services, and technology that automates the hiring process and seamlessly integrates with talent management systems. We're equipped to address your unique challenges, no matter what they may be.

Services Snapshot

Full Service Assessment Catalog –

Hundreds of Web-based products for pre-employment testing and employee development in both private and government organizations

Testing Centers –

Proctored facilities located worldwide and available in mobile units

Talent Acquisition –

Technology-driven solutions for streamlining candidate filtering and employee development

Specialized Consulting –

Development of strategies for talent selection and advancement



Features	Benefits
Integration with existing systems	Increases assessment options regardless of current hiring systems
Full service assessment catalog	A single, non-biased source for hundreds of assessments from leading test publishers
Strong emphasis on validity	Materials measure what is intended and stand up to legal examination
Online manuals and reports	Opportunity to review test materials before purchase
Patented, Web-based platform	Real-time results for quick action in competitive situations
Worldwide testing centers	Convenient facilitation that reduces candidate search costs
Flexible, expert solutions	Able to address needs from simple to comprehensive with assessments, systems and consulting

All your assessment tool needs, in a single place.

Through *pan*, TALX offers the broadest catalog of Web-based assessment instruments available. Because of our catalog's size and continual updates by test developers, we keep a current listing of available products online. We also provide online access to test manuals and sample reports, so you can review them before purchase.

Our experts can help create test batteries that fit your specific requirements, combining items from multiple publishers. With consultation and tools, we're able to identify the tests that most closely meet your criteria. And we don't stop there. Other assessment-related services include custom interfaces, custom reporting, multi-language translations, and Web-enablement of your proprietary tools. We also offer other types of selection instruments including behavioral interview guides and work simulations.

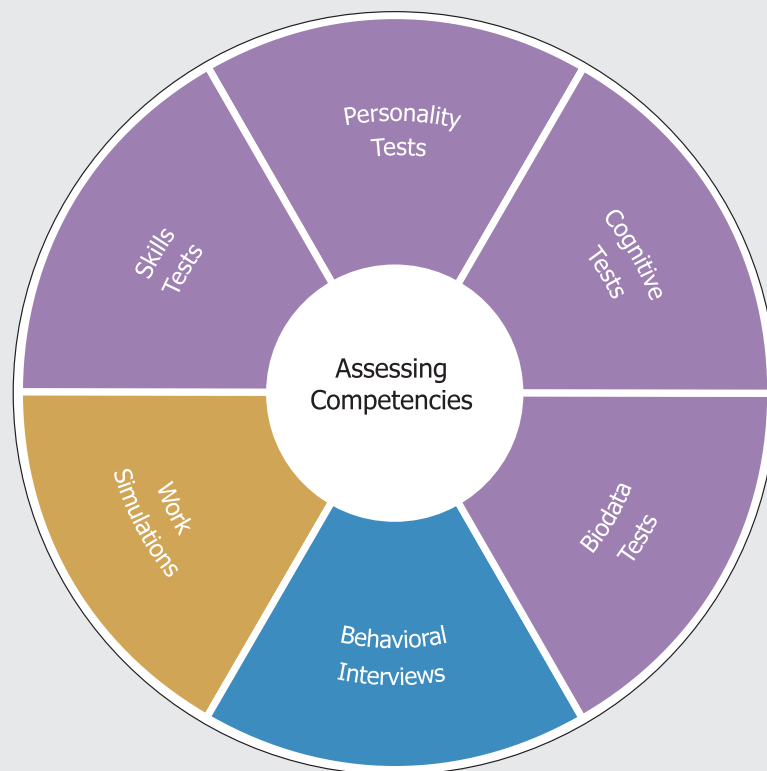
Streamlined talent acquisition with single-platform technology.

Our unique talent acquisition solution simplifies candidate screening by combining assessment scoring, applicant tracking and new hire onboarding in one easy-to-use system. Through a single application, you can access a consolidated view of each candidate's real-time status in your hiring pipeline, including: physicals and hearing exams, background and credit checks, drug screens, interview scheduling and results, assessments and scoring, and more.

Custom configuration perfectly fits a variety of needs, and the system grows as you grow, avoiding difficult transitions. Customizable options include: inputs from simple to intricate, individual candidate portals, branded interfaces, reporting choices and export preferences. And no matter how your system is configured, it will be supported by privacy and disaster recovery technologies secure enough to meet the demands of major federal agencies and financial institutions.

Assessment Types

TALX offers consulting services to help you choose what's right for your needs.



Consulting to improve the effectiveness and legal compliance of your staffing processes.

Our human capital consulting team addresses areas that impact bottom-line results: key talent metrics, quality of hire, employee turnover, and efficiency of administration and scoring. Our industrial organizational psychologists work as partners, meeting each client's unique needs with realistic, practical solutions. Consultation services include, but are not limited to, the following:

Job Analysis: Identification of the activities, abilities and other qualities critical to successful job performance.

Assessment Battery Development: Choosing the correct combination of cognitive, personality, bio-data and other tests to match your company's needs and culture.

Interview Development: Creation of interview guides for structured, objective, relevant evaluations. Materials can include rating scales, candidate response appraisals and even training.

Assessment Validation: Establishes the relationship between assessment scores and job performance, allowing TALX to set up specific scoring rules for candidate evaluations.

Custom Reporting: Information gathered during assessment validation and job analysis enables TALX to create highly specialized online reporting with custom branding, automated scoring and interpretation guidelines.

Our Platform, Your Identity

For a seamless, professional presentation, TALX offers Private Label platforms. We customize the look of testing platforms to match your brand and Web site. At a fraction of the cost of developing your own system, this option is an easy, intelligent solution that preserves your organization's identity.

Consider this custom identity option if you use testing as part of the hiring process, are implementing a corporate system, or want to offer assessment products to your customers as an added value.



Reliable testing centers located anywhere in the world.

For many testing programs, the stakes are high, security is critical, and convenience is required. *pan* testing centers combine the latest in secure Web delivery and encryption with exam management best practices, to deliver consistency and convenience in any situation. Our solution is complete and seamless including venue, equipment, network and proctors.

Fixed testing facilities are located in easy-access commercial locations in the U.S. and around the world. For large-scale or remote situations, TALX can deploy mobile testing centers. Whether fixed or mobile, all *pan* testing centers are consistently secure, reliable and professional. Precise environmental specifications, optimized computers and broadband productivity are required. Random audits ensure strict compliance. All communications are integrated, from registration with e-commerce capabilities to result reports in real time.

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TALX: The Company Behind *pan*.

Our Roots

As business and technology have evolved, so has TALX. From our roots as the first to offer an automated employment verification service, we've grown to provide a broad portfolio of payroll and human resources services. From Web-enabled employment verification to unemployment claims management to paperless payroll and time reporting, we've built our business by understanding our clients' perspectives.

Our Philosophy

TALX is focused on replacing slow and expensive manual business functions with virtually instant, electronic-based services. We transform payroll and human resource processes by eliminating time-consuming, paper-heavy administration while increasing convenience and accuracy. TALX services make it possible for our clients to meet demands for higher service levels at reduced costs.

Our Capabilities

It's one thing to have creativity and expertise. It's another to successfully implement it. Whatever your functionality and control requirements, TALX services can be designed to fit. Every TALX client is assigned a dedicated team of specialists to deliver the best possible experience. Implementation managers work as client partners to bring TALX services to your organization.

More TALX Services That Save Time and Money

Employment Verification

Offer automated employment and income verifications.

Unemployment Tax Management

Reduce unemployment taxes through claims processing, hearing representation, and tax management.

Tax Credits and Incentives

Uncover missed federal, state, and local tax credits and incentives.

Paperless Pay

Offer electronic paystubs and better manage direct deposits, W-4s, and other employee information.

W-2 Management

Manage the disruptive tax season by enhancing your W-2 delivery from initial distribution to reissue to corrections.

I-9 Management

Maintain compliance with immigration regulations by generating and storing federal I-9s electronically.

Time Entry

Collect and approve timesheets electronically and eliminate the inefficiencies of paper-based time reporting systems.

Onboarding

Collect and manage information for new hire forms online.

Learning Solutions

Interactive, online learning modules in key areas that impact bottom-line success: unemployment cost control and sexual harassment.

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