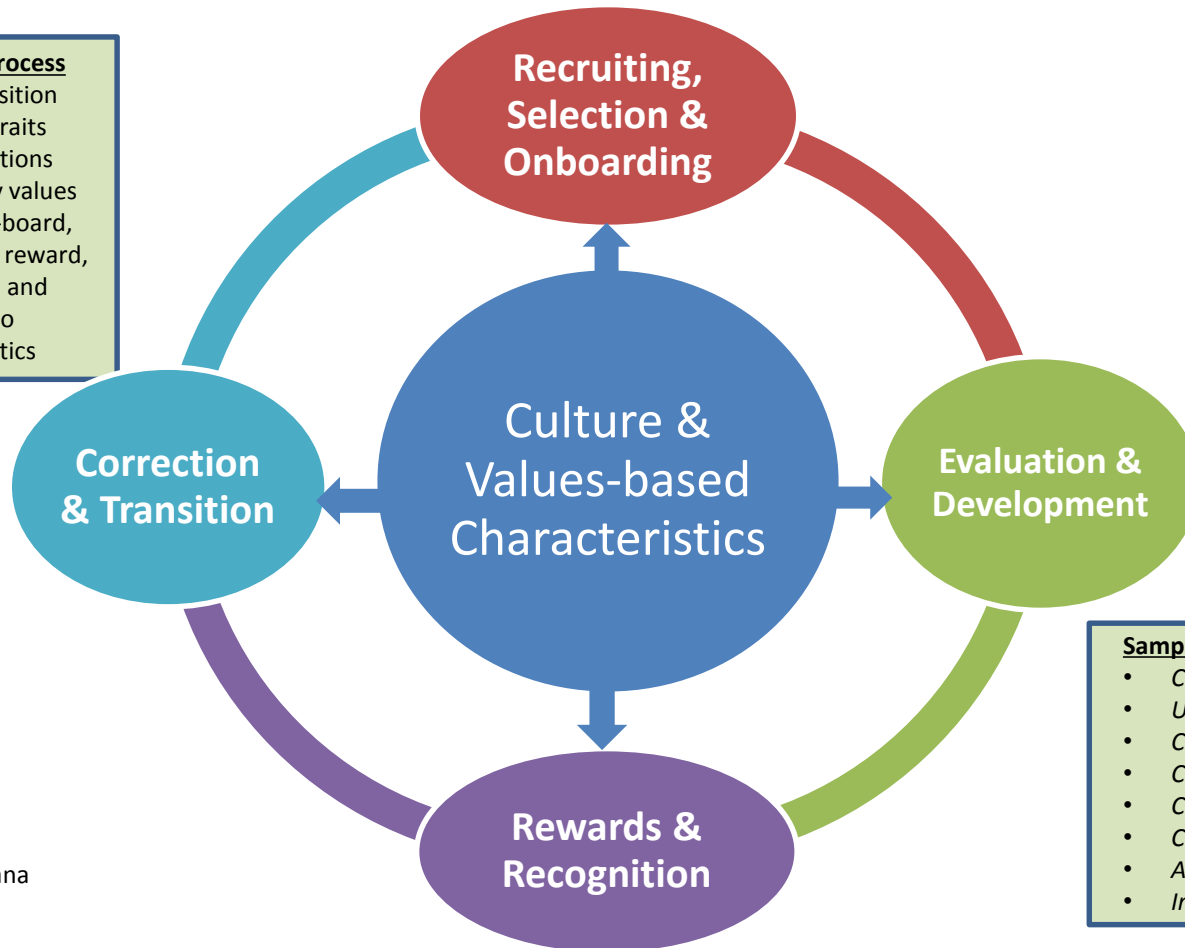


Talent Management Model

("It's all about the people ... and it starts with the culture")

Talent Management Process

1. Define skills for position
2. Identify common traits required in all positions based on company values
3. Recruit, select, on-board, evaluate, develop, reward, recognize, correct, and hold accountable to skills & characteristics



Sample Characteristics

- *Customer Focus*
- *Urgency*
- *Courage / risk-taking*
- *Continuous improvement*
- *Collaboration*
- *Candor*
- *Adaptability*
- *Integrity*