

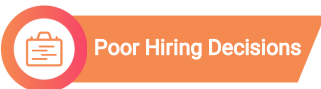
pi midlantic Overview

Talent is Everything

At PI Midlantic, we're breaking the cycle of unhappiness in the workplace. It starts with learning the unique work styles and behaviors of your employees to determine gaps in your workforce. From there, you can use the data to hire the right people for the right jobs, ignite enthusiasm, and unleash their productivity as part of a dynamic approach to talent optimization.

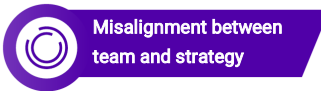
This is the discipline that thousands of businesses have used to align people strategy with business strategy, and achieve real results.

If you're tired of falling short, talent optimization is the answer.



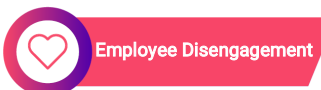
Poor Hiring Decisions

Burned by the cost of bad hires? Improve your hiring process by finding the right talent to fill your workplace gaps



Misalignment between team and strategy

Gaps in your workplace? Maximize your employee's full potential with an effective talent management strategy that aligns and inspires



Employee Disengagement

Dissatisfied employees prevent you from reaching your company goals. Diagnose disengagement at the source in order to place employees in positions where they'll feel confident and fulfilled.



Uninspiring Managers

Dream teams are built by strong leaders. Maximize your managers' strengths to build effective teams that drive results

Winning Together

We're the largest PI-certified partner in the world, with a keen understanding of people management and talent optimization. But we also know that data existing in a vacuum doesn't mean anything. Engaging with our team helps you understand and apply your data to ensure you're hiring the right people and placing them in the roles in which they'll thrive. That's winning together!

Consulting

PI Midlantic's expert consultants help you to bridge the gap between your business strategy and your people strategy. Our consultants are subject matter experts throughout a range of topics.

- ▶ 39 Years in Service
- ▶ 35 Team Members Nationally
- ▶ 650+ clients in all 50 US states and 28 countries
- ▶ 86% retention rate
- ▶ Largest PI Partner worldwide



Talent Optimization Yields Results

PI is used by leaders at 11,000+ companies worldwide across all industries, including:

- 34% Higher Employee Performance
- 30% Lower Turnover of Top- Performers
- 31% Less Time on HR Related Issues
- 16% Higher Strategic Success Rates

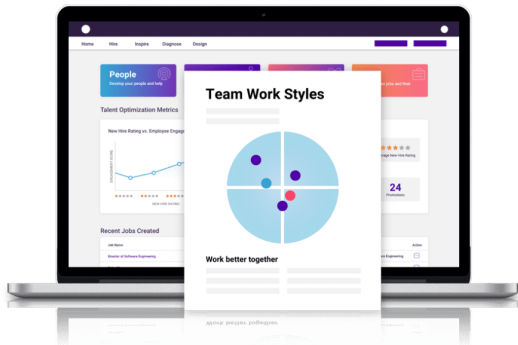
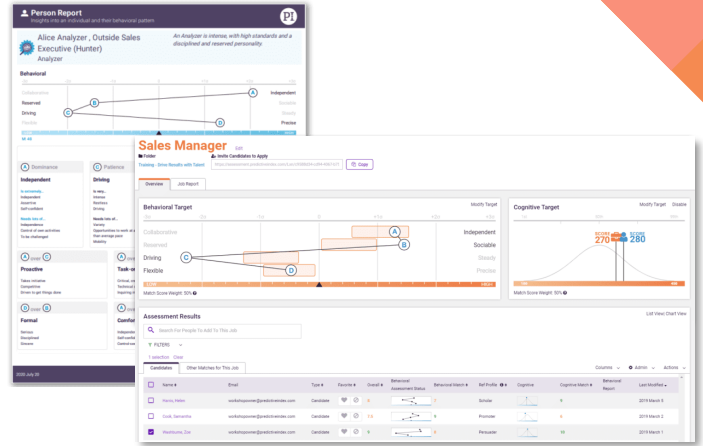


pi midlantic Solutions

Assessments

The Predictive Index's assessments have been validated through rigorous scientific testing and research. They're tried and true: We've assessed more than 25 million people all around the world.

- ▶ **PI Behavioral Assessment:** This untimed, free-choice, six-minute tool is scientifically validated for measuring a person's driving motivations in the workplace. Scientifically established correlations between behavioral assessment factors and key workplace outcomes.
- ▶ **PI Cognitive Assessment:** Our 50-question, 12-minute assessment helps you determine how well a person meets the cognitive demands of any given position.
- ▶ **PI Job Assessment:** This assessment allows you to pinpoint desired behaviors and cognitive traits so that you can best evaluate candidate's potential for success in the targeted role.



Software

Our platform is the first of its kind. It's an unlimited-use cloud-based software that blends assessments, people data, and easily deployed reporting to empower your managers and team members.



PI DESIGN

With PI Design, you can envision team cohesion.



PI HIRE

With PI Hire, identifying the right candidate is easy.



PI INSPIRE

With PI Inspire, Performance soars.



PI DIAGNOSE

With PI Diagnose, you know the causes of disengagement.

Training

Some of the training opportunities we offer:

- ▶ **Drive Results with Talent:** This session is for business leaders and HR professionals who want to learn to utilize talent data insights to understand what drives employees.
- ▶ **Inspire People to Perform:** This session is for managers who want to level-up and learn how to communicate with employees in a way that meets their needs, and proactively career path and expand employee capabilities.
- ▶ **High Performance Series:** Help teams build those critical skills by knock-ing down communication barriers, building camaraderie, and aligning on team goals.
- ▶ **Open Workshops:** Mixed client workshops held in our Talent Optimization Center in Annapolis, Maryland
- ▶ **PI Perform:** A user-freindly leadership system for managers that combines relationship building and meeting management with goals, feedback and recognition to enhance PI behavioral insights.