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VANGENT INTRODUCES TALENT MANAGEMENT SOLUTION TO DRAMATICALLY IMPROVE IDENTIFICATION AND PLANNING OF KEY ORGANIZATIONAL TALENT

P3 Talent Management™ Solution to Fill Market Void for Results-Oriented Approach to High-Potential Talent Identification and Development

Chicago, IL, Oct. 1, 2007 - Vangent, Inc., a leading provider of human capital management solutions, today announced the launch of its *P3 Talent Management™* application. The new product is designed to help organizations identify and predict high potential and job fit for critical positions; plan for talent placement, development, and succession; and perform at the highest levels by aligning the right people with the right responsibilities at the right time.

P3 Talent Management™ provides a fair, fast, and objective way to assess talent across the organization. Further, it enables organizations to address business-critical skill gaps by prescribing developmental interventions tailored to individuals' needs. This new offering will be demonstrated at the HR Technology Conference and Exposition in Chicago on Wednesday, October 10th and Thursday October 11th 2007.

“Talent management initiatives can be sidetracked because of the perceived need to invest in enterprise software or consulting-intensive efforts requiring organizations to rethink every job, career path, and competency,” said David Fabianski, President of Vangent’s Human Capital business. “Unfortunately, this has led to stalled or abandoned initiatives, costly implementations, and reactive replacement planning instead of proactive talent transition planning. Some companies don’t know where to begin, while others are paralyzed by the belief that the answer lies in buying yet another enterprise HR software application that will take 6-12 months to implement. It doesn’t need to be that complicated.”

Vangent created *P3 Talent Management™* to help organizations maximize their talent planning preparedness and address their most pressing human capital challenges in real-time. The platform is designed to address the most common talent management challenges including:

- Key talent leaving the organization through retirement and turnover
- Reactive, subjective promotion and assignment decisions
- Lack of an objective means to assess and identify high-potentials for future job assignments
- Talent planning focus limited to a small circle of individuals already known to top leaders
- No way to prescribe specific individual development to close critical skill gaps

“Over the last year, our research has identified what we call The Top 22 – talent-related processes that have highest business impact. Vangent’s new offering supports many of these processes, such as enterprise-wide workforce planning, career development, and multi-level leadership development,” said Josh Bersin, president of Bersin & Associates, a research and advisory company specializing in corporate learning and talent management. “By leveraging the company’s in-depth assessment technology, Vangent’s solution will help organizations more rapidly develop their talent management solutions.”

P3 Talent Management™ features the highly respected LH-STEP™ assessment battery which combines select measures of background, personality, skills, cognitive ability, and attitudes to provide a whole person assessment of individuals. The LH-STEP™, backed by 40 years of research and over 90 validation studies, has been found to be more valid than personality tests, more reliable than opinion surveys, more relevant than performance evaluations, and more flexible and faster than competency mapping.

Through a 9-box promotability matrix, organizations can effectively compare and contrast talent, determine bench strength, and facilitate the building of talent pipelines across the enterprise. The development component allows organizations to target skill gaps in critical competency areas and tie to specific developmental recommendations to close these important skill gaps. The underlying technology platform provides for implementation in as little as eight weeks and enables scalability across an enterprise.

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. For more information, please visit www.vangent-hcm.com.