Edmunds Talent Edge

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Talent Challenges We Face

- "Silicon Beach" Competition
- Right Skill-set
- o 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



Metrics We Focus On

。 Time to Fill

Source of Hire

Quality of Hire (looking to restart)



Things We Are Planning On Doing

themuse





