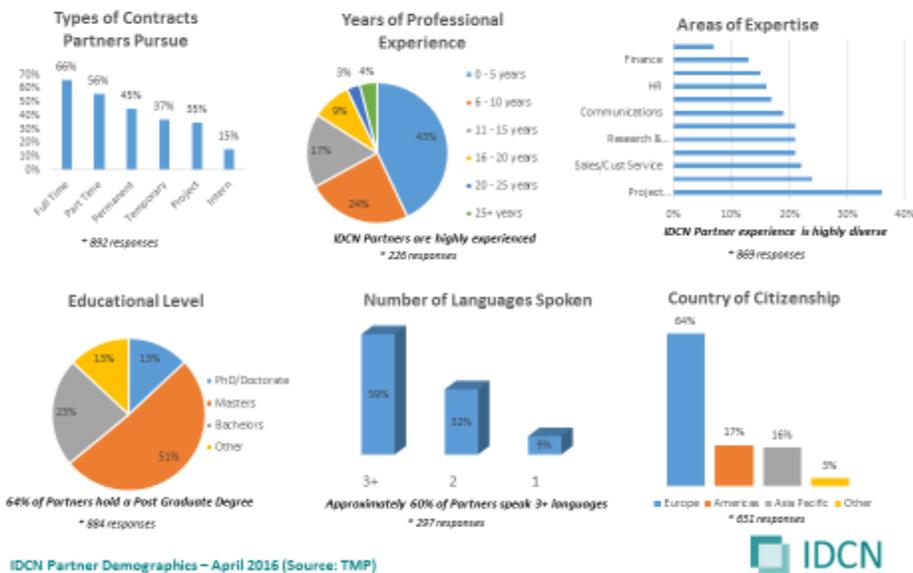


IDCN Talent Management Platform Update

The [IDCN Talent Management Platform](#) has been operational for approximately six (6) months for our Partner Members and three (3) months for our Corporate Members. Following is an update on our progress.

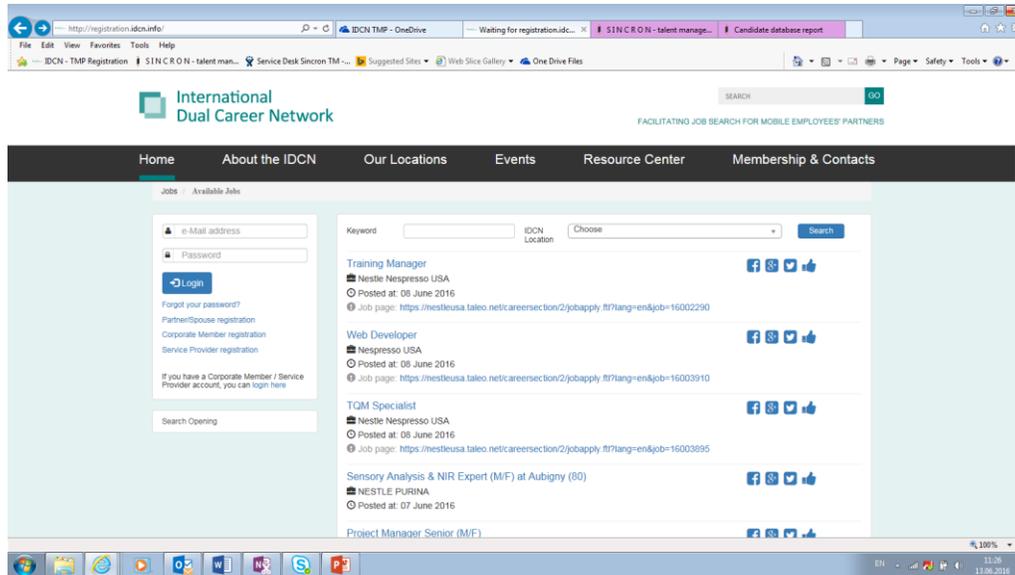
Since implementing IDCN as the centralized platform for Partner Registration, over 1,000 Partner Members have been added to the database! The IDCN Partner population is highly diverse and talented as evidenced by the following metrics taken directly from Partner Profiles:

IDCN Partners are Highly Educated and Experienced



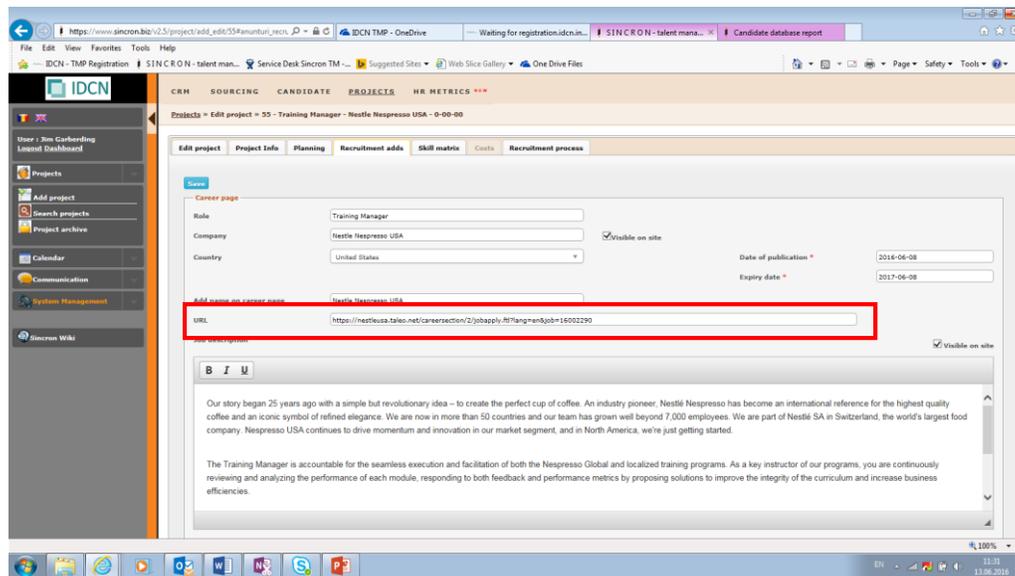
As a **Partner**, it is important that you fill out your profile completely, keep your profile current and upload a recent copy of your CV. Our Corporate Members are using the platform to search for qualified and talented individuals for their open positions. By keeping your profile and CV current, you will enhance your chances of being contacted by our member companies as you apply for their jobs.

You can view open positions posted by our Corporate Members directly within the [registration page](#) of the IDCN. From this page, you can access these open roles via the link provided in the job advertisement or apply directly on the Corporate Member job site using the information in the ad. To date, over 50 positions have been posted to the TMP.



We currently have 105 Corporate Members and over 350 Corporate Contacts in our database worldwide.

For our **Corporate Members**, we have enhanced the job posting section of the tool so you can add a URL/link for each job you wish to post. By adding a link, you can direct applicants to your local recruitment pages versus managing applicants separately within the TMP.



We look forward to your continued use of the IDCN TMP as we work to connect our Partners and Corporate Members.

We value the feedback of our Partners and Corporate Members regarding their experiences in using the platform. If you have any comments or suggestions, please direct them to jim.garberding@nestle.com