



Human Capital Risk Management Advisory Service

The foundation of every business is its people. It goes without saying, especially in the current economy, that one of the biggest ongoing challenges for any business is the identification, acquisition, development, and retention of talented people within their organization.

In January, in a unique partnership with two market leaders, Lowers & Associates will launch a new Human Capital Risk Management Advisory Service to support our customers with both the tools to better manage their human capital as well as the means to measure results.

Our proprietary Human Capital Risk Management Model is a proven methodology designed to help any organization:

- Recruit** the best talent
- Select** the best talent
- Implement **operational controls**
- Assess** and **measure** morale, quality and service-orientation

Through this triad partnership between Talent+, a leading global human resources consulting firm, and background screening innovator, Proforma Screening Solutions, Lowers & Associates is able to offer a best-of-breed, integrated solution for the optimization of the human resource, talent management, and enterprise risk management needs of our customers.

Now, more than ever, businesses can ill afford to make poor hiring decisions. We're confident that Lowers & Associates' proven risk assessment process, when employed as part of the Human Capital Risk Management Model, will help our clients examine the nature and extent of internal controls (operational, financial, and system controls) used to address HR risk, particularly as it pertains to internal theft, fraud, and crime.

The science backed solutions of Talent+ combined with the right screening process and related services performed by Proforma will result in an environment of reduced risk contributing to the bottom line and ultimately long-term organizational health.

We believe that our new Human Capital Risk Management Advisory Service will help our customers address a growing need and trend toward optimizing their human resource management requirements in the increasingly competitive and challenging global economic landscape.

Talent+ is the premier global human resources consulting firm with over 200 world-class, quality-growth-oriented clients. Based on empirical data, Talent+ has developed reliable and validated instruments that enable clients to assess an individual's aptitude to perform a specific job with excellence. This science of Talent+ determines how personal talents affect performance in every part of the workplace, from top to bottom. Through this approach, client partners are able to further define



their culture through the acquisition, retention and recognition of top talent. For more information, please visit www.talentplus.com.

Proforma Screening Solutions is a Consumer Reporting Agency providing strategic risk management solutions to human resource professionals in a variety of industries where people are the resource. Proforma's solutions protect the brand, property, associates and customers of some of the most recognizable names in America. To begin experiencing the Proforma advantage, please visit www.proformascreening.com.