

Talent is a vendor management system that allows full view into a client's contingent workforce. This includes payroll and temporary workers across multiple staffing firms 1099 contractors and even SOW BPO engagements. And it's all in one platform, which is really the key differentiator for us. It provides everyday needs such as compliance time capture and roster management, but it also goes to that next level with automated solutions for onboarding and complex reporting. So that analysis can be done on spend, results of recruitment efforts and vendor scorecarding. That's pretty much all of the touch of a button, which is very big for clients as they're looking at their larger contingent workforce strategy. It gives clients information, information that when used well, should impact and in most cases reduce contingent workforce spend and overall decreases the time burden to the client to have to manage it. It creates a consistent way of managing people and data across vendors engaged by the client as part of their contingent workforce strategy. Talent was designed by people who know the challenges of staffing and talent retention in a fast paced environment, which is a very big differentiator for us and it's strengthened and added to our focus on making sure we have a straightforward user interface and really the ability to scale with our clients as a partner and grow. And that's what we've seen happen again and again with our clients over the past five years. We've seen them start using 1 or 2 of the products and then grow and move into using almost all of them as their companies have grown and we've been able to scale with them. The product has matured tremendously in the last few years through new features and improvements to the user interface, and we really wanted to reflect those changes under a more suitable name and brand because we have really grown up and we are offering such a different variety of products than we did ten years ago when we first started out. So that was really the impetus for a rebrand and also to share some of the new things that we've developed with our clients in the broader staffing community. So more advanced reporting options, enhanced self-service functionality, new products to support the changing workforce that we're seeing. But we really want to make sure that we maintain that focus on scalability and compliance. That has really been the hallmark of Talent. We want to make sure that that is front and center in almost everything that we do, but yet it's scalable and easy to use for our clients. So that's where our focus is going to be on the user interface, but really more advanced reporting, enhanced self-service functionality and a lot of new products because the world of work is changing and we want to make sure that we are providing those solutions to our clients, that they want to try out new things.