

# Edmunds Talent Edge

September 16<sup>th</sup>, 2015



# Talent Challenges We Face

- **“Silicon Beach” Competition**
- **Right Skill-set**
- **Hot Talent Pools**
- **Lack of Brand Recognition**
- **Candidates Needing Sponsorship**



# How We Get Our Message Out



- Participate in Recognition Programs
- Employees Sharing Positive Developments Online and Providing Referrals
- Partner with PR on Culture Initiatives



# Culture as Strategic Differentiator

- Treat Employees Like Adults
- Innovation & Learning Focus
- Privately Held and Family Owned

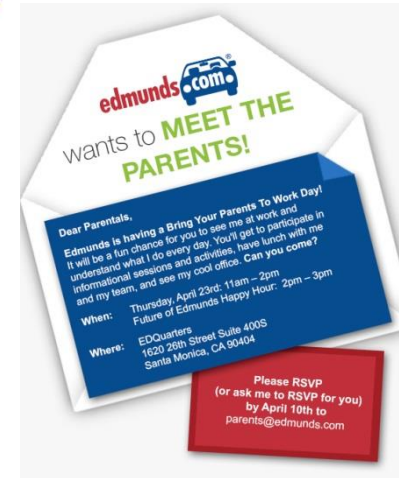


# Culture as Attraction Tool



Do you have the **drive?**

Creating an Environment  
Where People Want to  
Belong.



# Selection Tools

- Hogan Assessments (executive)
- Berke (field sales and ops)
- Checkster (background)



# Onboarding

- Multi-Day
- Immersive
- Participatory



**ON-RAMP**  
at edmunds.com

# Metrics We Focus On

- Time to Fill
- Source of Hire
- Quality of Hire (looking to restart)





# Things We Are Planning On Doing

themuse

