



PRESS RELEASE

12th October 2005

VaLUENTIS today announces the release of its VB-HR™ Rating HCM100 Benchmark report that establishes a new landmark in human capital reporting. The report details findings of the exercise undertaken this year to calibrate the VB-HR™ Rating system.

Chief Executive, Nicholas J Higgins, remarked that *"2005 marks the introduction of a new and unrivalled reporting standard in the measurement, analysis and value benchmarking of Human Capital Management (HCM) in organisations. We trust that this groundbreaking event will propel organisations and HR functions forward into a new realm of understanding and create a new era in terms of the way in which human capital and human capital management is both perceived and reported. The contents of the main report provide results and observations of the utilisation and subsequent calibration of VaLUENTIS' VB-HR™ Rating system and its derivative components. To that extent we are delighted that the exercise has surpassed our expectations in terms of both the accuracy and level of detail that both the model and construct display."*

The report is a culmination of over ten years of applied research and client project experience; and the accumulated expertise and insight that comes from working with top organisations around the world. Over the last few years, there have been a number of task forces, workgroups, academic studies and proprietary offerings devoted to the topic of human capital measurement, most of which have failed to deliver on early promise. It is time to move on - organisations need something now to adopt as standard and we believe that the VB-HR™ Rating provides the necessary rigour and elegance."

The VB-HR™ Rating is arguably the most sophisticated human capital measurement reporting and diagnostic tool available. Aside from its truly innovative reporting solution, its portfolio of derivative tools assesses current approaches towards measurement within HR and human capital management (HCM) with an organisation performance focus, identifying emerging insights into today's human capital management practices.

The report presents the findings from the initial benchmark group of 100 organisations drawn from the Public and Private sector, including a representative tranche of FTSE100, FTSE250, S&P500 and global privately-owned constituents.

VaLUENTIS is a leading global professional services firm providing clients with human capital management, human capital measurement, organisational effectiveness and organisational measurement solutions to enhance performance. Our clients include FTSE100, Euro300, and S&P500 companies, as well as a variety of public sector organisations.