



TECHNOLOGY
SOLUTIONS GROUP



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Kenexa Technology Solutions Group is a division of Kenexa

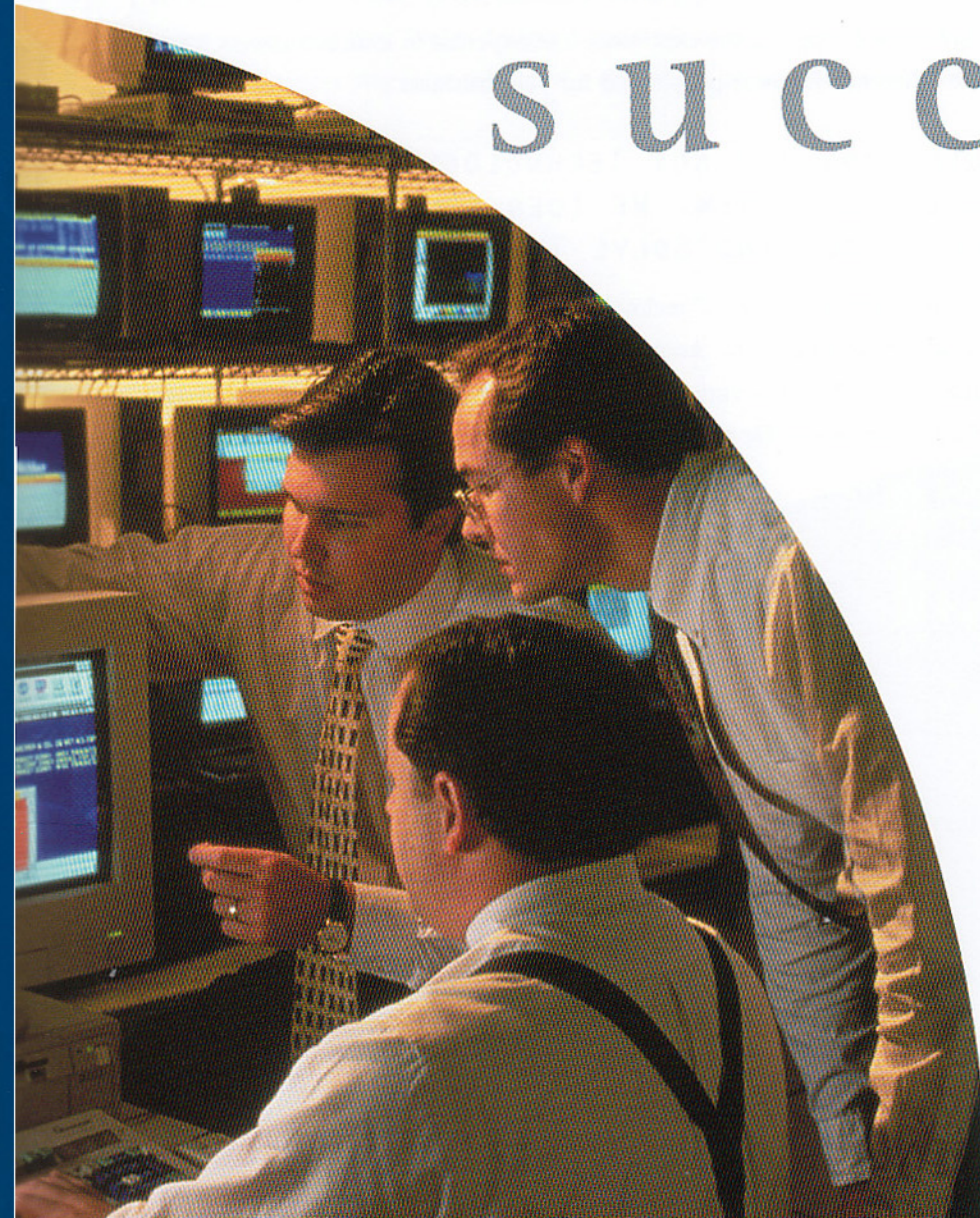
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WE b u i l d

BUSINESS-DRIVEN SOLUTIONS FOR

S u c c e s s .





KENEXA TECHNOLOGY SOLUTIONS GROUP.

We've been building a reputation of leadership in business-driven IT consulting for nearly two decades. We deliver solutions uniquely crafted to meet your business challenges. How do we do this? We observe. We analyze. We become totally immersed in your objectives. Then, we build custom applications and e-commerce solutions that are results-oriented.

Kenexa Technology Solutions Group has the experience and expertise in critical business functions to make a measurable difference for your people and for your business.

THE BEST SOLUTIONS ARE NOT TECHNOLOGY-DRIVEN.
THEY ARE BUSINESS-DRIVEN. WE IDENTIFY YOUR
GREATEST CHALLENGES AND SOLVE THEM.

There's no such thing as a "one-size-fits-all" technology solution. Clients like our approach to solving business challenges. It begins by knowing what challenges to address and where to focus. And continues with offering a variety of creative solutions that enhance productivity, competitiveness and customer value. We turn ideas into action that's supported by the best technology, not driven by it.

Through certification and partnerships with the world's leading software providers, Kenexa Technology Solutions Group offers more than two decades of experience in the planning, design and launch of mission-critical business applications in:

- Human Resources Management Systems
- Financial Systems
- Manufacturing and Supply Chain Management Systems
- Customer Relationship Management (CRM) Systems
- Applications Integration and Development

OUR PEOPLE. OUR APPROACH. OUR CUSTOM
SOLUTIONS. IT'S HOW WE SET OURSELVES APART
FROM OTHER TECHNOLOGY SOLUTIONS GROUPS.

How do you find qualified and experienced people to build the systems? How will they meet your business challenges and how complex will it be? How much will it cost?

Just like you, we too, are marching to a different drummer. Clients today are demanding more solutions. More value. More proof of ROI. We've responded with a whole new set of criteria for how we work. A new way of providing effective solutions that meet today's changing needs.

Business solutions are best defined by business people.

More than ever, our clients are demanding the best talent we can offer to help them solve their technology-based business problems. And we deliver. Our consultants are CPAs. They're APICs-certified manufacturing experts. They're senior executives with Fortune 100 and international business experience.

We've walked a mile (or two) in your shoes.

We've lived where you live. In the trenches, making plans, solving problems, creating and delivering customer value every day. We've designed hundreds of solutions for the challenges you face. We've created new business processes to meet the challenges of an e-business world.



OUR COLLABORATIVE APPROACH IS A
PROVEN, HIGHLY EFFECTIVE MODEL FOR
PROJECT EFFICIENCY, CONTROL AND RESULTS.

PROFIT™ METHODOLOGY PROCESS-FOCUSED IMPLEMENTATION TECHNIQUES

Kenexa Technology Solutions Group's ProFIT Methodology

ProFIT™ combines a structured framework of five work "phases" which provides a roadmap to achieving a successful applications launch. It includes templates and tools required for accomplishing key tasks in each of the five phases.

Participative Process Consulting

Under this collaborative process, Kenexa Technology Solutions Group consultants fulfill the role of project leaders by assigning tasks, staffing assignments and defining deliverables. Clients can then assume as much or as little responsibility for project execution as they wish.

Customer Service Excellence

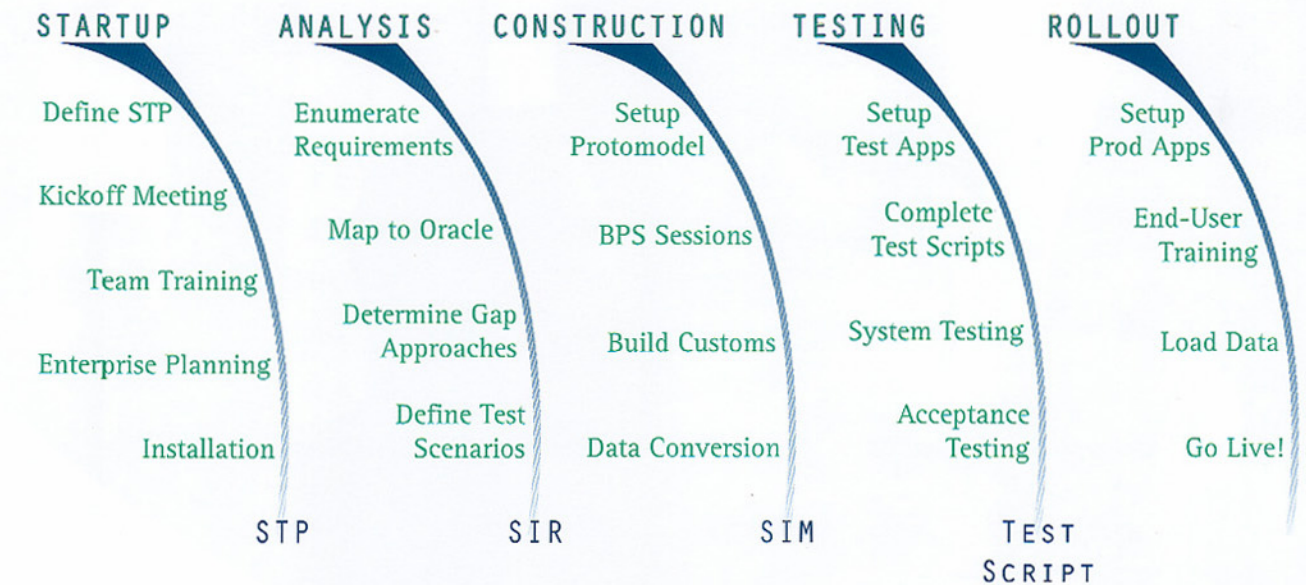
Kenexa Technology Solutions Group's reputation for putting client needs above all else is unsurpassed. Our consultants are among the finest in the industry, each possessing proven abilities. In addition, our attention to customer service has helped us maintain a client base that is virtually 100 percent referenceable.

PROFIT ENSURES EVERY KENEXA CLIENT UNSURPASSED PROJECT MANAGEMENT EXPERTISE AND QUALITY ASSURANCE

There are two activities in the ProFIT Methodology that are critical to project success: project management and quality assurance. Kenexa Technology Solutions Group is committed to superior performance in both critical areas.

Project management stresses excellence in activities such as planning, scheduling, resource allocation, client relations, team guidance, status reporting and administration. Quality assurance contains specific measures to ensure the highest quality standards attainable. The quality requirements for each project are defined and documented in the project planning phase.

PROFIT METHODOLOGY



Deliverable Key:
STP = Scope, Team, Plan Document.
SIR = Software Implementation Requirements Document.
SIM = Software Implementation Manual. Documents detailed module configurations.

PROFIT BENEFITS

Our methodology has been tested, refined and proven in hundreds of client projects. It surpasses all comparable industry standards for IT solutions. The precision that results from our ProFIT Methodology translates to distinct benefits for clients.

- **Speed**
ProFIT is designed for rapid implementation. This eliminates costly and complex activities that, in turn, result in faster ROI.
- **Risk Reduction**
Risk is minimized because ProFIT's defined scope eliminates potential overruns often associated with traditional implementations.
- **Cost Control**
ProFIT promotes more efficient planning and management of the project implementation process. The result is better defined scope, faster implementation, and the elimination of unplanned project "expansion."



OUR SOLUTIONS HELP YOUR BUSINESS BECAUSE WE FOCUS FIRST ON HELPING YOUR PEOPLE.

One key to any project is to think first about all the people it touches. The people whose work processes we change. Whose methods we alter. So, before we propose any solution we always ask: "Are we really making it better?"

Our consultants are experienced at seeing the ripple effect of process change. They know how to involve people and evaluate the knowledge they offer.

Collaborative Planning

It's part of our Participative Consulting Process. We work closely with your experts in each functional area — those who understand best the full impact of changing a work process or method and help safeguard against oversights and miscommunication.

Process Mapping

Kenexa Technology Solutions Group's ProFIT Methodology helps map the current reality to identify target areas of improvement. Through this system we are able to flag inherent weaknesses in current processes and assess how to improve them.

Process Improvement

The experience gained from hundreds of client projects allows our consultants to quickly identify process improvements. We also rely on our in-depth understanding of your business to target improvements that are unique to your situation.

FROM FIXED-FEE PROJECTS TO GLOBAL IMPLEMENTATIONS, KENEXA TECHNOLOGY SOLUTIONS GROUP HAS THE IT CONSULTING SOLUTION THAT'S RIGHT FOR YOUR BUSINESS.

With hundreds of successful client implementations, we know the steps to take to develop the right IT solution for your business. The scope of our experience can provide the knowledge, consulting abilities, and technical expertise to meet your needs creatively, efficiently and cost-effectively.



OUR CLIENTS SAY IT BEST

Years of successful implementations, and every client referenceable, is proof we have the track record to support our value.

FOCUS ON BUSINESS SOLUTIONS

We are focused on your business. We base our solutions on your goals and resolve the obstacles that keep you from getting there.

OUR PEOPLE MAKE THE DIFFERENCE

TSG consultants have worked for the "large" consulting houses. They've worked for the Fortune 100's. And they've worked where you work. It's the sum of this experience that makes them so effective.

PROVEN APPLICATIONS EXPERTISE

From financial solutions and manufacturing processes, to systems that support innovative new CRM and HCM strategies, Kenexa Technology Solutions Group provides many solutions for your mission-critical applications.

A PROVEN METHODOLOGY

Refined and perfected over many hundreds of projects, ProFIT is a proven methodology for efficient planning and implementation of your project. It produces dramatic benefits in speed, risk reduction and cost control.

VALUE ADDED SERVICES

From contract staffing utilizing Kenexa Technology Solutions Group's highly qualified consultants to custom training for end users, as well as other custom on-site services, we stand apart from the competition.

