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**GlaxoSmithKline Recognized For Revolutionizing the Recruitment Process**

*The Recruitment Roundtable, a Corporate Executive Board Company Cites GlaxoSmithKline's Use of SkillSurvey Pre-Hire 360® as a Best Practice*

Wayne, PA.--(June 30, 2009) — A recent “Best Practices” research project from The Recruitment Roundtable in Washington, DC has established GlaxoSmithKline’s recruitment process as a Best Practice. The UK-based pharmaceutical company has realized a number of significant benefits which they attribute to their implementation of SkillSurvey’s enterprise screening and sourcing solutions.

Key benefits include improved quality of hire, greater recruitment efficiency, and better interviewing and screening support for hiring managers. By using the SkillSurvey Pre-Hire 360® on the initial candidate pool of 3-5 candidates rather than the traditional “last man standing,” GlaxoSmithKline (GSK) hiring managers are able to use the information gathered during the survey process as an interview guide.

The Recruiting Roundtable Report, published by the Corporate Executive Board, shows that since they have implemented SkillSurvey’s Pre-Hire 360® solution, GSK has been able to arm their managers with empirical evidence on a candidate’s past work behavior with their supervisors, colleagues and direct reports prior to the job interview, thus improving their ability to effectively screen and select the best candidate.

The Recruitment Roundtable’s findings are not surprising given GSK’s long history of being recognized as a leading employer of choice. Their accomplishments include top awards such as the 2008 Employer of Choice for Research and Development, 17 years on the Working Mother Top 100 list, Fortune’s Top Companies for Leaders 2007, and numerous awards for their creative branding and advertising by the CEA.

“The value of SkillSurvey’s Pre-Hire 360® solution is immeasurable. There is no doubt that the product has made a significant impact on our ability to hire top talent and avoid bad hires,” emphasized Lou Manzi, Vice President GSK Global Talent Solutions.

“It’s amazing to see the impact that our validated reference-checking tools have within our client community, said Dr. Cynthia Hedricks, Chief Analytics Officer for SkillSurvey. What sets us apart from traditional, telephone reference checking is the amount and depth of feedback gathered from individuals who have worked with the candidate in the past. From this information, we have evidence that past behavior is predictive of future success at work.”

SkillSurvey partners with hundreds of clients, representing more than half a million candidates and reference providers in over 100 countries. In the last year alone, over 300,000 professionals experienced SkillSurvey’s Pre-Hire 360®. In addition, the SkillSurvey Passive Candidate Compiler™ has over 500,000 active names within the talent community for proactive sourcing of candidates.

**About SkillSurvey:**

SkillSurvey is the leading provider of online reference assessment solutions that increase quality of hire and improve recruiting efficiency. Using SkillSurvey, organizations improve the quantity and quality of information they collect regarding a candidate’s past work performance, providing better information to recruiters and hiring managers as they make decisions on new hires. SkillSurvey also significantly reduces time and money spent on reference checking. This breakthrough, patent-pending approach to reference assessments is based on over 25 years of research in job competency modeling. More information is available at [www.skillsurvey.com](http://www.skillsurvey.com).