

Proven people. **Reliable results.**

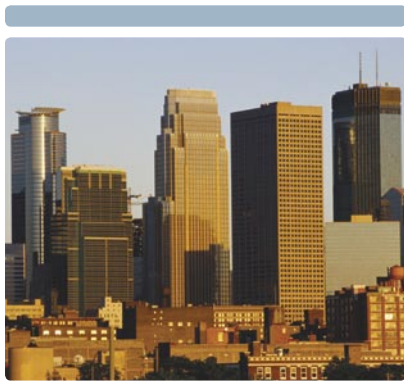
A complete spectrum of consulting and professional services from the area's most trusted business and technology experts.



CONSULTING & PROFESSIONAL SERVICES

TALENT

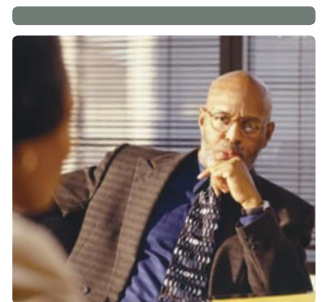
Trusted by more local companies.



Talent has earned a strong reputation as one of the area's most trusted partners for consistently delivering the consultants that can ensure your initiatives are a success.

Founded over 20 years ago, Talent remains unique in the Twin Cities market by being one of the few consulting firms not to change ownership or focus. The team you trust today is largely the same team that local companies have always trusted to achieve their mission-critical business objectives. Even today, Talent works with more local companies than any other consulting vendor — a fact that is not indicative of our size, but our history of successful consulting relationships.

With expertise that extends across the spectrum of professional services and consulting, Talent prides ourselves on creating resilient matches between our client's projects and our consultants. With one of the lowest turnover rates in the industry, we have consistently ensured that every consultant fits both the project and the culture of your organization.





In addition to hundreds of skilled consultants, Talent's core is based on a flexible approach to methodology, consistent adherence to best practices and a time-tested set of management processes. In all of our service areas, we maintain a commitment to always meet our client's expectations with professional excellence.

Talk to Talent.

No matter what size challenges you face, Talent is ready to provide purposeful strategy, proactive management, and smart technology solution deployment.

For your supplemental staffing, project leadership or customized solution needs, make sure you talk to Talent, the most accomplished team in the Twin Cities.

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(952) 417-3600

SERVICE LEVELS

TALENT ON DEMAND

Talent quickly responds to your supplemental staffing needs by providing consultants that are carefully matched to your needs, your industry and your culture.

PROJECT LEADERSHIP

Talent can help ensure you remain focused by taking on the management of resources and projects. Our flexible approach to methodology and best practices allows you to stay in control.

CUSTOMIZED SOLUTIONS

With one of the most trusted teams in the Twin Cities, Talent delivers complete solutions for mission-critical business functionality that are on-time and meet your expectations.

OUR TEAM

Talent's consultants are experienced professionals who enjoy the challenge of achieving unique business requirements.

Our resource management and recruitment teams support both the professional growth and personal satisfaction of all of our consultants, so that they are highly motivated and rewarded for their work.

Our own working culture allows consultants to network and grow as a team. We encourage personal growth, work/life balance and professional excellence.

With more than 20 years serving local companies, Talent is the area's most trusted partner for delivering top consultants and mission-critical business functionality.

Project Services

- Program Management
- Project Management
- Business Analysis

Data Management Services

- Data Warehouse
- Business Intelligence
- Database Services

Application Services

- Custom Application Development
- Application & Systems Integration
- Architectural Assessment & Development
- eBusiness
- Analysis & Design
- Legacy Application Migration
- Web Services Development & Deployment
- Enterprise Resource Planning (ERP)

Infrastructure Services

- Server Infrastructure
- Storage Infrastructure



CONSULTING & PROFESSIONAL SERVICES



Project Services

Draw on the expertise of one of the Twin Cities' oldest and most trusted consulting firms.

Consultants in Project Services have experience in the following roles:

- Program Manager
- Project Manager
- Project Coordinator
- Business Analyst
- Change Manager
- Process Analyst

Talent has an excellent local track record of providing skilled consultants who have the precise experience to manage both operational and technology-driven initiatives. Our flexible approach to methodology and best practices allows you to remain in control, while ensuring that the right leadership is in place to cost-effectively meet mission-critical requirements.

Program and Project Management (PM)

On time delivery. Reliable performance.

Cost controls. Talent provides the resources to lead your initiatives to the targeted outcome.

Our flexible approach to methodology allows us to work comfortably with your team and their approach. Talent has worked successfully with many methodologies, including the PMBOK, Six Sigma, RUP, ITIL and many other Software Development Life Cycle (SDLC) methodologies.

PM Services

- Custom Development
- Package Selection & Implementation
- Strategy Execution
- Project Status & Reporting
- Capacity Management / Resource Allocation
- Financial Analysis
- Data Warehousing
- Business Case Development
- Vendor Selection
- PMO Development & Support
- Change Management

Business Analysis (BA)

Working hand in hand with some of the area's top companies, Talent has developed the industry knowledge and consulting expertise to provide skilled guidance on mission-critical initiatives.

By cultivating the top consulting professionals in the area, Talent is ready to help you achieve your business' full potential.

BA Services

- Requirements Definition
- Use Case Scenarios
- Business Process Engineering
- Reporting Analysis & Definition
- RFP Analysis & Development
- Data Warehousing
- Process Modeling
- User Acceptance Testing
- Subject Matter Expertise (SME)
- User Training

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Data Management

Infrastructure Services

Application Services

Project Services

TALENT

CONSULTING & PROFESSIONAL SERVICES



Application Services

Enabling Twin Cities' companies to respond quickly to changing market conditions.

Consultants in Application Services have experience in the following roles:

- Application Developer
- Application Architect
- Technology Lead
- Application Integration
- Project Manager
- Business Analyst

Through our experienced team of consultants, Talent helps organizations to cost-effectively deploy services that improve productivity and reduce operational costs. We have proven expertise in consistently delivering mission-critical business functionality, whether that involves integrating existing enterprise software or developing a custom solution.

Application Services

- Custom Application Development
- Application & Systems Integration
- Architectural Assessment & Development
- eBusiness
- Analysis & Design
- Legacy Application Migration
- Web Services Development & Deployment
- Enterprise Resource Planning (ERP)

Streamlining the power of business systems.

Talent has proven expertise in a wide variety of technologies, with an emphasis on Service Oriented Architecture (SOA). Whether you are looking to control operational costs or improve productivity, Talent has the resources to get the job done right.

Custom Application Development

Talent understands the difference between a project's completion and its success. Leveraging the collective knowledge and experience of Talent resources, our consultants bring the tools and techniques needed to deliver applications with expected performance and ROI.

Application and Systems Integration

Experienced in integrating web-based applications with legacy systems, Talent can help you maximize your current and future IT investments.

Architectural Assessment & Development

With extensive experience in developing enterprise-class applications, our consultants can assess and develop an architecture that leverages existing technologies and conforms to your requirements.

Changing applications. Changing business models.

With the adoption of eBusiness, many companies face significant changes to their business model and practices.

In addition to developing applications, Talent can also provide valuable insight into the changes that span the entire supply chain within your organization.

At every opportunity, Talent takes the time to help you understand the impact on your organization so that each implementation is a success.

eBusiness Capabilities

- Analyze trading partners, objectives and infrastructure to determine the necessary people, processes and technologies
- Develop a thorough business assessment and a plan to get your organization on the road to optimal integration
- Software selection consulting with EAI, EDO and B2B specialists
- Define functional, technical and reporting requirements for your integrated system using industry-standard, user-centered techniques
- Fill gaps in development lifecycle
- Documentation development using industry-standard notation
- Progress reports on time, cost, quality and scope to help you minimize risk
- Mentoring and educational assistance
- Seamless integrated systems crafted to support your goals and priorities
- Automated business processes
- Synchronized data across enterprise systems and their interfaces
- Lead, manage and realize the integration of eBusiness within your enterprise

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Data Management

Infrastructure Services

Application Services

Project Services

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CONSULTING & PROFESSIONAL SERVICES



Infrastructure Services

Strengthening the backbone of your company's technology and knowledge investments.

Consultants in Infrastructure Services have experience in the following roles:

- Architecture
- Administration
- Storage Architecture
- Storage Administration
- Project Management

Talent has supplied state-of-the-art Server and Storage solutions for over 20 years, giving us experience in a broad range of environments. Today, companies want to leverage new resources as quickly as possible without being delayed. Talent's consultants provide expertise and analysis to achieve a secure and responsive technology backbone for your organization.

Server Infrastructure

Talent works with your business requirements to achieve customized and carefully planned solutions on a vast variety of server platforms.

From architecture through design, administration and training, Talent has the local resources and expertise to accelerate the learning curve for your IT department.

Architecture & Design

- High Availability Architecture
- Performance Analysis
- Disaster Recovery

Service Platforms

- UNIX
- SUN
- AIX
- HP-UX
- Linux
- MS Windows

Administration

- System Administration
- Configuration
- Installation
- Training
- Capacity Planning
- Performance Tuning
- Performance Monitoring
- Backup & Recovery

Infrastructure Services

Storage Infrastructure

Explosive growth rates and continuous data availability are requiring companies to process larger data payloads in less time. With experience in implementing Storage solutions in many environments, Talent can deploy innovative and cost-effective solutions that keep pace with your business requirements.

On-line Storage Design & Implementation

- Capacity Planning
- Assessment of Functional Requirements
- Performance & Throughput Evaluation
- Storage Management Software
- Local & Remote Data Replication
- Database Integration
- Database Restoration
- Network-based Storage Architectures
- Secure / Shared Access Configurations
- Fault Tolerance Storage Connectivity
- Data Traffic Payload Distribution

Near-line Storage Design & Implementation

- Disaster Recovery Planning
- Capacity Planning
- Data Retention Requirements
- DMZ Backup / Recovery Strategies
- Replication & Storage Processes
- Exception Reporting
- Data Archive Reporting
- Integration with Storage Array Replication
- Tape Sharing Solutions
- Database Backup Integration
- Backup & Recovery Services

Server & Storage Virtualization

By decoupling the physical hardware from their operating systems, Talent can provide multiple virtual machines on your existing hardware, so you can fully customize configurations and share workloads with no downtime.

Consolidation & Virtualization

- Assess your business objectives and current infrastructure environment to understand how you can get the most value from virtualization.
- Design and implement an integrated, holistic, virtualization strategy and approach that meets your growing business needs.
- Manage your assets to improve operations, raise service quality, align with your business and reduce Total Cost of Ownership (TCO).

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Data Management

Infrastructure Services

Application Services

Project Services

TALENT

CONSULTING & PROFESSIONAL SERVICES



Data Management

Keeping data alive and useful for executive decision-making.

Data Management provides expertise in the following areas:

- Data Warehousing
- Business Intelligence
- Database Services
- Business & Operational Reporting

A local leader in Data Management services, Talent has the experience to effectively lead or assist in any stage of your efforts, whether you are considering your first Enterprise Data Management solution or trying to mine new information from an existing one. Our consultants can adapt to many different environments, while guiding you through proven checkpoints in your development process.

Data Warehousing

Talent has experience with a broad array of databases, reporting tools and ETL solutions. To maximize ROI and minimize operational costs, Talent works with you at any stage in the life cycle of your Data Warehouse (DW).

Strategy, Architecture & Administration

- Enterprise DW Strategy & Architecture
- Technology & Tool Selection
- DW Administration Process Design
- Data Quality Management & Data Cleansing
- Metadata Design & Management
- Testing Process Management
- Performance Tuning & Scalability Management

DW Solution Design & Development

- Requirements Gathering, Business Analysis & Training
- Key Performance Indicator Design
- Data Modeling & Analysis
- Data Mart & DW Design & Development
- Operational Data Store Development
- Database Design & Development
- ETL Design & Development
- Project Management

Data Management

Business Intelligence

Talent can help design and implement effective Business Intelligence (BI) solutions that help you realize the full potential of your business data.

BI Solutions

- OLAP cubes and reporting to give you a comprehensive, multi-dimensional view of your data for analysis
- Key Performance Indicators and Executive Score Cards to enhance your company's effectiveness
- Data Visualization, using special images, graphs and colors to instantaneously analyze your business
- Alerts for quick notification and reaction to important events
- Data Mining, a method that uses statistical techniques to discover subtle relationships between data items

Database Services

Talent supports a wide variety of database products to achieve more scalable, reliable and high-performing systems.

Services Overview

- Database Management
- Database Analysis & Design
- Performance Management
- Business Continuity Planning (BCP)
- Disaster Recovery (DR)
- High Availability/Clustering

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Data Management

Infrastructure Services

Application Services

Project Services

TALENT

CONSULTING & PROFESSIONAL SERVICES



Data Warehouse / Business Intelligence

Transforming information about your business into informed decisions.

Consultants in DW / BI have experience in the following roles:

- Project Manager
- Data Warehouse Architect / Developer
- Data Architect
- ETL Architect / Developer
- BI Architect / Developer
- Data Analyst
- Data Modeler
- Business Analyst

Talent has experienced consultants who specialize in turning raw data into well-organized, analytical information that helps you identify new sales opportunities, discover competitive advantages and maximize ROI. Based on a flexible best practices approach, Talent develops solutions with an emphasis on:

- Intuitive data structures that support high performance queries
- Efficient ETL solutions to maximize Business Intelligence
- Data Cleansing with automated validation
- Effective metadata solutions for maximum productivity

Data Warehouse

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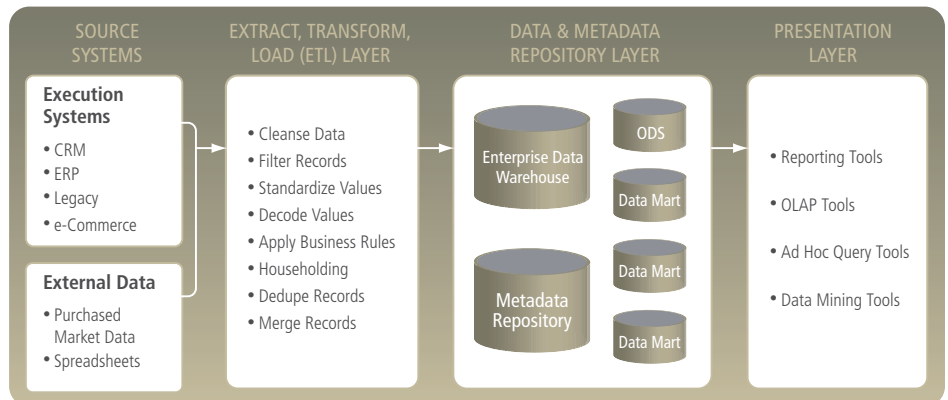
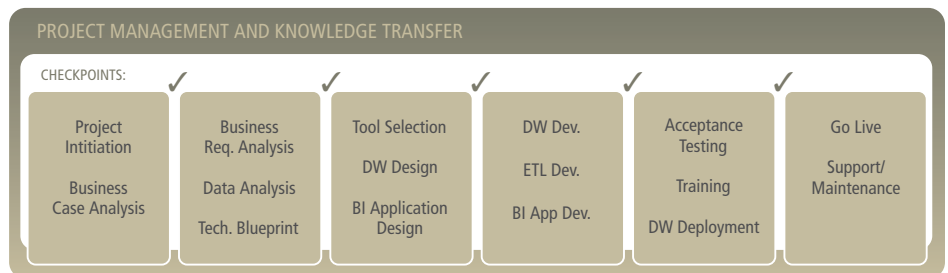
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Talent provides consultants who can assist you with each component of your architecture, at any point in the Data Warehousing life cycle, utilizing a variety of tools and technologies.



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Data Management

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CONSULTING & PROFESSIONAL SERVICES



Database Services

Creating flexible and scalable database solutions for your business.

Consultants in Database Services have experience in the following roles:

- Database Architect
- Physical DBA
- Applications DBA
- Development DBA
- Production DBA
- Project Manager (PM)

Talent provides high-quality Database Management and Optimization services for a wide variety of database products. We provide everything from Database Design, Installation, Configuration and Management to Production Support and Performance Tuning to Advanced Database Architectures that provide more scalable, reliable and high-performing database systems.

Database Technologies

- Oracle
- Microsoft SQL Server
- DB2/UDB
- Sybase
- Teradata

Ensuring your success and your ROI.

Following a set of best practices based on years of database performance tuning and troubleshooting experience, we will work alongside your in-house DBA resources to develop and implement an effective Database Administration strategy based on your business and application requirements.

Database Management

- Database Architecture & Design
- Database Software Installations
- Technology Enhancements & Patching
- Database Upgrade Risk Assessment & Upgrade Installation
- Backup & Recovery Strategies
- Database Migrations & Re-Hosting
- Proactive Database Monitoring & Notification
- Database Stabilization
- Database Capacity Analysis & Planning
- Troubleshooting & Issue Remediation

Database Services

A partner for the life of your data.

The complexity of data solutions requires you to make a careful decision about which tools and business practices you choose. Talent is uniquely able to adopt to many different environments, while guiding you through proven checkpoints in your development process.

Database Analysis & Design

- Application / User Requirements
- Database Functionality
- Logical & Physical Database Design
- Data Modeling

Performance Management

- Eliminating Performance Bottlenecks
- Working with Developers to Improve the Performance of SQL
- Improving Database Response Times
- Increasing Database Scalability
- Increasing Utilization of Current Hardware & Software
- Database Storage Optimization

High Availability / Clustering

- Application / Business Requirements Assessment
- Application Functionality / Readiness / Scalability Assessment
- Infrastructure Feasibility / Scalability Assessment
- Planning & Design & Build
- Installation & Configuration of various Clustering Technologies
- Testing of Failure Scenarios
- Implementation & Stabilization
- Improved Workload Distribution
- Improved Hardware Scalability
- Improved Database Availability & Resiliency

Business Continuity Planning / Disaster Recovery

- Application / Business Requirements Assessment
- Infrastructure Feasibility Assessment
- Planning, Design & Build
- Testing of Failure Scenarios
- Testing of Recovery Scenarios
- Implementation & Stabilization
- Installation & Configuration of Hardware and/or Software-based Replication
- Installation & Configuration of Backup & Recovery Procedures

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