

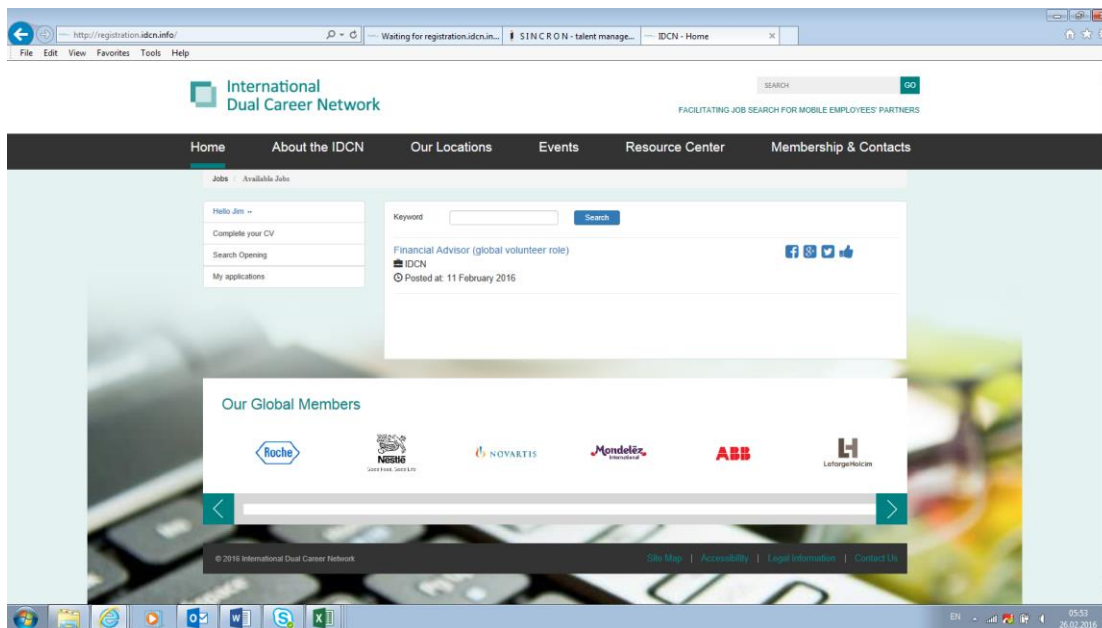
IDCN introduces the Talent Management Platform (TMP)

Over the past several months, IDCN has developed a new member database, the IDCN Talent Management Platform. Both Partner and Corporate Members can benefit from the usage of this platform.

As a **Partner Member of IDCN**, you have the opportunity to create an online profile that will be viewable by IDCN Corporate Members.

After you registered as an IDCN Member on the TMP, you were sent a confirmation email inviting you to update your profile in the TMP. To do this, simply click on the link provided in the email that will take you to the login page at <http://registration.idcn.info>.

On the login page, enter your e-mail address and the password you created when registering. This will take you to a page where you can complete your profile and upload a CV and photo. You will also be able to see jobs posted by IDCN Members.



To **complete your profile**, simply click on the “Complete your CV” link on the left side of the page. You will be directed to a set of screens that will allow you to enter your Personal Information (and upload a Photo and CV), Profile Classification, Professional Summary, Education, Languages, Skills & Abilities, Other Information and Volunteering Information. A few key items:

- Information you provided during registration will be pre-populated
- You can make any changes to this information and add new information in each section and field provided
- You can upload both a photo and CV in the Personal Information section (be aware of size limitations)
- Information from your CV will not automatically populate within your profile so that you can customize your responses within each section

Please take the time to complete this information completely so our Corporate Members have the best insight into your skills and job search desires.

You will also be able to see open positions posted by our Corporate Members from the login page. To **view job details and apply for the job**, simply click on the job title link and follow the instructions within the job posting to submit your interest.

As a **Corporate Member of IDCN**, you will be able to search for talented IDCN Partner Member candidates to fill your open positions as well as post those open roles on the IDCN TMP. Training and instructions have been provided during our online training session on 1 March as well as via a separate process document.

We look forward to connecting the IDCN Partners to our Corporate Members and their job openings via the Talent Management Platform. You are all critical to the success of this initiative and I look forward to hearing about IDCN Members who have been selected for jobs by our Corporate Members. Thank you in advance for your participation!

Questions and feedback regarding the IDCN TMP can be directed to jim.garberding@nestle.com.