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**Peter Cappelli Joins SkillSurvey Professional Advisory Board*****Wharton School Center for Human Resources Head Keynote, "Planning for a New Generation of Talent" available from SkillSurvey***

BERWYN, Penn., -- April 16, 2008 – SkillSurvey, Inc. announced today the addition of Dr. Peter Cappelli to its newly formed Professional Advisory Board.

Cappelli was also the keynote speaker at the company's recent seminar, "Moving Talent to the Center of HR—The Next Generation of Talent Management Practices." The podcast can be downloaded at <http://www.skillsurvey.com/whitepapers/whitepapers.aspx>.

Head of The Center for Human Resources at The Wharton School and an acclaimed author, Cappelli is among the nine members of the newly-formed Professional Advisory Board for the on-demand reference-checking pioneer.

The Professional Advisory Board is comprised of nine business leaders and academic researchers, and was recently inaugurated to provide the SkillSurvey executive team with recommendations and support to help guide business and technology growth at the company.

Considered a thought leader in human capital, Cappelli's new book, "Talent Management on Demand: Managing Talent in an Age of Uncertainty," debuted last week. Earlier this month, he presented the topic as a keynote address, "Talent Management for a New Generation" during a seminar co-hosted by SkillSurvey and DoubleStar, a Pennsylvania-based provider of staffing, recruiting and workforce measurement products and services.

"Modern businesses have lost the ability to plan, with over 60 percent lacking succession planning and workforce planning of any kind," Cappelli said. "This is unheard of in decades past, where the vast majority of large companies planned their workforces and created years-long plans for succession. Talent management in such a climate must be both flexible and designed to handle uncertainty."

Cappelli cited multiple reasons for such changes – including the end of lifetime employment, business cycles of non-stop restructuring, and decentralized operations. Employee commitment has shrunk correspondingly, illustrated by the average tenure of 10 years for a president or chief executive officer during the 1950s to just 3 years now.

Today's workforce has markedly different attitudes towards employers, changes in life priorities, desire for work-life balance and a focus on building their careers *across* jobs. As such, Cappelli argues, companies must plan more nimbly and flexibly, offer a clear "employee value proposition," and keep in mind four principles for managing talent:

- Avoid mismatch costs – balance "make and buy"

- Reduce risk with shorter forecasts and portfolios
- Design development to ensure payback
- Balance employee interests in career moves

About SkillSurvey

SkillSurvey is the pioneer and leading provider of on-demand reference checking solutions that [increase quality of hire](#) and improve recruiting efficiency. Using [SkillSurvey Pre-Hire 360™](#), organizations improve the quality and quantity of information they collect regarding a candidate's past work performance, enabling them to qualify the pool of applicants in a shorter amount of time. This breakthrough, patent-pending approach to reference assessments was recognized by Human Resource Executive® as a Top HR Product of 2007. Information is available at www.skillsurvey.com.

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