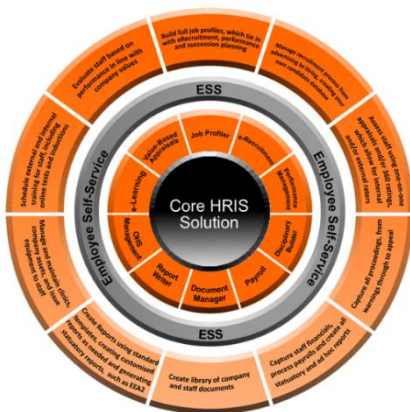


Established in 1998, **Talenger Holdings (Pty) Limited** has established itself as a strategic provider to business in the field of Human Capital Management Software and related HR/Payroll consulting and outsourcing services. Our HR software and services cover various HR disciplines with a range of clients in a variety of areas including Information Technology, Professional Services, Manufacturing, Distribution, Publishing, Public Sector and Retail

Over the past few years, Talenger has become the provider of choice to leading organisations for their human capital requirements. One distinguishing characteristic that has remained constant throughout the history of the company is our commitment to quality service and technology. We have earned the trust of our clients by delivering on our promise to exceed client expectations while maintaining an uncompromising care for the client's long-term interests.

Finding the right approach means we have to know each and every client's business, understand their issues and determine actionable steps that work in their environment. What's more, we treat each client with the attention and respect they deserve, as befits our corporate values: **integrity, respect, collaboration, empowerment** and **responsibility**.

TALENGER HUMAN CAPITAL MODEL



You are not just another client to us

You will have specific requirements that will require a specific and unique solution. You will find that when you partner with Talenger it will be as though you are our only client. The level of service that you will receive will only be surpassed by the quality of the solutions and services that we deliver for you and your company.

The quality of our staff

Our highly skilled and experienced consultants will make the difference to your company. Our consultants have the miles on the clock to provide proven, workable and effective solutions. We believe in investing heavily in our consultant's skills and knowledge to ensure that you receive the very latest and up to date information and techniques for your HR solution.

Custom made solutions

Your solution will be designed and shaped around your exact requirements and will be one that fits with your objectives, vision, values, culture and desired outcomes.

Value for money

When you partner with Talenger HR it is our sole mission to add value to your business way beyond that of what business relationship rather than a business transaction. We will provide advice, guidance and work that will make the difference. We are not into just taking your money for services rendered - we will go way beyond that and will become an extension to your business rather than an addition.

Empowering Software Solutions

- ✓ Internal Communications Portal
- ✓ Job Profiling
- ✓ Talent Management (e-Recruitment)
- ✓ Automated Organograms
- ✓ Human Resources Information System
- ✓ Disciplinary Builder
- ✓ Leave Manager
- ✓ Travel Claims
- ✓ Electronic Time sheets
- ✓ Digital Signatures
- ✓ Performance Management (360)
- ✓ Performance Appraisal
- ✓ Value Based Appraisal
- ✓ Learner Management (Induction / E-Learning)
- ✓ Document Management
- ✓ Clinic Management
- ✓ OHS Risk Management
- ✓ Asset Management
- ✓ Payroll Management
- ✓ Advanced Report Writer
- ✓ Employment Equity Reports (EEA2/4)
- ✓ Workplace Skills Plan
- ✓ Annual Training Plan
- ✓ Workflow Engine
- ✓ Tasks and Reminders
- ✓ Employee Self Service (ESS)
- ✓ Administration Module
- ✓ Built in help videos
- ✓ Contextual help screens
- ✓ Call centre

HR Consulting services

- HR audits
- Job Analysis/Role Profiling
- Job Grading
- Performance Management (KPA's)
- Policies Procedures and Contracts
- Remuneration Structuring
- Industrial Relations

Outsourcing Services

- Payroll outsourcing (Bureau or onsite)
- Human Resource outsourcing (Full / Partial)
- Talenger System administration
- Performance Management Outsourcing
- Clinic Management Outsourcing
- Employee Benefits Administration

Our Approach

Throughout every client engagement, our approach helps us to concentrate on end-user needs and client requirements, resulting in highly predictable and appropriate outcomes.

Focused	Proven	Accountable	Independent
Talenger focuses on one deliverable: user centric web based Human Resources solutions	Our well-defined, proven processes and products ensure client satisfaction and project success	Our team-based culture encourages and supports accountability and ownership	We are profitable, empowered, stable and independent. We answer to our clients, not the stock market

Whether your company needs to improve its Human Resources Management processes, Position Profiles, Performance Management, and Talent Acquisition or improve human resource efficiencies, Talenger is able to structure a strategic and tactical software solution aligned with your business goals.

Understand your business

We will get to know you and your business. Grounded in a proven process, our "bigger picture" thinking enables us to assess your business situation objectively, uncover business needs and priorities, and use these findings to clearly define project and software requirements.

Define the job to be done

We will map your business processes on our highly configurable technology to produce solutions that meet your unique requirements. We will help you analysis and establish an infrastructure that is both lasting and flexible.

An integrated approach within HR

We set ourselves a target to build our software solutions to formally integrate people management programs and functions so that they work as a continuous integrated process keeping with the objectives of the business strategy.

Business approach

Our approach is developed from and mirrors other successful business process models, like supply chain management, finance, and customer relationship management.

Shifting responsibility to line managers

Our software allows clients to push the accountability and responsibility for executing people management tasks down to line management levels. For that reason there are fully featured tools for all participants in the human resources value chain.

Measure the results

Full metrics and reporting allow you to make strategic, tactical and operational adjustments throughout the business year to ensure maximum corporate effectiveness.

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