



**For Immediate Release**

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**viaPeople, Inc. Announces the Release of Talent Assessment Software: The Foundation for a Complete Succession Planning Solution**

**Princeton, NJ – April 23, 2007** - viaPeople, Inc., a leading human asset management software and consulting services company, announced today the introduction of a new software module for companies that want to fully customize their Succession Planning process to their organization's needs.

viaPeople has developed a Talent Assessment module in response to our customer's requests for a more tailored approach to Succession Planning than what they are finding in the marketplace today. "What our customers are learning as they respond to Senior Management's demand for a reliable Succession Planning system is that most of the information necessary to build a Succession Planning Database is not available through their HRIS or other operating systems" says Karen N. Caruso, Ph.D, Managing Director, Consulting Services. "Our Talent Assessment software uses sophisticated technology to enable our customers to gather critical and strategic information about their high potential employees and broader talent pool. This new information is combined with other information from the customer's HRIS, Applicant Tracking, Performance Management, Learning Management and Compensation Planning systems to build a robust Succession Planning database", says Dr. Caruso.

One of our large pharmaceutical customers selected viaPeople to work with them to build a succession planning and career management system for their sales organization. The Talent Assessment module was used to gather information concerning previous experiences, relocation and position preferences, readiness for promotion and retention risk on thousands of sales professionals and leaders. This new information was integrated in the viaPeople database along with sales performance data, performance review, and training information.

"This organization has transformed the way that they manage their talent pool," says Dr. Caruso. Algorithms were used to identify candidates for promotion on a quarterly basis based upon specific performance criteria and guidelines, as well as identify high potentials. Managers now have insight into a complete talent profile on their direct reports, can identify specific performance gaps, and can track career progress on a regular basis. Human Resources and senior leadership have access to robust succession

information for the entire sales force, can track the performance and development of high potentials, and identify high potentials based upon a validated performance model.

viaPeople's Talent Assessment module has also caught the attention of organization's seeking to re-align their workforce during times of organizational change. Due to the fact that this Talent Assessment module is highly configurable, organizations seeking to redeploy employees to other areas, business units, divisions, etc. can use the tool to determine which employees are best suited for a particular function and which employees may be better suited elsewhere. "As organizational demographics are shifting, this type of assessment is becoming particularly critical as companies can now quickly determine who to redeploy to other areas and make these important decisions based upon accurate data," says Dr. Caruso.

**About viaPeople, Inc.:**

viaPeople, Inc. is a human asset management software and consulting services company. They enable companies to identify their top performing employees, profile the behaviors that make those people successful and the reshape their existing workforce to significantly improve overall performance. Using the science of Industrial Organizational Psychology and advanced performance analysis software, viaPeople is able to correlate individual performance to a company's financial performance and calculate return on human capital investment. viaPeople, Inc. offers the time savings and cost efficiency of online implementation, the flexibility to customize to a client's specific needs, and the domain knowledge to help clients measure and improve the return on their investment in human capital. viaPeople, Inc.'s proprietary software is web-based, scalable, flexible and secure. Visit viaPeople, Inc. at <http://www.viapeople.com>.