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NEW RESEARCH STUDY CO-SPONSORED BY VANGENT OUTLINES TOP HR PRIORITIES FOR 2009

Chief workforce-related challenge cited is talent management, specifically as it relates to the recruitment, development, and retention of top talent

Chicago, IL, Feb. 9, 2009 – Vangent, Inc., a leading provider of results-oriented human capital and talent management solutions, announced its co-sponsorship of the Aberdeen Group's Research Report [*The 2009 HR Executive's Agenda*](#). The report's findings reaffirm the increased role Human Resources plays in business execution, with particular emphasis on the alignment of HR activities with business priorities, the achievement of consistently higher performance, and effective cost control. Top workforce challenges cited by the report include recruiting top talent, developing future leaders, and retaining top talent.

[*The 2009 HR Executive's Agenda*](#) looks at the entire suite of strategies, capabilities and enabling technologies and services that Best-in-Class Human Capital Management (HCM) organizations are using to drive business performance and build employee engagement in today's uncertain economic conditions. The study surveyed more than 400 organizations regarding their human capital management programs in light of the current economic challenges. The following differentiating and critical success factors have emerged among Best-in-Class Human Capital Management companies:

- Best-in-Class companies are 62% more likely than all other organizations to use assessment and test-building software.
- Best-in-Class companies increased employee retention on average by 31%.
- Best-in-Class companies improved employee performance on average by 27%.
- Best-in-Class companies increased employee engagement on average by 25%.
- Best-in-Class companies shortened time-to-productivity on average by 24%.

“The use of assessments in employee selection and promotion, the automation of hiring processes, and the engagement and development of the workforce all contribute to improved human capital execution. Accordingly, Best-in-Class companies in this study continue to invest in these areas so that they cannot only weather the current economic storm, but be well-positioned for the future economic recovery,” says Kevin Martin, Aberdeen VP, and Principal Analyst, Human Capital Management who co-authored the report.

“Economic uncertainty has driven some organizations into a cost-cutting frenzy. But as this report shows, Best-in-Class companies recognize the importance of their human capital in helping manage through the crisis,” stated David Fabianski, Senior Vice President and General Manager of Vangent's Human Capital business. “The quality of hire, development of talent, and reliability of the workforce matters more today than ever and we commend Aberdeen for bringing these issues to light at a time when it is far too easy to focus on cost-cutting at the expense of organizational integrity.”

To download a complimentary copy of *The 2009 HR Executive's Agenda* courtesy of Vangent, click [here](#).

About Aberdeen Group, a Harte-Hanks Company

Aberdeen is a leading provider of fact-based research and market intelligence that delivers demonstrable results. Having benchmarked more than 30,000 companies in the past two years, Aberdeen is uniquely positioned to educate users to action: driving market awareness, creating demand, enabling sales, and delivering meaningful return-on-investment analysis. As the trusted advisor to the global technology markets, corporations turn to Aberdeen™ for insights that drive decisions. For additional information, visit Aberdeen <http://www.aberdeen.com> or call (617) 723-7890.

About Vangent, Inc.

With over 5,500 employees worldwide, Vangent, Inc. is a leading global provider of Consulting, Systems Integration, Human Capital Management, and Business Process Outsourcing services to the U.S. federal and international governments, higher education institutions, and corporations. Through Vangent's Human Capital products and services, thousands of clients have successfully improved their workforce acquisition, development, and advancement. From industry-leading selection and hiring solutions, to best of breed learning, organizational development, and talent management solutions, Vangent helps clients achieve the greatest return from their human capital. To learn more, visit www.vangent-hcm.com.