



# Talent Management

CDI-Talent Management focuses on the project management of complex permanent placement, contingent workforce and enterprise-wide staffing cycle programs. With expertise encompassing virtually every industry, we improve a client's talent acquisition process – from permanent placement projects to managed staffing engagements – through three service lines: *Recruitment Process Outsourcing, Managed Services and Staffing*. CDI-Talent Management's three service lines can be combined or delivered separately to best fit a client's recruitment needs.

## Recruitment Process Outsourcing

CDI's Recruitment Process Outsourcing (RPO) is a state-of-the-art approach providing fully-outsourced recruitment services. We utilize the best people, process and technology available to effectively manage a client's entire recruitment process. From initial consultation through daily execution, our team partners with clients to deliver cost-effective recruitment process excellence that is managed through performance.

We offer two products: *Recruitment Outsourcing*, a fully-outsourced engagement utilizing CDI professionals as the client's dedicated recruiting team; and *Project Recruiting*, a shorter-term, mission-critical model that provides recruiting team support to deliver a specific skillset within an explicit timeframe and/or within a definitive geography.

## Managed Services

CDI's Managed Services provides a total program on-site managed staffing solution responsible for the overall management and service delivery of a contingent staffing workforce – from requisition approval to on-boarding. Our dedicated management team focuses on performance management and process improvements, cost savings methodologies and mid-to-large scale contingent labor workforce management.

## Staffing

The CDI-Talent Management Staffing group offers a full range of staffing solutions to Fortune 1000 clients to best satisfy their fluctuating needs. We provide a broad continuum of engineering, design, technical and personnel services to technology intensive industries. Our personnel will work in a client's facility under their functional direction. Whether it is one employee or a team of qualified professionals, we have the proven best-in-class processes to fill a client's needs while allowing them time to focus on their core competencies.



## About CDI

CDI is a global leader providing workplace solutions including Recruitment Process Outsourcing, EPC Engineering Services, Engineering and IT Outsourcing, Recruiting and Staffing solutions. Each year nearly 30,000 people work on company assignments and another 25,000 people are placed in permanent positions in a wide range of careers through CDI's global network of recruiting professionals. CDI and its companies operate nearly 1,000 offices in over 35 countries.

**Publicly Traded:** NYSE:CDI

**Employees:** Approximately 10,400

**2008 Revenue:** \$1.12 billion

## CDI Performance Management Philosophy

CDI approaches each project with a bias for planning, clearly-set expectations and proactive communications. From identified SLA performance monitoring to executive committee guidelines, a process is established to ensure quality delivery.



## Key Differentiators

Professional skillset focus

Performance-based approach

Experienced resources with deep industry knowledge

Transactional-to-full turn-key solutions for both contingent and perm hiring

Strong national and international presence

Scale to meet current and future staffing needs

Documented cost savings strategies

*CDI-Talent Management is part of CDI Engineering Solutions – a provider of high-value engineering outsourcing services to clients in the Aerospace, Life Sciences, Process & Industrial and Government Services sectors. CDI Engineering Solutions is a division of CDI (NYSE:CDI), a leading provider of engineering and information technology outsourcing solutions and professional staffing.*

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## VALUE DELIVERED

CDI-Talent Management's comprehensive approach allows us to provide cost-effective solutions that improve the quality and efficiency of a client's recruiting process while leveraging current market trends.

### Financial

*CDI has the ability to:*

- Replace ineffective or costly in-house recruitment resources
- Gain cost control through unpredictable peaks and valleys
- Reduce infrastructure cost risks
- Create efficient, cost-effective measurements and metrics for the entire enterprise
- Fill positions at lower total cost
- Complete fulfillment process and eliminate non-core functions for managers
- Deliver consolidated invoice process
- Supply legislative / benefits for employees
- Deliver state-of-the-art tracking capabilities

### Quality & Efficiency

*CDI has the ability to:*

- More-effectively integrate acquisitions, international expansion and rapid product launches
- Reduce overall time to hire
- Improve sourcing efficiency
- Free HR professionals from daily transaction process
- Deliver a centralized hiring process
- Automate workflows and processes
- Supervise all administrative duties
- Review outcomes of a program under a continuous improvement program
- Supplement staffing needs
- Provide payrolling capabilities

### Market

*CDI has the ability to:*

- Better differentiate employer to top candidates
- Leverage most current best practices
- Better compete for talent from within diminishing workforce
- Improve retention through stronger recruiting process
- Customize orientation, training and employee retention program
- Ensure legal and risk management standards for client protection
- Maintain consistent contact with all contract employees including new hire orientation, performance feedback, counseling, recognition and termination