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PDI AND SUCCESSFACTORS ANNOUNCE NEW COMPETENCY FRAMEWORK DESIGNED FOR RETAIL INDUSTRY

MINNEAPOLIS (OCT 11, 2007) – Personnel Decisions International (PDI), a global HR consulting firm, and SuccessFactors, the leader in on-demand performance management and talent management solutions, today announced the release of *Performance Framework for Retail_{SFE}* a competency model framework specifically designed for retailers.

PDI's research-based and field-tested competency models on the SuccessFactors platform provide the foundation that allows retailers to more confidently make better talent decisions. *Performance Framework for Retail_{SFE}* combines PDI's in-depth, practical experience in leadership competencies with retail expertise gleaned from some of the world's leading retailers. The offering includes level-specific models that address organizational roles ranging from cashiers or other hourly employees to store managers through senior level executives. The research and experience that underlies *Performance Framework for Retail_{SFE}* powers its response to critical performance measurement concerns in the retail industry. It also fuels development across all levels of a retail organization, leading to better customer service, employee engagement, and business success.

“Retail organizations have unique talent management business challenges. When combined with SuccessFactors’ technology, PDI’s *Performance Framework for Retail_{SFE}* offers the retail industry access to robust competencies in their own language,” said R.J. Heckman, Ph.D., general manager and vice president for Personnel Decisions International. “*Performance Framework for Retail_{SFE}* is a critical ingredient to improving the quality of talent decisions from the hourly employee to the executive suite.”

Performance Framework for Retail is available on The SuccessFactors Performance and Talent Management Suite. This suite is built on industry-standard architecture and is composed of distinct capabilities, all of which are fully integrated. Its ease-of-use and rapid deployment features allow organizations to maximize resources while generating robust, powerful data. The entire suite is highly scalable and modular, allowing customers to add new role-specific modules when they are ready – on-demand.

Roger Goulart, vice president of Alliances and Business Development for SuccessFactors, said, “Retail is a great example of an industry that has employees with widely varying skills and laser focus on the bottom-line. Retail organizations with clear objectives and motivated employees typically win, so we’re pleased to work with PDI to deliver relevant, industry-specific solutions to make these organizations and its employees more productive, faster.”

The PDI/SuccessFactors partnership began helping clients turbo-charge their performance management initiatives with the 2006 release of *Performance Framework, SuccessFactors Edition (SFE)*.

About Personnel Decisions International

Personnel Decisions International (PDI) is a global human resources consulting firm with distinctive expertise in building leadership talent that provides real, competitive advantage. With more than 700 team members in 29 offices around the globe, we partner with the world's leading organizations, enabling them to make consistently effective decisions about leaders. Using field-tested strategies, systems, and tools that are unique in the industry – we help clients including 80 percent of the Fortune 100 firms and 75 percent of the Forbes Global 100 to identify, develop, and deploy superior leaders. Our aim is simple – the well placed confidence that your current and future leaders are distinctively stronger than the competition, resulting in sustained, superior performance. For more information, contact PDI client relations at 920-997-6995 (or toll-free in the United States at 800-633-4410) or visit PDI's Web site at www.personneldecisions.com.

About SuccessFactors

SuccessFactors is the leading provider of on-demand employee performance and talent management solutions that enable organizations of every size, across every industry and geography, to realize their employees' potential and thus drive business results. Its hosted service is organically built from the ground up - providing a fully integrated, modular suite of performance and talent management applications that provide customers with immediate process benefits and tangible return on investment. Fueled by customer success, SuccessFactors currently has more than 1,400 customers across over 60 industries, with more than 2 million end users in over 150 countries using the application in 18 languages. The company currently employs more than 700 people worldwide, all passionately focused on delighting customers through prompt and effective execution and constant improvement driven by customer feedback. SuccessFactors' customers include Kimberly-Clark Corporation, MasterCard Worldwide, Textron, Sutter Healthcare, Direct Energy, Quintiles Transnational, Volkswagen of North America, Lancaster General Hospital, McDermott International, Inc. and Salesforce.com. Founded in 2001, SuccessFactors has multiple offices worldwide collaborating for strong local support and measurable success of customers. For more information, visit <http://www.successfactors.com> (<http://www.successfactors.com>) or call +1 800 809-9920.

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