

viaPeople at a glance

From the products and services you deliver to the value you return to your shareholders, and customers everything you accomplish is made possible *via* people.

At viaPeople, we provide software tools and consulting services that at long last answer the questions asked by virtually every company, in every corner of the business world:

- Why do some of our employees significantly outperform their peers?
- Who are these top performers and what makes them unique?
- What is the bottom line impact of top performers and how do we get more of them?

our mission At viaPeople, our mission is to combine the best practices of industrial/organizational psychology and technology to link employee performance data with financial and operating results, allowing our clients to determine which behaviors truly drive business performance. This information enables our customers to revamp their selection, training, development, talent assessment and performance evaluation criteria, while generating unprecedented ROI (Return on Investment).

our people viaPeople was founded by a group of business executives, industrial/organizational psychologists, and technologists who have combined their experience and expertise to offer breakthrough solutions in Human Capital Management.

our solutions The viaPeople model is based on a unique combination of industrial/organizational psychology and state-of-the-art technology.

Software

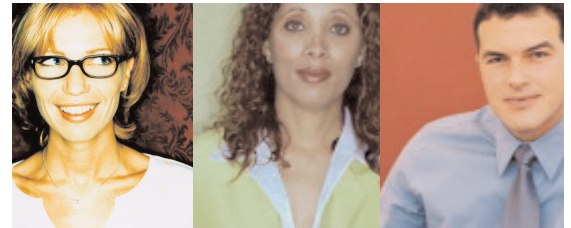
Our proprietary software is web-based, highly scalable, flexible and secure, and is delivered through a hosted set of applications specific to your company's unique requirements. It can be accessed anywhere, at any time, including offline. Our suite of products includes:

- Performance Evaluation
- 360 Degree Feedback
- Talent Management
- Organizational Surveys and other assessments

Consulting

Our Consultants, each of whom is an expert in the field of industrial/organizational psychology, develop strategies that complement our software offerings in performance evaluation, talent management, competency modeling, survey development and 360 degree feedback. These experts will work with your organization to customize a solution that adapts to your structure, processes, core values and culture.





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our solutions
(continued)

Paper Processing

We also accommodate paper outsourcing as a part of your overall solution. That means we scan each paper appraisal, data enter the results for future reference, and provide a database of performance results. So whether you are ready to move to an online solution, stay with your paper-based process or implement a hybrid approach, viaPeople has the answers.

our difference

At the heart of our difference is a belief that that every customer is unique and therefore shouldn't be subjected to a "one solution fits all" approach. That's why we are diligent in adapting our solutions to your culture—moving at the rate of change your organization can absorb. We are also unique in our ability to offer a truly integrated solution via the expert guidance of industrial/organizational psychologists. These accomplished professionals consult on everything from outsourcing paper appraisals and building performance databases to correlating the impact of human performance to the bottom line. In the end, they'll provide you with invaluable insight at the enterprise level that enables you to increase your revenue, shareholder value and ultimately, your competitive advantage.

