

TalentPen's Candidate Collection System a Perfect Match for "New Science of Hiring" Touted in Inc. Magazine

Personality Assessment & Matching Avoids Interview Pitfalls by Assessing Applicants' Cultural Fit

Pleasant Prairie, Wis. – September 5, 2006 – The personality assessment methods used by TalentPen, a web-based candidate collection and matching system, were recently featured in Inc. magazine. The August issue presented "The New Science of Hiring," a cover article comparing modern scientific hiring options to older hit-and-miss tactics. Inc. writer Stephanie Clifford considered personality assessment as a key new alternative to traditional job interviews.

"A typical interview -- unstructured, rambling, unfocused -- tells the interviewer almost nothing about job candidates," the article notes, "other than how they seem during a couple of meetings in a conference room."

"Unfortunately, as the recent Inc. story notes, typical interviews rarely dig into the kinds of personality qualities that matter most once the candidate joins your team," explains Michael Sproul, CEO of eBullpen, the developer of TalentPen. "For instance, what are these people like late at night and under pressure? Do they work well within a team, or do they prefer working alone?"

TalentPen's talent collector and people-matching system uses personality profiling, not resumes, to build a candidate database for employers. Candidates don't apply for a specific job; rather, they create profiles that are added to expandable talent pools. The system signals a shift in philosophy for both employers and job seekers, and enables active recruiting – rather than processing applicants.

"TalentPen assesses a candidate's personality before they reach the interview, or even the applicant stage," Sproul adds. "Managers often complain that a candidate's personality did not match their resume, or even their phone interview. TalentPen can scientifically avoid these time-consuming and costly pitfalls."

Unlike job boards such as monster.com, TalentPen collects candidate profiles and develops private talent networks for companies based on well they match their corporate culture. In effect, TalentPen takes care of the all-important first interview before a position is even available.

The system also creates a branded employment site for customers -- then attracts people to the customer's site, allows them to enter a profile, search jobs and enter the talent pool.

About eBullpen, LLC

Based in Pleasant Prairie, WI, eBullpen, LLC helps employers and job seekers alike find better employment matches by putting personality matching up front in the candidate sourcing process. eBullpen created the TalentPen candidate collection and matching system to give employers an edge in talent acquisition and the tools for improving the hire -- not just the hiring process. TalentPen allows employers to incorporate eBullpen's proven assessment techniques and technologies into their existing career site or ATS. With either system, the end result is a streamlined hiring process and a faster placement of qualified candidates who fit a company's culture.

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