

TalentPen Rewrites the Recruiting Rulebook with Candidate Collection System

New technology fills the talent pool by measuring candidates' personality traits, preferences and qualifications, then matches them to job openings and corporate cultures

Pleasant Prairie, Wis. – July 18, 2006 – Companies now have the ability to attract, collect, and sustain a private talent network as a recruiting resource with the introduction of TalentPen, a web-based candidate collection and matching system. Rather than focusing on the hiring *process*, TalentPen gives employers the tools for improving the quality of the hire itself.

The relationship management system collects candidates, then screens and matches them to employers based on personality, preferences and qualifications. Candidates don't apply for a specific job; rather, they create personality profiles that are added to expandable talent pools. The system signals a shift in philosophy for both employers and job seekers as the "war for talent" continues to escalate: rather than reacting to individual job postings and hire needs, TalentPen enables both sides to be proactive and cultivate relationships.

Developed by eBullpen, LLC, the patent-pending system can be branded for any company and seamlessly integrated into corporate employment websites. TalentPen's matching technology is based on "Big Five" methodology that measures candidates based on the following personality traits: Sociability or Extraversion, Interpersonal Style or Agreeableness, Curiosity or Openness, Adaptability or Conscientiousness, and Temperament or Stability.

"In an environment where more work is continually done with fewer people, every individual hire takes on a greater significance," explains Michael Sproul, CEO of eBullpen. "Managers often complain that a candidate's personality did not match their resume, or even their phone interview. TalentPen provides the window into a candidate's true nature."

Internal talent also can be included in candidate pools to allow companies to tap their existing talent, while ensuring fairness in matching the best candidates to open positions. In a sense, TalentPen screens as a first interview would for an employer and presents matching candidates, ranked in order of match. This process leads to faster hiring, greater job satisfaction and lower turnover.

With TalentPen, employers can accomplish the following:

- Build a private talent pool as a primary candidate source;
- Use the Web to advertise jobs through their own website, attract and capture active and passive candidates into a private talent pool;
- Collect personality traits and qualifications in a way that's quick and fun for candidates;
- Easily engage single pool members or entire groups with one click using e-mail or newsletters;
- Include existing employees in the talent pool for equal consideration with candidates for positions;
- Match any or all groups in the pool, and instantly show the most compatible matches of personality traits and qualifications combined;

TalentPen allows employers to incorporate proven assessment techniques and technologies into their existing career site or Applicant Tracking System. The result is a streamlined talent acquisition process and faster placement of qualified candidates who fit a company's culture.

“Armed solely with a resume and one interview, an employer stands a one-in-seven chance of making a good hiring decision,” Sproul adds. “If you add a background check and personality assessments, the odds rise to one in three.”

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.

For more information, visit www.talentpen.com

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